



Haverhill School Committee – Regular Meeting of May 12, 2016

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APPROVED**

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. Julie Kukenberger, Assistant Superintendent and Mr. James Scully, Superintendent of Schools. Mrs. Maura Ryan-Ciardello, President was recorded absent.

The Pledge of Allegiance was recited.

Public Participation.

Mr. Peter Yannakoureas, 85 Millvale Road spoke about his concerns regarding the curriculum, in particular, the teaching of evolution and sex education.

Mayor Fiorentini indicated that the curriculum would still include these items and that the School Committee would not reverse its position. He commented that many times Mr. Yannkoureas had many times addressed his concerns to the School Committee and that the decision would not change.

The Mayor ruled him out of order; made his point many times and asked him to sit down.

Mr. Yannakoureas was disappointed with the decision but adhered to the Mayor's directive to sit down.

Communication and Reports

Student Advisory Council Report – Madeline Coady.

Ms. Coady reported on the following events at Haverhill High School:

- *Tonight is Mr. HHS Contest;*
- *The Junior Social tomorrow night at 6:00 p.m. DiBurro's Function Hall;*
- *Fourth term progress reports for grades 9-11 will be issued on Monday, May 16th;*
- *MCAS Math-Tuesday, May 17th and Wednesday, May 18th, grade 10 students will take the MCAS Math Assessment;*
- *May 19th is The Night of Stars;*
- *May 24th- Senior Prom @ the Danversport Yacht Club;*
- *May 27th- R. Elaine Croston Poetry Reading Contest, followed by senior sign out;*
- *May 31st- Senior Chapel*
- *June 1st- Senior Banquet @ DiBurro's Banquet hall 6:00 pm-8:00 pm*

Ms. Coady stated that this might be her last meeting and thanked everyone for this wonderful experience.

The Committee wished her well. Ms. Coady indicated she would be attending University of Notre Dame in the fall.

Superintendent Comments/Reports.

Mr. Scully stated that with mixed emotions he was announcing the resignation of Julie Kukenberger, who had accepted the Superintendent's job in Scarborough Maine. The superintendent had copies of Mrs. Kukenberger's official letter of resignation distributed to the committee.

Mayor Fiorentini congratulated Mrs. Kukenberger and noted that he had enjoyed working with her.



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Superintendent Scully announced that Brian O’Connell would be giving a financial update (monthly report) and then the budget discussion would occur.

Mr. O’Connell reported on the of the FY15 budget fiscal status and at this time \$1,488,242.78 that had not been expended or encumbered. The business manager was estimating a \$200,000-\$300,000 balance at the end of the fiscal year.

Mr. Scully recommended the following motion: To approve the Haverhill Public Schools Proposed FY17 Budget, as amended, in the amount of \$73,751,333.18, representing an increase of \$3,509,371.18 (5%).

The superintendent clarified that in last year’s budget facilitators had been included as placeholders for potential needs that might occur during the 2015-2016 school year and that these positions were actually teachers.

Mr. Scully noted that the FY17 budget includes the following new positions and that the Mayor had increased our net school spending to 100% or \$4m.

*One tutor – English Language Learner (ELL)
Three teachers (formerly budgeted as facilitators)
Three health teachers – four half time, one full-time
One nurse
Two custodians - Hunking School
One special education compliance officer
One adjustment counselor –Consentino School
One testing coordinator - Consentino School
Three interventionists – to service the Consentino, Tilton and Whittier Schools*

Moved by Mr. Toohey and seconded by Attorney Magliocchetti to move the FY17 budget for purposes of debate.

Mr. Toohey expressed his deep concern relative to the reserve account. He cautioned that although there was good news this evening, the committee needed to prepare for FY18 now and have adequate reserves to accommodate the salary adjustments in that fiscal year.

Mr. Wood complemented the administration for its hard work on budget; however, he was apprehensive about spending every penny that was budgeted and planning for tomorrow should be a key ingredient in all budget planning. Mr. Wood recommended a salary reserve in each fiscal year’s budget and also observed that next year teachers’ salary increases alone would be between \$2-3m. He expressed his significant concerns that if there was not proper planning for raises that there could be layoffs of personnel to accommodate for increases.

