



**Haverhill Public Schools - School Committee
Hybrid Regular Meeting Minutes of November 16, 2023**

Governor Healey has extended pandemic-related authorizations thereby allowing remote and hybrid meeting options for public bodies through March 31, 2025.

Statement published for the record: those attending tonight's meeting should be aware that the meeting is being audio and video recorded by HCTV, ET and WHAV. Any audience members who wish to record any part of the meeting must inform the Chairperson who will announce the recording. This is to comply with the MA wiretap statute.

Roll Call - Pledge of Allegiance.

Mayor Fiorentini, Chairperson called the meeting to order (7:00 pm) and requested a roll call vote:

Mrs. Sapienza Donais	Present in person	Attorney Rosa	Present in person
Ms. Sullivan	Present in person	Attorney Magliocchetti	Present in person
Mr. Wood	Present in person	Mrs. Ryan-Ciardiello	Absent
Mayor Fiorentini	Present in person		

Superintendent Margaret Marotta, Superintendent and Assistant Superintendent Michael Pfifferling were also in attendance.

The Pledge of Allegiance was recited by the members and the audience.

The mayor requested a change in the agenda order to accommodate the Gateway students.

Gateway Student Council. [Great things happening at Gateway Academy!.pdf](#).

Ms. Savannah Mackie and Ms. Szailia Zuccola reviewed their presentation with the committee. Several members (Attorney Magliocchetti, Attorney Rosa, Ms. Sullivan, Mrs. Sapienza Donais and Mayor Fiorentini) congratulated the students and their principal Brian Edmunds for a wonderful presentation and a great program.

Mr. Edmunds thanked the committee for its support of the Gateway Academy.

Communications/Reports.

Public Comment (In-person & Remote).

Mrs. Vickie Steed, Secretarial Unit (HEA) representative informed the committee that the secretarial unit had unanimously ratified the memorandum of agreement and requested that the school committee also approve this MOA tonight. She thanked Attorney Magliocchetti for his attendance at the bargaining table. She requested that the school committee come to an agreement with the ESP unit.

Mrs. Darcy Young, 32 Allen Street, Haverhill, a resident and ESP unit member spoke about increased duties and asked that salaries reflect these changes.

Ms. Norah Lyons, South Main Street, Haverhill, a parent, spoke about the impact of ESP staff in assisting her son with his school activities in an MSP class.

Ms. Lynne Sullivan, ESP representative read a post from the HPS district. She noted that at the previous contract negotiations' conclusion, the school committee had indicated that this would be the beginning of

addressing salary compensation. Ms. Sullivan referenced the recent ESP code introduced by Senator Markey and asked that the members read this document. She asked the committee to find a way to pay the ESP a living wage.

Mr. Barry Davis, commented on his disappointment with the filing of mediation and its timing. He asked to talk with the committee to find a contract resolution. Mr. Davis related that the school committee attorney David Connolly made a presentation with the DLR on ways to beat unions. He stated that communities within 10 miles that paid higher salaries and noted that these communities would be seeking to hire Haverhill ESPs. Mr. Davis illustrated the importance of an ESP in the life of a student, i.e., Blake.

Attorney Rosa addressed recent statements by Barry Davis towards Attorney Rosa and Ms. Sullivan. He referenced the ending of litigation against the HEA, which demonstrated there was no vendetta. Attorney Rosa noted the recent vote on mediation by both Mrs. Sapienza Donais and Ms. Sullivan both voted yes. He spoke about the 6% offer for one-year. Attorney Rosa commented on the unanimous vote by the school committee to file for mediation. He reported that at the 10.23.23 session the negotiating team offered 4%-3%-3%. Attorney Rosa stated that research was a tool and was successful with a mediator {Andover, North Andover (averted a strike)}. He referenced an email that was sent to him mentioning his son (disabled child, his son). Attorney Rosa believed there was misinformation along with personal attacks. He related that the incoming school committee was composed of a strong diverse group. Attorney Rosa spoke about his father who was part of the AFL-CIO. He appreciated Mr. Davis' job was not anti-union and had more money because of his union membership. Attorney Rosa commented that he has earned his reputation over several years and advocated for many improvements and advancements such as smaller class sizes, chrome books, etc.

