



Haverhill School Committee
Remote Regular Meeting Minutes of June 25, 2020

The meeting was called to order at 7:00 pm by Mayor James Fiorentini, Chairperson and he requested a roll call of the members:

Mrs. Sapienza Donais	Present	Ms. Sullivan	Present
Mrs. Ryan-Ciardello	Present	Attorney Magliocchetti	Present
Mr. Wood	Present	Attorney Rosa, Vice Chair	Present
Mayor Fiorentini, Chair	Present		

Dr. Margaret Marotta, Superintendent of Schools and Mr. Michael Pfifferling, Assistant Superintendent were also present.

The Pledge of Allegiance was recited.

Mayor Fiorentini read the following statement: Due to the ongoing COVID-19 Pandemic, Governor Baker issued an Emergency Order temporarily suspending certain provisions of the Open Meeting Law, G.L. c. 30A sec. 20. Public bodies otherwise governed by the OML are temporarily relieved from the requirement that meetings be held in public places, open and physically accessible to the public, so long as measures are taken to ensure public access to the bodies' deliberations "through adequate, alternative means."

This meeting was being livestreamed by HCTV and also broadcast over WHAV. The full meeting recording will be available on our website www.haverhill-ps.org the next day.

Communications and Reports.

Public Comment.

Mrs. Joanna Dix, 51 Ashworth Terrace, Haverhill MA, on behalf of the Haverhill Education Coalition congratulated Superintendent Marotta on being a recipient of the 37th Annual Tribute to Women and thanked Dr. Marotta for her leadership and concern to the community; the award was well-deserved.

Mr. Anthony Parolisi, Haverhill Education Association President, spoke in support of the budget and appreciated the commitment of elected officials to additional funding for education. He thanked Ms. Sullivan for her signature on a recent letter supporting fully funding for Gateway Cities. Mr. Parolisi asked the committee to endorse the Anti-Racism Resolution and acknowledged the HEA's work on the Diversity Committee along with Mr. Wood. He asked for their advocacy on fully funding the State's Student Opportunity Act. HEA President Parolisi thanked Attorneys Rosa and Magliocchetti, including Kevin Higginbottom and Glenn Burns, for their work and support regarding differentials. In conclusion, he thanked the Committee for its collaborative work with the HEA during these past few difficult months.

Student Advisory Council Report – Ms. Gabriela Vargas.

Ms. Vargas congratulated all students and teachers for finishing a very difficult school year in the midst of a global pandemic. She wished everyone a great safe summer.

The Committee wished Ms. Vargas a happy summer.

Superintendent Comments/Reports.

FY21 Budget.

Superintendent Marotta related that the committee had held a special meeting on June 22, 2020, where the School Committee heard the FY21 Budget Presentation. She noted that the tonight a Public Hearing was held and the next step in the process discussion by the Committee.

A motion was made by Mr. Wood to approve the budget for purposes of discussion. Attorney Magliocchetti seconded the motion.

Assistant Superintendent Pfifferling reported on amendments to the budget which included the reporting of FTE's and non-contractual increases removed from line item and placed in salary reserve at the end of budget document.

The budget discussion was delayed to allow time for the Mayor's technical issues to be resolved.

Attorney Rosa requested that any amendments that are made should note the page number in the budget document.

Dr. Marotta informed the members that re-opening guidance had been released today by the Governor and it was sent to the School Committee, staff and families. She related that an email account reopen2020@haverhill-ps.org had been created to receive comments and several families had already responded with varying from "we absolutely have to open up" and "we absolutely cannot open up". The Superintendent offered that these comments would be utilized in district planning efforts and information would be shared during the process.

Mayor Fiorentini rejoined the meeting.

Questions and Comments from the Committee.

Mrs. Sapienza Donais asked why there were variations in noon supervisors' salaries. Dr. Marotta responded that principals had developed creative ideas for filling vacancies and managing cafeterias, since it was difficult to obtain noon supervisors due to the salary and the work schedule (middle of the day).

A motion was made by Mrs. Sapienza Donais to eliminate the Supervisor of Facilities position. Attorney Magliocchetti seconded the motion (for discussion).

Attorney Magliocchetti wanted to discuss this motion along with a combined (City and School) Director of Maintenance.

Mayor Fiorentini noted both issues such as, elimination of the position and establishing a combined position had to be discussed at the same time.

In response to Attorney Magliocchetti's concern that school maintenance issues would be given priority along with reporting authority, the Mayor stated an agreement had to be developed and signed by the School Committee, Mayor and City Council.

Attorney Magliocchetti was concerned with the shared salary cost, but would defer to his colleagues, but reserve the right to comment later in the discussion.

Mayor Fiorentini indicated that the draft Matrix Report had recommended a joint department. He noted that more money needed to be committed to maintenance and suggested waiting until January 2021 (or possibly Thanksgiving). The Mayor related that the Director of Maintenance should be the person who prioritized maintenance work.

Mrs. Sapienza Donais commented this action should not go past Thanksgiving.

