



**Haverhill School Committee  
Remote Regular Meeting Minutes of July 23, 2020**

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](http://www.haverhill-ps.org) the next day.

The meeting was called to order at 7:02 pm by Mayor James Fiorentini, Chairperson and he requested a roll call of the members:

Mrs. Sapienza Donais	Present	Ms. Sullivan	Present
Mrs. Ryan-Ciardillo	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.

Communications and Reports ~ Public Comment.

Mr. Anthony Parolisi, 169 Summer Street, Haverhill, MA, Haverhill Education President offered the following remarks:

- MTA, AFT, BTU Reopening Proposal had been sent to the School Committee;
- Negotiations with DESE was ended by Commissioner Riley last week;
- Collaboration is needed with other districts (Educators United);
- Recommendation for Phased-In Reopening Plan to include Staff Development (Phase I = 10 days), slowly reopening with students (Phase II = 10-15 days), Resumption of Instruction and Learning, with emphasis on social emotional learning, health and safety (Phase III) and hopefully full return to in-person learning (Phase IV);
- Purchase of PPE by State;
- Rejection of 3 feet social distancing;
- Reevaluation of all buildings (HVAC, heating, cooling, windows, air circulation);
- Waive 180-day school year requirement by State;
- Waiver for licensure, evaluation timelines;
- Work load management – not a remote teacher and an in-person teacher;
- Mitigation for child care;
- Paid sick leave for staff who cannot return to classroom;
- Full funding for Student Opportunity Act plus reimbursement for PPE;
- State funding for child care;

- Cancellation of MCAS (4-year moratorium);
- Internet Access for All;
- ESP role in new model along with all employees

Mr. Parolisi asked for the Committee's support of a resolution in order to reopening.

Student Advisory Council – Ms. Gabriela Vargas.

Ms. Vargas reported that the high school was meeting in committees regarding various learning models. She advised students to sign up for SATs and for seniors to begin the application process. Ms. Vargas missed everyone and hoped everyone stayed safe and healthy.

Dr. Marotta asked to move up the Diversity Committee Report introduction of Dr. Noemi Custodia-Lora by Mr. Wood.

Mr. Wood related that the Diversity Committee had met numerous times (many of whom are present this evening) to develop recommendations. He noted that at the conclusion of the report a recommendation to accept the report. Mr. Wood introduced Dr. Custodia-Lora who would present the report.

Dr. Noemi Custodia-Lora made the following opening statement:

Mayor Fiorentini, and members of the School Committee:

My name is Dr. Noemi Custodia-Lora, I live at 40 Locke Street, Haverhill MA.

Almost a year ago, August 15, 2019, 70 plus Haverhill residents of color, came before the School Committee to testify that there were only 5 Latino teachers for over 2700 Latino students. There were only 2 African American Teachers and 2 Asian teachers. Of all the teachers in our school system only 2% were teachers of color for a student population that was 40% students of color.

The School Committee unanimously endorsed the formation of a Diversity Committee to address this tremendous imbalance.

Some were skeptical as to whether teachers of color were available or would want to teach in Haverhill.

But with the hard work of Superintendent Marotta and Human Resources Director McArthur, we have made some real gains. We went from 9 teachers of color to 15. But the size of the minority student population grew to 45%. That means that the gap between students of color and teachers of color remains enormous. And without more gains it will continue to widen.

Clearly, there is much more work to be done.

The Diversity Committee has developed clear strategies for how to continue on this path to increase our numbers and percentages of teachers of color. To that end we submit the attached plan and request the School Committee's approval.

But this is not just about numbers and percentages. Now more than ever, we have seen across our country how racial disparity remains a major blight and diminishes all of us. Our children must grow up in a society that says clearly that all of us can be and do great things in life regardless of the color of

our skin, our race, our ethnicity. Our children will only see and experience that if they see actual teachers at the front of the classroom who are people of color. This will strengthen both our school system and our city.

