



**Haverhill Public Schools - School Committee  
Hybrid Regular Meeting Minutes of November 18, 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 Remotely		

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:

- Yesterday was Turkey Toss, a super fun Senior event;
- Ski Bradford is looking for instructors ages 16 and up;
- Audition for two one act plays were held today;

Ms. Prunier stated that in no way as a student did, she condone fights and other acts of violence occurring in the high school. She appreciated the Superintendent and administration’s effort in conducting a parent meeting last Tuesday. Ms. Prunier encouraged more restorative actions/practices that will stop the issues at the root. She indicated that suspension or criminalization of the actions will not teach or heal the students. She noted that mental health issues, primarily from the pandemic could be alleviated through the employment of more adjustment counselors or mental health practitioners. Ms. Prunier noted that everyone should feel safe and welcomed when entering the school. She was not advocating for no consequences in violent situations.

- This upcoming Friday, a Student Faculty Forum on “A Block” will be held at the school. Ms. Prunier shared a quote that reflected the intention of this discussion: “it is not enough to listen to student voices educators have an ethical imperative to do something with students that is why meaningful student involvement is vital to school improvement.”

**Public Comment (In-person & Remote).**

Vice Chair Wood announced in-person public comment would occur first and then remote public comment.

Ms. Carol Ireland, 5 Catalfo Road, Salem, NH, VIP Team Program Advisor, spoke about positive efforts in

our schools and commented that the focus should be changed in this situation. She stated that Haverhill was a great community with many fabulous students. Ms. Ireland reflected on the 17 years of VIP in the community and emphasized the need to work together to find solutions. She announced a Haverhill VIP event with acclaimed guest coach and speaker Michy E. Morillo, author of Cell Dreamer that will be held on Monday, November 22, 2021 from 6:00 pm – 8:00 pm at Haverhill High School.

Ms. Lori Curry, 273 Walton Road, Seabrook, NH, suggested listening to students to make them part of the solution. She referenced several efforts within the school system such as:

- working with Haverhill Police Department (youth/police dialogue) along with a continued partnership;
- diversity trainings to educate students on the appreciation of cultures and differences;
- the viewing of a film on gun violence prevention;

Ms. Curry noted the many ongoing efforts within the school system. She underscored the exhaustion factor among staff. Ms. Curry commented on magnitude of the issues and that were systemic issues and recommended finding creative resolutions including self-reflection of all parties in order to solve the problems.

Vice Chair Wood related that flexibility had been given to the first speaker, but indicated that speakers should be held to the 3-minute speaking allotment.

Ms. Viki Hernandez-Bailey, 9 Boscowen Street, Haverhill, MA, a Hillie mother and teacher revealed that the behaviors outside the classroom were extremely troubling and heartbreaking to her as an experienced teacher. She suggested that the community come together to work on the problems and recommended developing alternative methods to address the concerns. Ms. Hernandez-Bailey asked the School Committee to get more involved and visit the school more frequently to get an accurate assessment. She was alarmed by the reporting by the Eagle Tribune in which the recent violence at HHS was categorized as something that would occur in a detention center or prison. Ms. Hernandez-Bailey noted that the students needed boundaries and recommended a listening campaign (open and honest conversations or think tank). She emphasized positive solutions and ended with #nothing is stronger than a Hillie.

It was noted by the Vice Chair that Mrs. Ryan-Ciardello was attending the meeting remotely.

Mr. Barry Davis, Lowell MA stated that safety was a main concern for everyone in the schools and asked for a seat at the table. He commented that staff (HEA) were not aware of what is going on in the schools. Mr. Davis noted that diversity of student population is not reflected in the school committee, teaching staff and administration and words/actions have a different connotation (detention centers, prison and more cops) among different cultures.

Vice Chair Wood noted that Mayor Fiorentini had been in remote attendance for the duration of the meeting.

Mrs. Trish Shaw, 114 Chestnut St, Haverhill, MA, offered a personal story of severe microscopic fractures in her teeth and the resulting trauma as a outcome of an incident in an elementary school. She offered that there were irreversible effects asked how many more injuries had to occur before there is action.

#### Remote Public Comment

Dale Leone, 21 Race Street, Haverhill, MA, a recent graduate of HHS advocated more resources for counselors. He noted that short-term solutions would not address the root issues. Mr. Leone referenced that the community approach and applauded the student council efforts. He advocated for other solutions beside punishment.

Ms. Regina Schulman, 33 Leroy Avenue, Haverhill, MA, a long-time resident, and asked what needs were not met or what skills do students need in their life. She offered her skills to assist in the solution.

#### **Superintendent Comments/Reports.**

##### **Update from Riverside Trauma Center - Regarding Trauma and Children's Mental Health Crisis.**

Superintendent Marotta reported that this agency had been supporting the district in good times and bad times. She introduced Julia Champion, Senior Manager of Trauma Informed Care from Riverside Trauma Center. Dr. Marotta stated the struggles of students had magnified over the past two years and a revival of a sense of community needed to be brought back to Haverhill.

Ms. Champion commented that students have been struggling significantly over the past two years, resulting in depression, anxiety and trauma and are manifested in many ways. She educated professionals on traumatic events and offered examples. Ms. Champion offered extensive information on trauma (national emergency) and its massive impact on student behavior and their life. She reported that responses to trauma were different for students however, it did impact all aspects of the school experience. Ms. Champion noted that behavior is communication and trauma-related behavior communicates a need, such as, safety violations (resulting in survival/protective mode). She noted the adapted responses were either fight (aggression, irritability, anger, hyper activity or silliness) flight (isolation, avoidance, running away or freeze (intense state of stillness, or hyper vigilance). Ms. Champion related that traumatic related need is emotional resulting in connection, control or containment. She concluded that adults needed to rebuild safety for trauma-impacted students and there is the possibility of hope, healing and resilience.

