



Mayor James Fiorentini, Chairperson called the Regular Meeting to order at 7:00 p.m. Present were: Mr. Sven Amirian; Attorney Paul Magliocchetti; Mr. Shaun Toohey; Mr. Scott Wood; Ms. Gail Sullivan, Vice President; Mrs. Maura Ryan-Ciardello, President; Mrs. Julie Kukenberger, Assistant Superintendent and Mr. James Scully, Superintendent of Schools.

The Pledge of Allegiance was recited.

Public Comment

There was no one present for public comment.

Communication and Reports

Student Advisory Council Report – Madeline Coady

Ms. Coady provided the following update about Haverhill High School:

- The Haverhill School Committee Scholarships are available on the HHS website and the applications are due and should be submitted to the Guidance Office by 3:00 p.m. on May 25, 2016 and the High School General Scholarship Portal will close tomorrow;
- Last night HHS hosted our Academic Awards Night, each teacher was asked to nominate one student to receive the “Most Outstanding Award” and one student to receive the “Most Improved Award”. Teachers had to choose the 2 students from all five of their classes, which is on average for most teachers 125 students per teacher to choose from. Over 400 people attended last night’s ceremony;
- Parent-Teacher Conferences for third term are this evening from 6:00 p.m. to 7:30 p.m.
- AP Testing will be given at HHS this year from May 3-13, 2016
- MCAS Math testing for Grade 10 students will be held on May 17-18;
- Junior Social will be held at DiBurro’s on Friday, May 13, 2016;
- Senior Prom is May 24, 2016 at Danversport Yacht Club – tickets are on sale now;
- Mrs. Kitsos extends an invitation to the School Committee to take pictures at the Common on both May 13 and May 24

The Committee was going to change the order of the agenda and move up Mrs. Ryan-Ciardello’s item but at the request of Mrs. Everett the item was delayed.

The regular order of the agenda resumed.

Superintendent Comments/Reports.

Mr. Scully noted that in consultation with Mrs. Ryan-Ciardello the administration was prepared to begin the FY17 Budget Workshop next Wednesday.

Discussion ensued and the consensus was that the workshop would be held next Wednesday, May 4, 2016 at 7:00 p.m. at Haverhill High School Main Conference Room. The committee scheduled at second workshop for Wednesday, May 11, 2016 at the same location and time.

Moved by Ms. Sullivan and seconded by Mrs. Ryan-Ciardello to approve the two workshop dates on May 4 and May 11, 2016 at Haverhill High School Main Conference Room (if available).

The Superintendent stated that the administration was working on getting to the budget increase down to 5.3% that was acceptable to the Mayor.



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Mayor Fiorentini commended the Superintendent for his advocacy of the schools and the children of the City.

The Mayor noted that local aid would increase for Haverhill by \$3 million due to the State budget written and advocated for by Representative Dempsey.

Mr. Jared Fulgoni, Director of Strategy and Accountability presented a report on class size based on the request of Ms. Sullivan.

Attorney Magliocchetti asked for information in minute detail and that was his original request. He relayed that he was available tomorrow to meet with Mr. Fulgoni; Attorney Magliocchetti commented that the information presented was confusing.

Mr. Fulgoni commented that some schools had different composition of students i.e., special needs. He also reported that there were also students pulled out of classes.

Mr. Scully reported that DESE's data was our material and was dated.

Mayor Fiorentini questioned the cities that Haverhill was compared to on state websites.

Attorney Magliocchetti was interested in the correlation between class size and academic performance.

Ms. Sullivan had originally asked for this information to make informed decisions and factored into budget considerations.

Mrs. Ryan-Ciardello asked for enrollments district-wide including elementary schools.

Mr. Toohey inquired specifically for the number of pullouts.

Mayor Fiorentini wondered about correlation between class size and attendance.

Mr. Scully commented attendance numbers were very good for example today only five students were absent from Tilton.

Mr. Fulgoni responded attendance did not factor into this equation.