Ms. Sullivan addressed the Superintendent’s clarification of the new positions.

Mr. Scully indicated that the positions had not been classified in last year’s budget as teachers but were now properly classified in this fiscal year’s budget.

Ms. Sullivan commented therefore, they are not new positions.



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Mr. Scully answered it was schematics.

Mr. Amirian asked about the health teachers and explanation of the half time position.

The Superintendent responded the goal was to have four health teachers.

Attorney Magliocchetti related that this was the first time that the budget was well funded. He noted that one area that was being addressed in this budget was special education. Attorney Magliocchetti hoped that the adjustments would improve service delivery and comfort level for parents. He communicated that financial prudence must be observed; in addition, Attorney Magliocchetti reflected that there might be a way to structure the salary increases through negotiations to minimize the impact in FY18. In conclusion, he asked for the itemization of grant information. Mr. Scully replied that he had that information tonight.

Mr. Wood requested clarification on the Sped Supervisor of Assistant position in the amount of \$50,000.

Mr. Scully indicated that it was an error.

Moved by Mr. Toohey and seconded by Mr. Wood to cut this position in the amount of \$50,000.

Mr. Riley responded that the occupational therapists receive a stipend to supervise the OT assistants. He did not know why the item was not funded in the previous year.

Mr. Amirian commented he did not want to cut the budget this evening; his job was to advocate for resources to make the most excellent school system.

Ms. Sullivan stated there should not be a vote this evening on this cut.

Mrs. Smith, Accountant responded that stipends are paid to certified personnel for supervising non-certified assistants; she indicated that this year's budget was more transparent and clearer in terms of funding sources. She noted the amounts were paid each year and was similar to amounts in the past but that Ms. Smith would need to clarify this information.

Ms. Sullivan remarked that this was a common practice and made sense.

Attorney Magliocchetti offered a friendly amendment to include if the administration could adequately clarify the amount in the budget that the \$50,000 would be restored.

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

<i>Mr. Amirian</i>	<i>No</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>Mayor Fiorentini</i>	<i>Yes</i>

A 5-1 vote; motion passes

Mayor Fiorentini asked how this budget addressed the performance issues at the following schools: Tilton, Consentino and Haverhill High School.

Mr. Scully responded that the school administration had added teaching personnel to the buildings along with Mrs. Kukenberger and her staff looking at the students that needed targeted assistance for a summer program. The Superintendent commented that additional time in the classroom i.e. longer work hours for teachers must be negotiated. Mr. Scully noted the advantage that students whose parents were actively involved in their education



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Mrs. Kukenberger explained that the parents and students needed to commit to the 27 days of instruction for the summer program to be effective. Some of the components of the program included:

- Free breakfast, lunch and transportation*
- STEM component*
- 15 Interventionists hired and coached all summer long*
- Ability for students to participate in the Discover Club for a full day of activity*
- Student – teacher ratio 20:1*
- Reading Intervention in small groups*
- Innovation Celebration at end of program*
- Creative and fun program that will make students want to attend*
- Outreach to parents so that connections and relationships with families can be formed*
- Exclusive opportunity for students to encourage full attendance*

Mayor Fiorentini noted that this was his passion and that he wanted all students to have the same advantages that his children received from the Haverhill Public Schools.

The Mayor noted his support for the budget but wanted to ensure there was a \$250,000 reserve account.

Mr. Scully noted that the administration had originally started with a 5.9% increase and had been reduced to 5% increase; he further noted that each percentage point equaled \$700,000. The Superintendent indicated agreement with a reserve account.

Attorney Magliocchetti commented that the administration was making an investment in those schools.

Moved by Attorney Magliocchetti and seconded by Mr. Toohey to tentatively approve the FY17 budget.

Mr. Wood asked about the status of school choice information he had previously requested.

Mr. O’Connell responded that the information was almost complete and would be finished early next week.

Mr. Wood explained that the district needed to “prepare for a rainy day” and not spend every available dollar, which was financially irresponsible.

Mr. Toohey referenced page 4 of the budget document Sped Compliance Officer \$91,500 and the fourth position from the top in Sped which was now at 0.