A strong and diverse School System makes for a strong and vibrant city. That is surely what we all want. Thank you

Dr. Custodia-Lora presented the following recommendations aimed at increasing full-time Latino teachers and professional staff at HPS:

	<b>Recommendation</b>	<b>Comments/explanation</b>
PROFESSIONAL DEVELOPMENT	Opening day training with external partners	Similar to last year, this way ALL staff would get at least an introduction to the concepts.
	Incorporate topics of racism and equity into induction/mentoring programs* (Intro to the culture of equity and inclusion)	Perhaps have affinity groups for teachers/staff of color for additional support by like groups (some need more support to feel heard and valued for differences)
HIRING AND RECRUITMENT	Advertise through diverse channels	via Handshake, <i>Rumbo</i> , college recruitment fairs (e.g., Salem University, Cambridge College)
	Grow your own teachers	Create a Pupil to Para Pipeline and Para to Teacher Pipeline
RETENTION	Create Support Networks	Create learning communities; Pot lucks, celebrations, appreciation; Support structure ability to ask questions; Networking affinity groups; Connections over the summer – new teacher mixer/ coffee off sight; Ongoing community gathering opportunity for newer teachers; Connection to the community, colloques, commute time.
	Move beyond exit interviews	Consider surveys or touch -points for new teachers across the first 3 years to create supports needed.
ACCOUNTABILITY, RESOURCES & SUPPORT	Incorporate accountability into the evaluation process	Consider a system-wide goal that focuses on improving school culture and supporting all staff. Hold staff accountable when not meeting goals. Ensure tools and resources are available to staff who need support/PD/training/mentorship/etc. <a href="http://www.doe.mass.edu/eval/model/guide-to-rubrics.pdf">http://www.doe.mass.edu/eval/model/guide-to-rubrics.pdf</a>
	Place intentional focus on cultural responsiveness for STAFF as well as students	Focusing on teacher support will model a commitment to addressing concerns around cultural non-proficiency for students, parents, and community members <a href="http://www.doe.mass.edu/odl/e-learning/culturally-resp-sust/content/index.html#/">http://www.doe.mass.edu/odl/e-learning/culturally-resp-sust/content/index.html#/</a>

A motion was made by Mr. Wood to accept these recommendations and that the Diversity Committee will meet every three months to review these recommendations. Ms. Sullivan seconded the motion.

Mr. Wood reviewed the recommendations as outlined above. He acknowledged the contributions of Mrs. Kathy Rurak, along with Dr. Marotta’s active participation and preliminary work prior to the establishment of the Diversity Committee. Mr. Wood stated that this was a district priority, prior to national events and acknowledged all the members of the Diversity Committee.

Attorney Magliocchetti noted the critical importance of this issue and referenced Dr. Marotta's commitment to diversity prior to becoming Haverhill's Superintendent. He asked if there were any community models that could be emulated for our district.

Dr. Custodia-Lora noted that research had been done on several communities and had been incorporated into the recommendations. Mrs. Rurak commented on the Dr. Custodia-Lora's Para to Professional Pipeline that had been successful in Lawrence (Grow Your Own).

Mr. Parolisi shared the Springfield Para to Professional Pipeline information and strongly supported the implementation of this program in Haverhill.

Mayor Fiorentini support this recommendation and commended the Diversity Committee.

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

#### Superintendent Comments/Reports ~ Consentino School Building Project Update – Assistant Superintendent Pfifferling.

Mr. Pfifferling provided the following tentative schedule of the selection process, subject to change at the Owner's and MSBA's discretion:

- 7/22/20 RFS appears in Central Register of the Commonwealth of Massachusetts; COMMBUYS; the Eagle-Tribune; and the City of Haverhill Purchasing webpage
- 8/5/20 Voluntary informational meeting and site inspection at the Consentino School, 685 Washington Street at 10:00 AM (Meet at front entrance; one representative per firm; masks required)
- 8/7/20 Last day for questions from Respondents (by 4:00 PM)
- 8/19/20 Responses due (by 11:00 AM)
- 9/2/20 Respondents short-listed
- 9/16/20 Interview short-listed Respondents
- 9/23/20 Negotiate with selected Respondent
- 10/7/20 Final selection submitted to the MSBA for review and approval
- 11/2/20 Anticipated MSBA OPM Review Panel Meeting
- 11/4/20 Anticipated execution of contract

This Request for Services (RFS001.21) may be obtained as of 8:00 AM on July 22, 2020 by sending an email to Steven Bucuzzo, Purchasing Director at [purchasing@cityofhaverhill.com](mailto:purchasing@cityofhaverhill.com) with "RFS001.21 Consentino School OPM Services" in the subject line, and the requester's contact info in the body.

