



**Haverhill Public Schools - School Committee
Hybrid Regular Meeting Minutes of October 28, 2021**

Roll Call - Pledge of Allegiance.

Mr. Wood, Vice Chair called the meeting to order at 7:00 pm and requested a roll call of the members:

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

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

Vice Chair Wood read an act relative to extending certain COVID-19 measures adopted during the state of emergency was signed by Governor Baker and allows for remote meetings and hearings by public bodies through April 1, 2022. This meeting will be available via live streaming over HCTV and WHAV. The full meeting recording will be posted on the HCTV website.

The Pledge of Allegiance was recited.

Communications/Reports.

Student Advisory Council Report ~ Hailey Prunier.

Ms. Prunier provided an update from HHS:

- Girls' Volleyball Team beat Central Catholic and will advance to the Championships;
- Deadline for College Applications approaching soon;
- Elections for Student Council with deadline for nominations on November 1, 2021;
- Students who are 18 remember it is Election Day (11.02.21) with elections for Mayor (2 candidates) City Council (17 candidates) and School Committee (4 candidates) – please do research and perform your civic duty;
- Next weekend, the High School Drama Club will be presenting “Our Town” and it is expected to be filled with amazing performances;
- Grades closing on November 3rd;
- Underclassmen should take advantage of all academic and extracurricular activities to stay engage in school;
- Grades will be posted on November 12th;
- Thank you extended to Attorneys Magliocchetti and Rosa for visiting the AP Government Class.

Awarding of MASS Certificate of Academic Excellence ~ Attorney Magliocchetti.

Attorney Magliocchetti announced two outstanding students Adriano Andrade and Olivia Bolduc-Nicolletti, who had received the MASS Certificate of Academic Excellence. He noted that this annual award is given to high school students who have distinguished themselves in the pursuit of excellence during their high school careers.

Dr. Marotta introduced the two (2) students and Mr. Meland spoke about Olivia’s and Adriano’s (who was absent due to attendance at his last high school soccer game) accomplishments at HHS. The audience applauded each of

the students. Mr. Meland presented Adriano's certificate to his father.

The students were applauded for this honor.

Superintendent Marotta announced the John & Abigail Adams Scholarship Recipients (14) he read the names and the qualifications (MCAS and academics) who would be receiving a tuition-free education at state universities:

- 1) Olivia Bolduc-Nicoletti
- 2) Nathaniel Buteau
- 3) Nina Hamel
- 4) Giovanni Huertas
- 5) Hannah Kiernan
- 6) Jaxon Kutschke
- 7) Brynne LeCours
- 8) Christian Melo
- 9) Amber Pagliuca
- 10) Max Popoloski
- 11) Carli Quinlan
- 12) Charles Rastauskas
- 13) Patrick Sainato
- 14) Jacob Spreadborough

Mr. Wood congratulated Olivia for attending this evening and having so many accomplishments Vice Chair Wood thanked all the other students and thanked Mr. Meland for bringing the good news about academic achievement at HHS.

Public Comment (In-person & Remote).

Mr. Tim Briggs, 30 Hoyt Road, Haverhill, MA and HEA President congratulated the students for their academic accomplishments. He reiterated the frustration among faculty and the feelings of lack of support provided to his membership. Mr. Briggs provided examples of current conditions within the buildings including extreme bad student behaviors (i.e., swearing at teachers). He referenced professional development activities held yesterday that did not align with the curriculum. Mr. Briggs noted the concern for personal safety among staff members. He was worried about the worsening staffing shortages in the district.

Mayor Fiorentini apologized for his late arrival at the meeting and extended his appreciation to Mr. Briggs for bringing these concerns to the committee's attention.

He read the names of individuals who had signed up online for public comment and none of the individuals were online:

- Bronwyn Crocker
- Rachelle DeSantis
- Tobe Mareh Bleecker

Superintendent Comments/Reports.

COVID Update.