The Superintendent responded that the position of Compliance Officer was crucial and that was a reasonable salary; the other position had been cut and was put into instruction.

Mr. Toohey mentioned the letter that was being crafted by President Ryan-Ciardiello and Vice President Sullivan regarding the Medicaid monies to the Mayor.

Mayor Fiorentini responded Medicaid was a General Fund item.

A roll call vote (FY17 Budget) 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>No</i>
<i>Ms. Sullivan</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>

A 5-1 vote; the motion passes.



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It was confirmed that the Public Hearing on the FY17 Budget would be held on May 26, 2016, at 7:00 p.m. in the Council Chambers.

Mr. O’Connell asked that the committee accept his report on the status of the FY16 budget.

Moved by Mr. Wood and seconded by Mr. Toohey to accept the FY16 Budget Status Report.

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>Mayor Fiorentini</i>	<i>Yes</i>

A 6-0 vote; the motion passes.

After a brief discussion it was agreed that a vote on a reserve account amount would occur after the public hearing.

Mr. Scully distributed a document outlining the grant monies received by the district totaling \$12m.

The Superintendent introduced Mr. Kyle Riley, Interim Special Education Director to the Committee.

Mr. Riley addressed the Committee and underscored some particular areas along with distributing a special education organizational chart:

- Compliance issues addressed*
- Strong working relationship with SEPAC*
- Best interests and services for students a priority*
- Enjoy the position in Haverhill*
- Build capacity with employees*
- Investment and retention of employees*
- Positive growth in the special education area*
- Embedding good practices*
- Organizational Chart shows caseloads*
- Speech Language pathologists difficult to fill and retain; a problem within Massachusetts*
- ETF’s role is hard to fill – utilize retired staff to assist in occasions of extended illness*
- Parents are great resources but sometimes the services do not meet a legal requirement*
- IEP is a team driven document with parental input*
- Compliance not just regulatory but to make sure the intent of the IEP and related services are met*

Committee Observations:

- # Facilitators (Mr. Wood) = 12*
- Administrators in Department (Mayor Fiorentini) - Mr. Riley is the only administrator*
- Caseload Amount & Backup for position (Attorney Magliocchetti) - 175 students per facilitator*
- Many knowledgeable parents – are we listening to parents (Attorney Magliocchetti)*
- Refocusing efforts to determine how efficient the department is running (Attorney Magliocchetti)*
- Adding staff members and the improvement in compliance issues (Ms. Sullivan)*

At the suggestion of Attorney Magliocchetti, the Introduction of Ms. Amy Jones to discuss Mental Health Awareness Month was moved up in the agenda.

Four students from Ms. Jones’ Psychology class gave brief statements regarding mental health awareness and wore green ribbons to signify May as the month of awareness.



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Ms. Jones referenced the curriculum improvements that have occurred over the past few years to assist in mental health education.

She outlined the following:

- Mental health education incorporated into health curriculum beginning at the elementary level*
- Mental Health First Aid as a type of professional development*
- Appropriate supports for students with varied types of mental health illness – one size does not fit all*
- Stop stigma and talk openly*

Mr. Scully noted that when Mrs. Kukenberger began exploring superintendent positions in other communities, he began to look at the types of positions that other districts had in academic areas. The superintendent delineated a position of Chief Academic Officer in place of an Assistant Superintendent and distributed a document to the committee.

Mr. Wood stated that in a large urban district there needed to be a Deputy or Assistant Superintendent and that it was a good idea to re-craft Jared Fulgoni's position to the Chief Academic Officer. He recommended an immediate posting of the Assistant Superintendent's position.

Mr. Scully stated the posting of an Assistant Superintendent would occur shortly and he was looking at individuals within the school system.

Attorney Magliocchetti asked for clarification about the positions.

Mr. Scully stated that Jared Fulgoni, Director of Strategy and Accountability was shadowing him on the Hunking project, interfacing with DESE and handling parental issues.

Attorney Magliocchetti questioned the fiscal savings.

Mr. Scully stated the newly shaped position could be funded through grants and not the LEA budget.

Ms. Sullivan noted that due to the latest of the hour this information would be taken under advisement.

Mr. Scully related that the district had been cited during a recent review for not filing the ELA Supervisor position.