Mayor Fiorentini commented that no one's child should be brought into contract discussions.

Mrs. Sapienza Donais felt personally attacked and was well aware for the contribution of the ESPs since she worked side by side over a 40-year educational career. She noted her requests to be part of the negotiating team, with no response from her colleagues. Mrs. Sapienza Donais advocated for a living wage for ESPs and only supported mediation if all avenues had been exhausted since she wanted a resolution to the contract discussions. She was embarrassed to be part of this committee and was hoping with the new blood in January would provide needed changes in the committee.

Mr. Wood would not get involved in the back-and-forth dialogue.

There was a brief discussion on the policy for appointing subcommittee members.

Mrs. Ryan-Ciardiello asked if subcommittee assignment discussion would be continuing as part of this meeting agenda.

Mayor Fiorentini related that the school committee needed to support the current negotiation team.

Attorney Magliocchetti reported that the full school committee granted authority to the negotiating teams. He clarified that the ESP negotiating subcommittee had kept the full membership informed regarding negotiations. Attorney Magliocchetti referenced the recent Andover contract settlement and related that the state had to revisit the state funding in order to provide competitive salaries for communities such as Haverhill. Attorney Magliocchetti noted that this complex issue cannot be fixed by the city only but needs other funding source assistance.

Mayor Fiorentini proposed a realignment of wages, particularly lower paid employees. He believed that mediation would not be harmful for the ESP unit and possibly the group would receive higher wages as a result.

Attorney Rosa stated the next negotiation session was scheduled for November 27, 2023.

Student Advisory Council Report - Melanie Palacios (Emmerson Cerasuolo, Student Council Vice President).

Emmerson reported on a very successful and fun fall fest which was recently held at the school. She noted the next coffee house will be held on the first Wednesday in December. Emmerson commented that a survey was sent out to students regarding early college and AP courses. Additionally, she also reported on student election planning.

Superintendent Comments/Reports.

March 2024 Presidential Primaries. Superintendent Marotta highlighted that March 5, 2024 was primary day and had been asked by the city clerk regarding having school on this date. She asked if there should be discussion on having no school since there was an expectation of a higher turnout.

Attorney Magliocchetti recommended the superintendent discuss security with the police chief.

Both the mayor and Mr. Wood did not believe there would be a high turnout and believed there was significant security at the school.

The mayor would converse with the city clerk and have her potentially attend a future meeting.

School Committee Reports/Communications.

Approval of Memorandum of Agreement with the Haverhill School Secretaries Unit of the Haverhill Education Association: Attorney Magliocchetti, Negotiating Team Chairperson [2023 11 6 MOA between the HEA Secretaries Unit and the Haverhill School Committee October 26 2023.docx.pdf](#).

Attorney Magliocchetti asked for a formalization and approval of the contract which had been held in executive session. He provided an overview of the contract terms.

A motion was made by Attorney Rosa to approve the Memorandum of Agreement with the Haverhill School Secretaries Unit of the Haverhill Education Association. Mr. Wood seconded the motion. A roll call vote was requested with the following results:

Mrs. Sapienza Donais	Yes	Attorney Rosa	Yes
Ms. Sullivan	Yes	Attorney Magliocchetti	Yes
Mr. Wood	Yes	Mrs. Ryan-Ciardillo	Yes
Mayor Fiorentini	Yes		

7 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

Subcommittee Reports.

Maintenance Subcommittee Update: Attorney Magliocchetti & Mrs. Sapienza Donais. Attorney Magliocchetti reported that the parking lot had been installed at Haverhill High School with additional

parking spots.

Athletic Subcommittee Report: Attorney Rosa.

Attorney Rosa requested a tabling of this item.