Mayor Fiorentini asked that the RFS be sent by the City Purchasing Agent to several highly qualified engineering firms.

Dr. Marotta announced that three schools (HHS, Nettle and Bradford Elementary) had been accepted into a DESE year-long program on equity, diversity and culturally response teaching. She related that it was excellent professional development/professional learning communities with high quality experts.

#### Reopening 2020 ~ Dr. Marotta.

Dr. Marotta reported that DESE had recently shared guidance regarding health, safety, facilities, HVAC, cleaning protocols and transportation. [Fall Reopening Facilities and Operations Guidance vF.pdf](#) and [Fall Reopening K-12 Transportation Guidance vF.pdf](#) The Superintendent commented that there were three (3) working groups: Physical Re-entry, Social Emotional Learning, and Curriculum and Instruction assembled to assist in the development of a DESE Draft Plan with three (3) options: Full In-person, Full Remote and Hybrid Learning Models.

Superintendent Marotta shared a presentation entitled “Remote Learning Family & Staff Survey Results Overview ~ Covid Era School Planning July 23, 2020” [School Reopening 2020 surveys.pdf](#)

Dr. Marotta recognized Irene Collins, Assessment Coordinator and Data Coach who was present who could assist her in answering questions.

Regarding Mrs. Sapienza Donais’ questions on Registration Center Operations and Safety Protocols, Dr. Marotta replied that the center was open for business and that Registration Coordinator Andrea Sheehan and Technology Director Doug Russell had worked on the online registration system. The Superintendent noted that all staff should be wearing masks when in contact with the public; the offices are socially distant and therefore, there is no requirement to wear a mask at their desks. Dr. Marotta continued by noting that parents are strongly encouraged to complete online registration.

Assistant Superintendent Pfifferling stated that safety protocols were being implemented at the Central Registration, such as, plexiglass barriers and a socially distant waiting area. He noted that our business was to serve the students and some parents’ preference would be for in-person registration and the proper safety protocols had been put into effect to allow for this option.

Superintendent Marotta emphasized that Andrea Sheehan (Registration Coordinator) and Katie Vozeolas (Director of Health and Nursing Services) had developed protocols and procedures for students arriving from hot spots.

Mr. Wood questioned how the transportation requirements would be put into practice, since this would require double the number of buses.

Mr. Pfifferling remarked that bus manufacturing companies had been shut down for two months and new buses would not be available for the start of the school year; there is a nationwide bus shortage and every school district will face this dilemma. The Assistant Superintendent also stated that traffic patterns around schools were being adjusted to accommodate for additional car traffic due to more parents deciding to transport their children. He indicated that walk zones may need adjustment.

Mr. Wood concluded that the district could not implement these guidelines.

Attorney Rosa asked if parents could still participate in the survey. Dr. Marotta responded that more surveys would be conducted and there would be plenty more opportunities.

Attorney Magliocchetti suggested working with Comcast to obtain live video and audio feed for our classrooms. Mayor Fiorentini agreed and would work with Attorney Magliocchetti on this endeavor.

Attorney Magliocchetti thanked the Superintendent for the presentation.

Mayor Fiorentini indicated there needed to be an in-person option for students, with safety measures. He was concerned with the mental health dangers of not sending “our” children to school. The Mayor was in process of assembling a group of medical professionals to advise the City and Schools; he thanked both Dr. Maddox and Ms. Vozeolas for their work. Mayor Fiorentini explained that school reopening was a very complex issue and recommended a subcommittee on Reopening.

Dr. Marotta commended the medical professionals for their guidance.

Mayor Fiorentini offered that protocols needed to be set up to respond to various scenarios for positive cases.

Attorney Magliocchetti responded that school reopening would fall under the Policy Subcommittee’s work.

Subcommittee Reports ~ Policy Subcommittee ~ Attorney Magliocchetti and Ms. Sullivan.