Mr. Toohey commented he would also be reviewing the job description.

Mr. Scully reported that enrollment information was available after the meeting.

Superintendent Evaluation – Ms. Sullivan

Ms. Sullivan had distributed information from a conference on Superintendent Evaluation Workshop.

Mr. Wood commented that it was the document the Committee used in evaluating the Superintendent.



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Ms. Sullivan replied it was the discussion on process and goal setting that was thought provoking. She recommended discussing the material she had provided to the members at a future meeting.

Update on Special Education Director Search – Ms. Sullivan.

Ms. Sullivan noted that there had been no action on this matter since the last update.

Mr. Scully reported that the position had been re-posted and he indicated his strong support for Kyle Riley as Director of Special Education.

Ms. Sullivan asked for clarification and stated it was her impression that the subcommittee wanted to proceed with the process.

Mr. Toohey replied that the subcommittee wanted the process to continue and emphasized the importance of having a director who would commit to the district for a period of years.

Mr. Wood clarified that the subcommittee wanted to bring 2-3 candidates to the committee.

Mr. Scully acknowledged the difficulty in filing Special Education Director positions.

Attorney Magliocchetti stated it was important to have continuity in the position ideally for a 3-5 year period. He related that it was incumbent on the committee to be involved in filing this position.

Ms. Sullivan felt it was important to respect the process and it was in the committee's purview to fill the position. She did not want to feel pressured to make a decision this evening.

Mr. Scully stated he was respectfully submitting his comments.

Mayor Fiorentini asked for a status report at the next meeting.

Mr. Wood asked that either Mr. Fulgoni or the Superintendent oversee the Human Resources Department in the interview process.

Mayor Fiorentini appointed Ms. Gail Sullivan to the subcommittee.

Attorney Magliocchetti mentioned diversity or medical background on interview board.

Update on Exit Interview for Assistant Superintendent – Ms. Sullivan

Ms. Sullivan thought an exit interview would be important.

Mr. Wood wanted to know why people had chosen to stay in the district. He also asked the Mayor if it could be done in executive session.

Mr. Scully stated it would be an open session.

Mrs. Kukenberger stated she would discuss her transition plan with the Superintendent and would be willing to share with the Committee.



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Building Capacity - Mr. Amirian

Mr. Amirian introduced the item and then would postpone a more extensive discussion to a later meeting.

Mr. Scully acknowledged that he and the Mayor had met about concerns in the Consentino, Tilton and Whittier areas.

Mr. Amirian noted that there should be a 10-year plan for buildings to deal with our aging facilities and space issues. He asked the Mayor if there was any planning that could be done.

The Mayor commented that the population was decreasing and felt the issue would be under population.

Subcommittee Reports

Mr. Amirian reported that he would postpone his Wellness Report.

New Business

Moved by Mr. Wood and seconded by Mr. Toohey to approve Warrant Number EV20160513 totaling \$211,640.55 and Warrant Number EV20160513B totaling \$426,479.98 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>Abstain</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Ms. Sullivan</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>

Moved by Mr. Wood and seconded by Mr. Toohey to approve the following items by consensus:

*the minutes of the Regular Meeting of April 28, 2016 and Budget Workshop of May 4, 2016;
the conference request(s):*

*Catherine Mann and Sara Hastings (Pentucket Lake) to attend Wilson Reading System
Introduction in Oxford MA from June 14-16, 2016 at a cost of \$589 per person*

the use of facilities as indicated:

*Jeremy Bryant from Spotlight Playhouse for the use of Haverhill High School Auditorium from
June 4, 2016 – June 19, 2016 from 5:00 pm-11:00 pm.*

Process Fee: \$10.00

Utility Fee: \$20.00 per hour

Custodial Fee: \$30.00 per hour

Custodial Fee: \$45.00 weekend rate per hour

Rental Fee: \$50.00 per hour

Moved by Mr. Wood and seconded by Mr. Toohey to adjourn the meeting at 9:53 p.m.

*List of Documents included as part of packet: Agenda Request from Mrs. Ryan-Ciardello and Ms. Sullivan;
Warrants; Minutes; Conference Request(s); Use of Facilities*