Mr. Wood indicated that in the past a joint facilities department was an absolute disaster, however, conditions improved under Superintendent Scully with a school system-controlled maintenance department. He emphasized the need for a plan prior to taking any actions and was concerned with the timing relative to reopening of schools. Mr. Wood commented that the Superintendent retains jurisdiction regarding school issues.

Attorney Rosa supported the motion in theory and was option to suggestions on timing. He asked for a copy of the report.

Attorney Magliocchetti suggested the position be retained on the school side and it was imperative that someone lead the department. He recommended (friendly amendment) that the current position (Supervisor of Facilities) be eliminated and a new position Director of Maintenance be created with responsibilities for City and Schools. Attorney Magliocchetti asked Dr. Marotta for a salary range.

Dr. Marotta replied that the report indicated a \$120,000 range which would include the proper licensure and experience.

Attorney Magliocchetti restated his motion.

Ms. Sullivan was not opposed to the motion. She stated concern with the time lag, recommended notification to the current Supervisor and questioned why the new position could not be posted now since the district was facing the most complicated school opening. Ms. Sullivan asked for clarification on the time lag.

Mrs. Sapienza Donais indicated several department members hold licensure and could fill in on an interim basis.

Ms. Sullivan again asked for clarification on time lag.

Mayor Fiorentini agreed with Ms. Sullivan and stated that the current administrator should apply for the new position and it was critical that the position not be vacant.

Mr. Wood was concerned with the discussion. He noted that the elimination of a position, selection of an interim and the creation of a new position required substantial differences in the new position without incurring extensive financial implications and liability. Mr. Wood related that the position did not need to be cut during budget time, however, it was imperative the new position be crafted in a thoughtful, careful manner. He recommended the development of a solid plan that would be reviewed by the City Solicitor and additionally the matter be referred to the Finance Subcommittee. He wanted to make this as a motion, but was advised the first motion needed to be voted.

Mrs. Sapienza Donais amended her motion to include that the current position (Supervisor of Facilities) be eliminated and a new position Director of Maintenance be created with responsibilities for City and Schools along with the proper licensures.

Mayor Fiorentini added that the implementation would be contingent on acceptance of the agreement by the Mayor, School Committee and City Council. He agreed that the matter be sent to the Finance Subcommittee.

Mr. Wood would not support the motion at this time.

Discussion ensued regarding action on these motions and recommendations. Mr. Wood advised a review of the motion along with the plan by the City Solicitor. Additionally, he recommended referring the matter to the Finance Subcommittee since there was a salary reserve that could be used for the salary adjustment to the position. Ms. Sullivan agreed with Mr. Wood.

Mrs. Sapienza Donais withdrew her motion.

A motion was made by Mrs. Sapienza Donais to refer the matter to the Finance Subcommittee. Attorney Rosa seconded the motion. A roll call vote was held with the following results.

Mrs. Sapienza Donais	Yes	Ms. Sullivan	Yes
Mrs. Ryan-Ciardello	Yes	Attorney Magliocchetti	Yes
Mr. Wood	Yes	Attorney Rosa, Vice Chair	Yes
Mayor Fiorentini, Chair	Yes		

7 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

0 members absent

Mayor Fiorentini asked for any proposed amendments to the budget.

Mr. Wood asked for Dr. Marotta' plan for the second Chief position.

Dr. Marotta answered it was an important position for the district. She noted there was no hold on positions and some crucial positions had been added to the budget including, special education, ELL, parent liaison and student support. The Superintendent commented the significant amount of work that needed to be accomplished in the next 8-10 weeks was "jaw dropping" and requested the position be retained in the budget.

Mr. Wood had been convinced for the need for these positions. He commented that the Chief for Teaching, Learning and Leading was recently filled with a top-quality individual and although expensive to fill, it was essential to do the work correctly.

Superintendent Marotta announced the appointment of Bonnie Antkowiak, a long-time principal, as Chief of Teaching, Learning and Leading. She stated Mrs. Antkowiak had worked diligently over the past twenty years and a super leader. Dr. Marotta related that Mrs. MacKay (currently Assistant Principal) would fill in as interim principal.

Mrs. Sapienza Donais asked if in the salary reserve had funds for ESP salary increases. Mr. Pfifferling responded \$280,000 was in the salary reserve account.

It was clarified that a motion had already on the table to approve the FY21 budget. Mayor Fiorentini referenced involvement with the Black Lives Matter Movement and POSE and was recommending a substitution of the School Resource Officer (at Superintendent's discretion) for a School Adjustment Counselor. He noted that the Chief of Police did not have an opinion on this matter.

Mr. Wood was adamantly opposed to the idea. He illustrated the success of the SRO at the Nettle School to resolve the issues and how the climate/safety had been improved at the school. Mr. Wood understood the current climate but felt the elimination would not allow for proper services at the middle school level.

Mayor Fiorentini restated his opposition to the SRO at the school last year. He indicated the officer should be returned to regular police duties to ensure highest and best use of employees. The Mayor reaffirmed his recommendation.