A motion was made by Attorney Rosa to table the athletic subcommittee report. Attorney Magliocchetti seconded the motion. A roll call vote was requested with the following results:

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

7 members voted in the affirmative	Motion passes
0 members voted in the negative	
0 members abstained	

Mayor Fiorentini stated that Mr. O'Brien had informed him that there was no school committee member on the stadium commission. Mr. Wood indicated that he was on this commission.

New Business.

Superintendent's Recommendation to approve financial transfers [11-13-23 Budget Transfer Request.pdf](#) as indicated in the agenda material.

A motion was made by Mr. Wood to approve the financial transfers as indicated in the agenda material. Attorney Magliocchetti seconded the motion. A roll call vote was requested with the following results:

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

7 members voted in the affirmative Motion passes
0 members voted in the negative
0 members abstained

Superintendent's Recommendation to declare items surplus and dispose of in accordance with city ordinances [Surplus 11.16.23 \(1\).pdf](#) as indicated in the agenda material.

A motion was made by Mr. Wood to declare items surplus and dispose of in accordance with city ordinances as indicated in the agenda material. Ms. Sullivan seconded the motion. A roll call vote was requested with the following results:

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

7 members voted in the affirmative Motion passes
0 members voted in the negative
0 members abstained

Superintendent's Recommendation to approve Warrant Number EV20231103 & EV20231117, and EV202301117B totaling \$2,700,467.22 [Warrant EV20231103, Ev20231117 and EV20231117B \(1\).pdf](#) as indicated in the agenda material.

A motion was made by Mr. Wood to approve Warrant Number EV20231103 & EV20231117, and EV202301117B totaling \$2,700,467.22. Ms. Sullivan seconded the motion. A roll call vote was requested with the following results:

Mrs. Sapienza Donais	Yes	Attorney Rosa	Abstained
Ms. Sullivan	Yes	Attorney Magliocchetti	Yes
Mr. Wood	Yes	Mrs. Ryan-Ciardiello	Yes
Mayor Fiorentini	Yes		

6 members voted in the affirmative Motion passes
0 members voted in the negative
1 member abstained

Superintendent's Recommendation to approve Warrant Number EV20231117A totaling \$10,509.79 [Detailed Warrant EV20231117A \(1\).pdf](#) [Combined Warrant EV20231117A \(1\).pdf](#) as indicated in the agenda material.

A motion was made by Mr. Wood to approve Warrant Number EV20231117A totaling \$10,509.79. Ms. Sullivan seconded the motion. A roll call vote was requested with the following results:

Mrs. Sapienza Donais	Yes	Attorney Rosa	Yes
Ms. Sullivan	Yes	Attorney Magliocchetti	Abstained
Mr. Wood	Yes	Mrs. Ryan-Ciardiello	Yes
Mayor Fiorentini	Yes		

6 members voted in the affirmative Motion passes
0 members voted in the negative
1 member abstained

Items by Consensus.

Superintendent's Recommendation for Approval of the Hybrid Regular Meeting Minutes of October 26, 2023 [Final & Approved Hybrid Regular Meeting Minutes 10.26.23.pdf](#), and Use of Facilities [UOF 11.16.23.pdf](#) as indicated in the agenda material.

A motion was made by Mr. Wood to approve the items by consensus. Attorney Magliocchetti seconded the motion. A roll call vote was requested with the following results:

Mrs. Sapienza Donais	Yes	Attorney Rosa	Abstained
Ms. Sullivan	Yes	Attorney Magliocchetti	Yes
Mr. Wood	Yes	Mrs. Ryan-Ciardiello	Yes
Mayor Fiorentini	Yes		

6 members voted in the affirmative Motion passes
0 members voted in the negative
1 member abstained

A motion was made by Mr. Wood to adjourn the meeting (8:02 pm). Attorney Magliocchetti seconded the motion. A roll call vote was requested with the following results:

Mrs. Sapienza Donais Yes Attorney Rosa Yes

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

7 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained