



**Haverhill Public Schools - School Committee  
Special Meeting Minutes of July 19, 2018**

**SC Agenda 08.16.18 5 B**

Mayor James Fiorentini, Chairperson called the meeting to order at 7:00 p.m.

The following members were present:

Attorney Richard Rosa

Ms. Gail Sullivan

Mr. Scott Wood

Mayor James Fiorentini, Chairperson

Mr. Sven Amirian

Mrs. Maura Ryan-Ciardello (arrived at 7:02 p.m.)

Attorney Paul Magliocchetti, Vice Chair

The members and audience recited the Pledge of Allegiance.

The Mayor along with members of the committee welcomed new Superintendent Margaret Marotta to Haverhill and her new position.

Reviewing and Amending the Organizational Chart.

Ms. Marotta stated that with the resignation of Assistant Superintendent Fulgoni just prior to her assuming the superintendent's job, it was not an opportune time to post the position and seek a replacement. The superintendent proposed the following organization for the 2018-2019 school year only [071918 Organizational Plan.pdf](#).

Ms. Marotta outlined some elements of the proposed organization:

- The organization is divided into four operational sections: Student Support Services; Teaching and Learning; Schools and Operations.
- The operational sections contain District Leadership Positions: Director of Special Education (Pamela MacDonald); Director of Staff & Student Support Services (TBD); Chief Academic Officer Elementary (Darshan Thakkar); Chief Academic Officer High School (Beth Kitsos) and the Business Manager (Brian O'Connell).
- Student Support Services includes a division between T.E.A.C.H. and H.A.L.T. St. James Programs. The retirement of the Assistant Principal has allowed for a Principal Director for each of the programs with no financial impact.
- The position of Director of Staff & Student Support Services will be redefined to focus on the social and emotional needs of students. The superintendent related that this type of position was missing in the district and fills a vital need and the original position was not working effectively.
- The delineation of the Chief Academic Officer position into Elementary and Secondary will afford Dr. Thakkar a more manageable work load since his duties included ELE Supervisor (recently filled) and ELA Supervisor (approved in FY19 budget).

Mr. Wood stated his support for the organization if it was a one year plan only. He was also under the impression that Dr. O'Connor was doing both Human Resources and Student Services.

Superintendent Marotta noted that the position of Director of Staff and Student Services was included in the FY19 at a salary of \$72,050.

Ms. Sullivan responded that it was very unusual for a district Haverhill's size to have a part-time Human Resources Director. She also asked how a replacement for the high school principal would be approached since it is a crucial position.

Ms. Marotta acknowledged the importance and indicated that was an issue that would be discussed in executive session.

Attorney Magliocchetti related that it was not the optimal time for hiring an Assistant Superintendent, therefore, the two Chief Academic Officers made sense at this time. He was supportive of the Organizational Chart since it improves education and thanked the Superintendent for her efforts.

Mr. Amirian was pleased with the social emotional learning component since he served on the Wellness Committee and was very optimistic because these changes increased efficacy in our operations. He related the school system needed to do more to achieve a secure base for children who did not have the supports at home.

Ms. Marotta related that chronic absenteeism is an issue that needs to be addressed.

Mayor Fiorentini was pleased with the Superintendent's direction in this matter.

Mrs. Ryan-Ciardiello supported both Chief Academic Officers and the updated Organizational Chart.

Ms. Marotta related that the Assistant Superintendent's position would ultimately be filled.

A motion was made by Attorney Magliocchetti to approve the amended Organizational Chart. Ms. Sullivan seconded the motion.

The chair called for a vote of the members:

Attorney Rosa	Yes	Mr. Amirian	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardiello	Yes
Mr. Wood	Yes	Attorney Magliocchetti	Yes
Mayor Fiorentini	Yes		

7 members voted in the affirmative

0 members voted in the negative

0 members abstained

Motion passes

A motion was made by Mr. Wood to go into Executive Session (7:26 pm) to conduct contract negotiations with nonunion personnel and the Business Manager and to reconvene in Open Session to affirm any actions taken in executive session. Attorney Magliocchetti seconded the motion.

The chair called for a vote of the members:

Attorney Rosa	Yes	Mr. Amirian	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardiello	Yes
Mr. Wood	Yes	Attorney Magliocchetti	Yes
Mayor Fiorentini	Yes		

7 members voted in the affirmative

0 members voted in the negative

0 members abstained

Motion passes