Attorney Rosa supported more adjustment counselors in our schools and was hesitant to support the recommendation with the limited information.

Ms. Sullivan stated that the ideal SRO knew the community, had great social skills, good rapport with the students and assists in resolving issues before they become violent.

Mrs. Ryan-Ciardello concurred with Mr. Wood's opinion.

In regards to a financial impact question from Attorney Magliocchetti, Dr. Marotta responded that the salaries were roughly the same for an SRO and a School Adjustment Counselor (\$70,000-\$80,000).

Mayor Fiorentini was not proposing this action for budget savings.

Attorney Magliocchetti felt more information was needed on the role of the SRO and since there was no budget implications, it could be discussed at a future date.

Regarding the SRO's payment, Assistant Superintendent Pfifferling responded it was salary but was not health insurance was included.

7 members voted in the affirmative
0 members voted in the negative
0 members abstained
0 members absent

Motion passes

Discussion about and a vote on the differentials/stipends for the teachers – Attorney Rosa.
[HEA DIFF 6.25.20 4 p.m..pdf](#) and

Mayor Fiorentini asked Attorney Rosa to assume chairing the meeting and left the meeting due to a conflict (8:23 pm).

Attorney Rosa provided background on this matter. He noted that as part of the year long process in negotiating a collective bargaining agreement with the teachers (with Attorney Magliocchetti), it was agreed to update differentials/stipends contained in the agreement since it had been almost a decade since the last revision. Attorney Rosa related that the HEA had completed the work on an initial proposal which contained a 10% increase, retroactive implementation to July 1, 2019, along with the inclusion of middle school coaches, in order to have a pensionable stipend. Since COVID-19 and its financial implications, Attorney Rosa reported the HEA had revised the proposal to include no retroactive pay and a 7.5% increase. He asked if there were any questions.

A motion was made by Mr. Wood to approve the differentials/stipends as presented by Attorney Rosa. Attorney Magliocchetti seconded the motion.

Mr. Wood thanked Attorneys Rosa and Magliocchetti for their hard work and acknowledged the HEA had arrived at a middle ground and hopefully the effected parties now had pensionable income.

Attorney Rosa clarified that the high school dean stipends would be paid the \$4,000 retroactively since the positions were posted with that amount.

Mrs. Ryan-Ciardello asked for clarification on the positions included in the proposal.

Attorney Rosa replied that the middle school coaches were now in the contract and therefore the income would be pensionable.

Attorney Magliocchetti commented that as part of negotiations it was agreed to continue working on a resolution to the differentials/stipends and to include these positions in the collective bargaining agreement. He noted there were significant concessions during the negotiations to achieve the final outcome.

A roll call vote was held with the following results:

Mrs. Sapienza Donais	Yes	Ms. Sullivan	Yes
Mrs. Ryan-Ciardello	Yes	Attorney Magliocchetti	Yes
Mr. Wood	Yes	Attorney Rosa, Vice Chair	Yes
Mayor Fiorentini, Chair	Yes		

7 members voted in the affirmative
0 members voted in the negative
0 members abstained
0 members absent

Motion passes

Concrete Bradford	-\$43,776	2
Concrete Golden Hill	-\$16,518	2
Concrete Pen Lake	-\$31,977	2
Concrete Silver Hill Greenhouse	-\$5,175	2
Concrete Silver Hill Main Entrance	-\$23,040	2
Concrete Tilton	-\$6,600	2
Concrete Walnut Square	-\$975	2
2 New/Used/Leftover Maintenance Vans (replacement)	-\$50,000	3
Paving Bradford Elementary	-\$69,608	1
Balance	\$0	
Concrete/Masonry Approved Amount	-\$173,112	

Mr. Wood asked if the concrete work involved any paving. Mr. Pfifferling responded it was concrete work except for curb cutting might involve paving. Mr. Wood recommended the drop off zone at Bradford Elementary be repaired. The Assistant Superintendent indicated that was a potential project, but an estimate and recommendation from DPW could be obtained.

Attorney Rosa inquired if a vote was being requested. Mr. Pfifferling replied yes.

Mr. Pfifferling upon recommendation of the Committee added paving (\$69,608).

A motion was made by Attorney Magliocchetti to approve the budget adjustments as presented by Assistant Superintendent Michael Pfifferling.

Mr. Wood indicated that budget adjustments could be approved tonight and later Mr. Pfifferling could present the line item transfers that were done to implement the adjustments.

Attorney Rosa requested a separate vote on the OT/PT/Speech Therapists item.

Mr. Wood seconded the motion.

A roll call vote was held with the following results:

Mrs. Sapienza Donais	Yes	Ms. Sullivan	Yes
Mrs. Ryan-Ciardello	Yes	Attorney Magliocchetti	Yes
Mr. Wood	Yes	Attorney Rosa, Vice Chair	Yes
Mayor Fiorentini, Chair	Yes		

7 members voted in the affirmative
0 members voted in the negative
0 members abstained
0 members absent

Motion passes