Superintendent Marotta introduced Ms. Deborah Ibanez, Executive Director of Student Support Services and Mr. Matthew Scanlon, Supervisor of Special Education K-8 who reported on the Grand Opening of the Hillie Shop in

the lower level of City Hall.

Mr. Scanlon provided a brief update on the Learning for Life Program work sites including the Learning for Life Café and new Hillie Shop in City Hall. He thanked Mayor Fiorentini for the opportunity to have these programs within the building. Mr. Scanlon and Ms. Ibanez displayed some items from the Hillie Shop including mugs, masks, pompom hats, fleece jackets and ornaments with the Hillie logo.

Mayor Fiorentini suggested selling some merchandise at the Café.

COVID Update.

Superintendent Marotta reported on the COVID-19 Data for the week of 10/17/21 – 10/23/21 which included the following:

- Student Data: Positive Students (23), Quarantined Students (123), Weekly Attendance Rate (91%) and School Year Positivity Count (223);
- Staff Data: Positive Staff (5), Quarantined Staff (20), Weekly Attendance Rate (93%) and School Year Positivity Count (35)
- Current Instructional Mode: All students in person
- Number of Pools completed: 92
- Number of Pools positive: 5

Dr. Marotta stated that pool testing had been expanded and that permission forms were available on our website. She also announced that the mask mandate had been extended to January 15, 2022.

Mrs. Sapienza Donais referenced Mr. Brigg's comments and was disheartened to hear about these issues. She further noted the concerns with educational support personnel covering classrooms and the unaligned professional development.

Dr. Marotta noted that professional development was offered on iReady throughout the district to provide a general understanding and information.

Mrs. Antkowiak, Chief of Teaching, Learning and Leading related that the intent was for all staff members to understand the program during parent conferences. She added feedback was being received on professional development in order to make improvements and emphasized that it was difficult to meet everyone's needs.

Superintendent Marotta indicated that the district was employing strategies to deal with students' difficulties in readjusting to the in-school environment. She commented that teachers were on the front lines supporting our students and greatly appreciated their efforts.

Dr. Marotta reported many efforts were being utilized to attract qualified employees to the district.

Mrs. Sapienza Donais asked if the substitute rates needed to be adjusted to address the staffing concerns and if there were possible solutions to the professional development offerings.

Superintendent Marotta responded that the substitute rate had been increased twice in the last year to \$125.

Mrs. Sapienza Donais asked for comparable rates from surrounding communities to determine if Haverhill is being

competitive with salaries.

Ms. Sullivan inquired about the student supports and the resolutions to the student issues. She asked for the student adjustment counselors to attend a meeting to provide some details on the types of student issues that the counselors are encountering in our schools.

Superintendent Marotta related those significant supports have been put into place however, these additional resources are being quickly absorbed by the district’s needs.

Ms. Sullivan requested a report on what attracted the individuals to the substitute positions, such as, being a permanent substitute.

Dr. Marotta indicated there were some permanent substitute positions in the districts, however, some positions remained unfilled in the district.

Mayor Fiorentini requested that the hourly rate be provided to the Committee.

School Committee Reports/Communications.

Mr. Wood: MASC Resolutions and Voting Delegate.

Vice Chair Wood would speak with individual members on the voting delegate and who would represent the Haverhill School Committee at this conference, since Ms. Sullivan was not able to attend the conference this year.

Vice Chair Wood began a review of the resolutions [Forms 2021 Delegate.pdf](#):

A motion was made by Mr. Wood to support Resolution 1: Dedicated Funding for School-Based Clinics and Services (Sponsored by the Framingham School Committee). Attorney Rosa seconded the motion.

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

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

A motion was made by Mr. Wood to support Resolution 2: Homework Gap and Wifi/Internet Access (Sponsored by the MASC Board of Directors). Attorney Magliocchetti seconded the motion.

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

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

A motion was made by Mr. Wood to support Resolution 3: IDEA Full Funding Act (Sponsored by the MASC Board of Directors). Attorney Rosa seconded the motion.

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

7 members voted in the affirmative Motion passes

0 members voted in the negative

0 members abstained

A motion was made by Mr. Wood to support Resolution 4: Recess (Sponsored by the MASC Board of Directors). Attorney Magliocchetti seconded the motion.

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

7 members voted in the affirmative Motion passes

0 members voted in the negative

0 members abstained

Vice Chair Wood noted that Resolution 5: Zero-Tolerance Policies (Sponsored by the MASC Board of Directors) was more controversial and he did not recommend support of this resolution.

There was no action taken on this resolution.

Vice Chair Wood stated that Resolution 6: Alternative to MCAS (Sponsored by the MASC Board of Directors) was a resolution that he did not support for approval by the Committee.

A motion was made by Attorney Magliocchetti to support Resolution 6: Alternative to MCAS (Sponsored by the MASC Board of Directors). Attorney Rosa seconded the motion.

Attorneys Rosa and Magliocchetti indicated the resolution was to explore and research other options.

Mayor Fiorentini requested a roll call vote and the results were the following;

Mrs. Sapienza Donais	No	Attorney Rosa	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardello	No
Attorney Magliocchetti	Yes	Mr. Wood, Vice Chair	No
Mayor Fiorentini	No		

3 members voted in the affirmative Motion fails

4 members voted in the negative

0 members abstained

Vice Chair Wood announced Resolution 7: School Committees and Receiver-Ship (Submitted by the MASC Board of Directors) and referenced Lawrence Public Schools as an example.

There was no action on this resolution.

Vice Chair Wood offered Resolution 8: Electric School Buses (Sponsored by the MASC Resolutions Committee) for consideration.

A motion was made by Attorney Magliocchetti to support Resolution 8: Electric School Buses (Sponsored by the MASC Resolutions Committee). Attorney Rosa seconded the motion.

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

7 members voted in the affirmative Motion passes

0 members voted in the negative

0 members abstained

Vice Chair Wood related that Resolution 9: Prohibiting the Use of Native American Mascots (Sponsored by the MASC Board of Directors) was proposed for consideration.

There was no action by the Committee on this resolution.

It was clarified that the delegate (whoever was selected) should vote as reflected by the votes of the Committee.

Attorney Rosa: HPS Available Supports to Address Students’ Mental Health Needs.

Attorney Rosa began with the recent data that stated that 77,000 pediatricians and 200 children’s hospitals indicated that mental health is a national emergency and was troubled by this report. He asked for a report on strategies and efforts to meet the needs of our students.

Ms. Jami Dion, Director of Guidance, Counseling and Student Support Services, noted that every day is difficult in Haverhill schools. She related that other communities are dealing with similar issues. Ms. Dion referenced the pandemic impact on mental health of students and identified that some students had been impacted in a disproportionate manner. She referenced ambiguous grief which correlated with some of the challenging behaviors that are being experienced in the schools. Ms. Dion also spoke about fight, flight or freeze actions. She acknowledged that although students were in school last year, it was not a full attendance levels and had to relearn behaviors in the school environment. Ms. Dion spoke about the united effort of fostering youth resiliency and the necessary tools.

Ms. Dion explained the mental health supports:

- Increased staffing to be direct service providers;
- Targeted professional development to build capacity;
- Monthly District Meetings (“baked in” PD);
- Counselors at elementary level are leading whole lesson curricula: empathy, communication
- Check in forms as part of everyday routine;
- Targeted Support for social emotional challenges: counselor led groups, social skills, anxiety, cognitive or movement breaks;
- Intensive individual counseling for students with increased stressors resulting from a death or hospitalization;
- School-based counseling to remove the barriers to mental health counseling;
- Bridge Program at HHS after a significant event with a gradual return to school with extensive supports;
- Partnership with McClain Hospital via webinars that provide tangible strategies for parents and students;
- How to Raise a Resilient Child;
- Additional Supports in and out of the school setting.

Attorney Magliocchetti acknowledged the struggles of staff and students in our schools. He reflected on the importance of interventionists within the schools and the significance of smaller class sizes. Attorney Magliocchetti noted the difficulties in parenting young adolescents and identifying the signs of mental illness. He related those solutions needed to be acknowledged and implemented in the district.

Mayor Fiorentini asked about any substance abuse issues.

Ms. Dion commented the vaping issue and the concerns with substance use especially during these challenging times.

Superintendent Marotta offered that the 60 new positions (through ESSER funds) were evenly divided among interventionists, coaches, nursing staff, and student support staff i.e., school adjustment counselors, psychologists, special education teachers who specialized in mental health supports, BCBA and crisis interventionists. She continued that an additional staff were hired that filled mental health roles and provided support for this year. Dr. Marotta noted that it was needed 30-40% increase in staffing. She indicated that substance abuse has risen especially vaping, and it is a substantial issue.

Mayor Fiorentini was appalled at students swearing at teachers and believed it was a discipline issue.

Ms. Dion did not condone bad language but wanted to know the reasons behind the students' behaviors.

Mayor Fiorentini understood the concerns, but the behaviors referenced by Mr. Briggs were not acceptable in our schools.

Vice Chair Wood asked a question on incidents and the lack of follow-up. He asked about the school adjustment counselors' role in these matters.

Ms. Dion responded that school adjustment counselors did not have involvement in discipline matters.

Subcommittee Reports.

Finance Subcommittee Report ~ Mr. Wood.

Mr. Wood stated in reference to the Diversity Officer, the administrator position is not being considered, but the Human Resources position or a firm that specializes in this area is up for consideration. He reported that at a future finance subcommittee meeting there would be additional discussion and a recommendation will be brought to the School Committee in November.

Finance Subcommittee Financial Transfers Recommendations.

Mr. Wood reported that salary line items would be used to accomplish the electrical and masonry work.

Assistant Superintendent Pfifferling referenced yesterday evening's email which stated:

Good afternoon, Mr. Wood, Mrs. Donais and Attorney Rosa,

Thank you for your patience while we were working to identify the financial transfer funds for the electrical work at the 4 elementary schools and the masonry work at HHS Auditorium.

After further research and discussions with Margaret, Steve and Kathleen, we would like to propose the following:

Initially, there was \$160,000 made available for the tank pumping and tank removal at Tilton and Greenleaf schools. Steve has reported he only needs approximately \$63,200 due to the fact that there is no indication the tanks were compromised. That leaves approximately \$96,800 available.

We would propose that we use \$86,150 of that amount to cover the electrical (\$36,150) and masonry (\$50,000) above what was previously allocated.

Please let me know if we are good to propose this to the full committee tomorrow night.

Thank you for your patience and support on this agenda item.

Mike

Michael Pfifferling
Haverhill Public Schools
Assistant Superintendent of Finance & Operations

- Recommendation for a transfer \$36,150 from Tank Removal/Pumping to Maintenance Line for Electrical Work.
- Recommendation for a transfer \$50,000 from Tank Removal/Pumping to Maintenance Line for Masonry work at HHS Auditorium.

In response to Mrs. Sapienza Donais' concern regarding the tank being compromised at Tilton School, Mr. Dorrance responded that the prior information was not correct (an email response today had been sent to Mrs. Sapienza Donais) and according to experts there was seepage in the bottom two courses of concrete block into the basement in a very confined area. He related that due diligence has been concluded according to every local, state and federal fire code and there was a 194% contingency after the financial transfers.

A motion was made by Mr. Wood to approve the financial transfers as requested by administration. Attorney Magliocchetti seconded the motion. Mayor Fiorentini requested a roll call vote:

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

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

Discussion on purchasing (1) used 77 Passenger School Bus.

Mr. Wood noted that the Finance Subcommittee had reviewed this matter and asked Assistant Superintendent Pfifferling to provide some background.

Mr. Pfifferling related that there continued to be delays with athletic transportation and a possible resolution would be charter runs (employ 2 drivers) which would at a cost not to exceed \$25,000 and the funds would come

from existing athletic transportation line item.

A motion was made by Attorney Rosa to authorize the transfer and approve the purchase of one (1) used 77 passenger school bus at a cost up to \$25,000 with the funds coming from an existing athletic transportation line item. The motion was seconded by Attorney Magliocchetti. Mayor Fiorentini requested a roll call vote:

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

7 members voted in the affirmative Motion passes

0 members voted in the negative

0 members abstained

Maintenance Subcommittee Report ~ Attorney Magliocchetti.

Attorney Magliocchetti noted that bi-weekly meetings were being held to stay current with matters.

Mrs. Sapienza Donais related that the committee would be updated on maintenance matters.

New Business.

Superintendent’s Recommendation to approve Warrant Number EV20211029 & EV20211029B [Warrant EV20211029.pdf](#) totaling \$852,764.71 as indicated in the agenda material.

A motion was made by Mr. Wood to approve the Warrants. Attorney Rosa seconded the motion. Mayor Fiorentini requested a roll call vote:

Mrs. Sapienza Donais	Yes	Attorney Rosa	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardillo	Yes
Attorney Magliocchetti	Yes	Mr. Wood, Vice Chair	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 Recommendation 10.28.21.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. Attorney Magliocchetti seconded the motion. Mayor Fiorentini requested a roll call vote:

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

7 members voted in the affirmative Motion passes

0 members voted in the negative

0 members abstained

Items by Consensus.

- A) Superintendent’s Recommendation for Approval Hybrid Regular Meeting Minutes of October 14, 2021 [Hybrid School Committee Regular Meeting Minutes 10.14.21.pdf](#) as indicated in the agenda material.

- B) Superintendent’s Recommendation for Approval of the Use of Facilities [UOF 10.28.21.pdf](#) as indicated in the agenda material. Set criteria

A motion was made by Mr. Wood to approve the Items by Consensus (minutes and use of facilities). Attorney Magliocchetti seconded the motion.

Mrs. Sapienza Donais asked about utility charges and why some groups are charged for these costs.

Mr. Wood thought this issue had been addressed last year at policy subcommittee and if there was a set criterion in the Business Office.

Attorney Rosa proposed a friendly amendment to waive the utility fee for Haverhill Stars Special Olympics.

Mr. Wood agreed to the friendly amendment and the motion was revised to include the waiving of utility fees for this group.

Mayor Fiorentini requested a roll call vote:

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

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

A motion was made by Mr. Wood for the School Committee will go into executive session (8:38 pm) to review and approve a proposal from the Haverhill Education Association’s Teachers’ Unit to modify the Collective Bargaining Agreement by allowing for certain salary adjustments for FY22. The committee will reconvene in open session to approve any matters recently approved in executive session. Attorney Rosa seconded the motion. Mayor Fiorentini requested a roll call vote:

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

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

Return to Open Session.

A motion was made by Attorney Magliocchetti to return to open session (8:54 pm). Attorney Rosa seconded the motion. Vice Chair Wood requested a roll call vote:

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

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

A motion was made by Attorney Rosa to approve the adjustments in the Collective Bargaining Agreement (the teachers on the list will receive the full cost of living adjustment) and all future issues will be addressed in the next collective bargaining agreement. Attorney Magliocchetti seconded the motion.

Vice Chair Wood spoke to HEA President Tim Briggs and stated that the matter needed to be addressed by the HEA on behalf of its members and would not be resolved again by the School Committee.

Vice Chair Wood requested a roll call vote:

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

6 members voted in the affirmative Motion passes

0 members voted in the negative

0 members abstained

A motion was made by Attorney Magliocchetti to adjourn the meeting (8:58 pm). Ms. Sullivan seconded the motion. Vice Chair Wood requested a roll call vote:

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

6 members voted in the affirmative Motion passes

0 members voted in the negative

0 members abstained