Introduction of Mrs. Kat Everett to discuss POSE – Mrs. Ryan-Ciardello

Mrs. Ryan-Ciardello related that Mrs. Everett along with her husband Dennis had founded a non-profit organization entitled POSE (Power of Self Education). Both Mayor Fiorentini and Mrs. Ryan-Ciardello welcomed Mrs. Everett.

Mrs. Everett asked to have information distributed to the Committee. She asked if an explanation of the School to Prison Pipeline needed to be explained. Mrs. Everett noted that a community forum had been held on February 22nd with approximately 68 attendees including the 9 panel members and a follow-up session on March 26th. She felt that the discipline guidelines "targeted" certain students and resulted in loss of instructional time.

Mrs. Everett referenced that new law Chapter 222 that required school districts to align its discipline guidelines and was concerned with the data. She noted that most of the discipline offenses were non-violent incidents.

Mrs. Everett said in Grades K-8 and Haverhill High School's Code of Conduct were out of compliant; met state codes of conduct requirements in only one out of 53 categories and kindergarten through eighth grade met state rules in six out of 54 categories, and were partly compliant in eight categories



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and non-compliant in the remaining 40. She cited data reviewed by Massachusetts Advocates for Children and its affiliates at Harvard Law School.

Mrs. Everett proposed a pilot program of restorative justice at one of the schools to assist this overlooked and underserved population; it was critical to address these issues.

Attorney Magliocchetti thanked her for the presentation and noted that he would thoroughly review this material. He related that our policies were currently being reviewed.

Mrs. Everett commented that our policies were out of date. She mentioned that the Lawrence Public Schools' website was easier to navigate and more customer-friendly.

Mr. Amirian was alarmed by the non-compliance (red sections).

Mrs. Ryan-Ciardello asked how people could get involved in the organization.

Mrs. Everett replied that interested parties could email posecorp@gmail.com

Mayor Fiorentini asked about JDAL. Mrs. Everett responded that the acronym Juvenile Detention Alternative Initiative or DYS.

The Mayor noted that this data was very interesting.

Mrs. Everett observed that there had to be a better way to discipline students and have access to education.

A parent of a Tilton student spoke in favor of a restorative justice model.

Ms. Sullivan related PBIS should be effective and there was other ways of educating students such as technology. She referenced a student who kicked and the replacement of her boots with slippers

Mr. Wood noted that restorative justice and/or discipline is a larger, complex and controversial issue. He noted it was used overseas more frequently.

School Committee Communications

It was the consensus of the committee to combine several items: Discussion on the position of Assistant Superintendent including the superintendent's recommendation – Attorney Magliocchetti and the Exit Interview for Assistant Superintendent – Ms. Sullivan.

Mr. Scully pointed out that Mrs. Kukenberger had not resigned so that the discussion was slightly premature. He related that it was healthy for the organization to review the job functions of its top leadership including the Assistant Superintendent.

Attorney Magliocchetti remarked in the next search the quality and characteristics of the applicants and that with the exception of Mr. Scully there has not been continuity in leadership positions.

Ms. Sullivan stated that exit interviews could uncover what was working well and what could be improved; it isn't always about money or advancement. She suggested an exit interview with the Assistant Superintendent.

Mr. Amirian noted we are facing challenges with the vacancies in the district i.e., special education director and assistant superintendent. He remarked that establishing retention strategies for the district is important.



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Mr. Wood hoped that Mrs. Kukenberger would remain in the district. He observed that there was a fundamental change in the generations; whereby individuals did not remain in districts for their full careers but they were always looking for new challenges. Mr. Wood stated that this was a conversation held at the recent National School Boards Association Conference; he would share this national research with his colleagues.

There was a brief discussion about the best forum and manner for an exit interview of the Assistant Superintendent. Additionally, they also referenced the title of the position.

Ms. Sullivan noted that when she was an Assistant Superintendent her job was interesting, challenging and satisfying; furthermore, her husband had moved for her four times.

The committee looked forward to Mr. Scully's recommendation.

Mr. Scully indicated that the district had started to get preliminary data from the last year on why people are leaving the district.

Mr. Wood remarked that the school committee should complete the exit interview for a high level administrator. He remarked if there was anything the district could do to retain Mrs. Kukenberger he hoped she would speak with the School Committee President.

Mrs. Ryan-Ciardiello commented that living in the district might improve retention.

Ms. Sullivan observed that turnover in curriculum did negatively impact the district's efforts.

Mr. Toohey indicated an organizational chart change might be beneficial. He looked forward to the upcoming dialogue.

Mr. Wood noted that the district our size needed an Assistant Superintendent.

Attorney Magliocchetti asked if the new Hunking would improve class sizes throughout the district.

Mr. Scully replied that the new school had a stem component and would not effect the enrollments until the following year.

The superintendent mentioned the District Review from 2010, which could be useful in terms of background for the committee.

Subcommittee Reports

New Business

Moved by Mr. Wood and seconded by Attorney Magliocchetti to approve Warrant Number EV20160429 totaling \$235,885.96 and Warrant Number EV20160429B totaling \$316,384.18 as indicated in the agenda material.

A roll call vote was held and the results were the following:

<i>Mr. Amirian</i>	<i>Yes</i>	<i>Attorney Magliocchetti</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Ms. Sullivan</i>	<i>Yes</i>	<i>Mrs. Ryan-Ciardiello</i>	<i>Yes</i>
<i>Mayor Fiorentini</i>	<i>Yes</i>		

A 7-0 vote; motion passes

Moved by Mr. Wood and seconded by Mr. Toohey to approve Warrant Number EV20160429A totaling \$150,841.64 as indicated in the agenda material.



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A roll call vote was held and the results were the following:

<i>Mr. Amirian</i>	<i>Yes</i>	<i>Attorney Magliocchetti</i>	<i>Abstain</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Ms. Sullivan</i>	<i>Yes</i>	<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>
<i>Mayor Fiorentini</i>	<i>Yes</i>		

A 6-0 vote; motion passes

Items by Consensus

Moved by Mr. Wood and seconded by Mr. Toohey to approve the following items by consensus as indicated in the agenda material:

The minutes of the Regular Meeting of April 14, 2016;

The field trip request(s): Cody Kucker (HHS) Creative Writing Club to travel to Champlain College in Burlington VT for a Writers' Conference from May 27-May 28, 2016 at a cost of \$2,125 per student

The use of facilities

Requested by Lisa Begley from Massachusetts Teachers Association for the use of Haverhill High School Library on Thursday, May 5, 2016 from 4:00 pm-6:00pm.

Process Fee: \$10.00

Utility Fee: \$20.00 per hour

Custodial Fee: \$30.00 per hour

Rental Fee: \$35.00 per hour

Requested by Richard Comeau from 5 Dragons Martial Arts for the use of Haverhill High School Gym on Sunday, May 15, 2016 from 8:30am-12:30 pm for a karate tournament.

Process Fee: \$10.00

Utility Fee: \$20.00 per hour

Custodial Fee: \$45.00 per hour / weekend

Rental Fee: \$50.00 per hour

A roll call vote was held and the results were the following:

<i>Mr. Amirian</i>	<i>Yes</i>	<i>Attorney Magliocchetti</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Ms. Sullivan</i>	<i>Yes</i>	<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>
<i>Mayor Fiorentini</i>	<i>Yes</i>		

A 7-0 vote; motion passes

Moved by Mr. Wood and seconded by Attorney Magliocchetti to adjourn the meeting at 8:39 p.m.

List of Documents included as part of packet: Agenda Requests from Mrs. Ryan-Ciardello, Attorney Magliocchetti, Ms. Sullivan; Warrants; Minutes; Field Trip Request(s); Use of Facilities

Handouts at Meeting: Material from Katrina Everett