Attorney Magliocchetti stated the Policy Subcommittee had been meeting regularly on reopening issues along with other policy matters; this evening he was seeking approval of the MASC recommended updated policies:

A motion was made by Attorney Magliocchetti to approve the Remote Learning IHBHE and IHBHE-E [IHBHE.pdf](#) and [IHBHE-E Approved 07.23.20.pdf](#); Title IX Updated Policies [File AC Nondiscrimination Policy and Grievance Procedures Approved 07.23.20 Final Version.pdf](#). 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

Motion passes

0 members voted in the negative

0 members abstained

0 members absent

In relation to the Proposed Face Covering Policy [Face Covering Policy 2020 MM .pdf](#), Attorney Magliocchetti clarified that the policy was for all staff to wear masks and students grades 2 and up to wear masks. He noted that the teachers’ negotiation subcommittee (Attorney Rosa and himself) had reached out

to the HEA to discuss this matter (if it was a bargaining issue). Ms. Sullivan commented that the policy was pretty simple.

Attorney Magliocchetti recommended tabling the policy until the medical professionals, i.e., Dr. Maddox had reviewed the policy.

Mrs. Sapienza Donais asked how the policy would be enforced. Mayor Fiorentini responded that in his opinion all teachers would wear masks.

Attorney Magliocchetti and Ms. Sullivan recommended approval of the technology policies.

Mr. Doug Russell, Director of Technology noted that the policies had been updated after consultation with Attorney Cox.

Mayor Fiorentini was concerned with the improper use of iPhones by students.

A motion was made by Attorney Magliocchetti to approve the technology policies: Technology Policies: Acceptable Use and Student Technology Device [HPS Student Technology Device Policy Approved 07.23.20 Final Version.pdf](#), [HPS Technology Acceptable Use Policy 2020 Approved Final Version 07.23.20.pdf](#) 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

Regarding the Proposed HHS Track Policy, Attorney Magliocchetti commented on the fantastic new Sapienza track and recommended approval.

A motion was made by Attorney Magliocchetti to approve the Track Policy. Ms. Sullivan seconded the motion.

Mrs. Sapienza Donais noted the project was near and dear to her heart and was excited the project had been completed. She asked about the hours of operation on Saturdays and Sundays being shorter and recommended the hours be extended to either dusk or 8:00 pm.

Attorney Magliocchetti accepted this revision as a friendly amendment.

Mrs. Sapienza Donais asked about the use of lane #1 and spikes; noting the 8-inch pyramids were the usual ones worn by athletes. Dr. Marotta commented that compliance with MIAA rules and guidelines.

Attorney Magliocchetti offered this detail could be revisiting at a future time. He asked the Superintendent to follow-up with Mr. O'Brien.

Attorney Rosa asked for clarification on the time either dusk or 8:00 pm.

Mrs. Sapienza Donais revised the time to 8:00 pm. Attorney Magliocchetti accepted this modification as a friendly amendment.

A roll call vote was held on the revised Track Policy [HHSTrackPolicy Revised HSC 07.23.20.pdf](#) ~ with the following results:

Mrs. Sapienza Donais	Yes	Ms. Sullivan	Yes
Mrs. Ryan-Ciardillo	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

#### Finance Subcommittee ~ Attorney Magliocchetti.

Attorney Magliocchetti stated that everyone was aware of the issues, i.e., transportation along with no definitive numbers from the state on the FY21 budget. Mayor Fiorentini commented that he would try again to get his budget passed by the City Council.

Regarding Mrs. Sapienza Donais' question on job description for Director of Facilities, Mr. Pfifferling replied it would be available for next week's meeting. Attorney Magliocchetti indicated there would be another meeting next week.

#### OT/PT/Speech Therapists' Agreement – Attorney Rosa.

Attorney Rosa stated that on the advice of Attorney Cox, the raises for the OT/PT/Speech Therapists' needed to be voted again stipulating it was for FY20. Assistant Superintendent Pfifferling agreed with this statement.

In response to Mayor Fiorentini's question on funding, Attorney Rosa responded the money has already been budgeted in the FY20 budget.

A motion was made by Attorney Rosa that for FY20, 1.75% pay increase be awarded to the OT/PT/Speech Therapists as per the MOU with the School Committee. Attorney Magliocchetti seconded the motion.

Regarding Mr. Wood's question on why this was for FY20 and not FY21, Attorney Rosa noted that the issue had been acted on by the Committee at the last meeting in FY20 and was budgeted in the last fiscal year. He explained the agreement (which aligned with the teachers' contract, gave the School Committee discretion each year on the raises. Attorney Rosa noted this was a non-unit group.