Dr. Marotta commented that there needed to be a reset and that students are looking for structure, discipline with positive and supportive measures. She related that the violent videos were not representative of Haverhill High School.

Superintendent Marotta commented that both Principal Meland and Ms. Dion were present to report on the parent meeting.

Vice Chair Wood noted that this item would be combined with the following item: **Mrs. Sapienza Donais & Mrs. Ryan-Ciardello: Continued discussion of ongoing behavior issues at HHS (Principal Meland requested to attend meeting).**

Mrs. Sapienza Donais shared some email comments that she had received from parents and teachers:

- Notification of incidents;
- How can parents assist with the issue;
- Ways to speak with their children;
- Anxiety and fear while walking in the corridors (teachers);

- Security Guards need to be trained properly and have identifiable uniforms;
- Battle-fatigued teachers;
- No mediation methods;
- Joint at-risk process has not started.

Mrs. Sapienza Donais visited HHS and found the students were open and honest in their comments. She noted that students were upset that it was only 1% of the students that participated in the violent behaviors and wanted social media attention. Mrs. Sapienza Donais was impressed with the students' demeanor at the school especially in the cafeteria. She recommended transparency for parents in the area of informing parents about incidents.

Principal Meland shared a presentation [HHS SC1118.pdf](#) with the Committee:

- **Haverhill High School Support Staff**
  - Principal, Associate Principal and Assistant Principals
  - 2 Student Support Coordinators {currently interviewing 1}
  - 1 Supervisor of School Counseling
  - 8 Guidance Counselors
  - 5 School Adjustment Counselors
  - 1 Substance Use Counselors
  - 2 School Psychologists
  - Community Behavioral Health Clinicians
- 2 School Resource Officers
- 7 Security Guards
- **HHS Interventions (Tier 1: Universal ~ All Students, Tier 2: Targeted, Tier 3 Intensive)**
  - Tier 1: Universal**
    - Hall Passes and Sweeps
    - Family Contact
    - After School
    - Support/Detention
    - District Curriculum
    - Accommodation Plan {Youth Mental Health, First Aid Training, Safety Care Training}
  - Tier 2: Targeted**
    - Office Detention
    - Discipline Referral
    - Intervention Blocks
    - Guidance Counselors
    - Behavior/Attendance Trackers
    - Grade Level Team Meetings and Interventions
  - Tier 3: Intensive ~ Mr. Meland related that the needs at this level had increased dramatically at HHS.**
    - Placement Change (i.e., Gateway, Night School)
    - Saturday School
    - Summer School
    - Bridge Program
    - Educational Resource Center (ERC)

- Out-of-school suspension
- School Adjustment Counselors
- Parent Liaisons + Attendance Officer

Ms. Dion, Director of Guidance, Counseling and Student Support Services offered that the volume of need has increased exponentially and the number of students counselors previously seen in a week, now seeing in one day.

- **What are Counselors Seeing/Experiencing**
  - Anxiety: panic attacks, crying
  - Aggression: poor impulsive control, difficulty with self-regulation
  - Skill regression: social skills, problem-solving, distress tolerance
  - Avoidant Behaviors/Truancy
  - Increased Suicidal Ideation/Self-Harm
  - Increased hospitalization and mental health evaluation students return needing additional in-school supports due to limited community-based services
- Counselor Data (Since September 2021, school guidance counselors have tracked more than 1,500 visits to the school counseling department)
  - Individual Senior meetings
  - Individual four-year career planning with freshmen
  - Scheduling/Course Planning
  - New Student Enrollments (200 registrations this year)
  - 504 Plan Meetings
  - Classroom lessons (post-secondary planning, graduation requirements, counselor introductions)
  - Parent/Guardian Meetings (College Planning, Freshmen Night, Career Planning)
- School Adjustment Counselors tracked more than 800 points of contact with scholars and families
  - IEP group and individual counseling
  - Safety planning/individual student safety screenings
  - Family and community service provider outreach
  - Scholar referrals to community-based mental health services via e-referral system
- What to look for/what to do ~ signs and symptoms that scholars may need more support:
  - Changes in school performance
  - Changes in sleeping habits
  - Excessive worrying or fear
  - Increased irritability, anger, sadness, indifference
  - Losing interest in things they previously enjoyed
  - Intense fear of weight gain or concern with appearance

Virtual Parent Workshops will be held on Friday, November 19, 2021 and March 11, 2022 from 12:00 pm-1:30 pm (reach out to the Assistant Principal or School Counseling Office) and for those who cannot attend, a link will be sent out to parents.

Mr. Meland continued by detailing:

- What have we done at HHS?
  - Adjusted our lunch schedule
  - Increased supervision in hallways, bathrooms, cafeteria

- Increased hall sweeps and tardiness interventions
- Reopened bathrooms to limit travel time and crowding
- Engaged staff and students in listening session to elicit feedback and collaboratively plan solutions
- Added 1 SRO, added 2 Student Support Coordinators
- Added capacity to Night School
- Referrals to Night School, Gateway Program and alternative placements
- Added district-wide position for Director of Guidance, Counseling, and Student Support Services
- Filled district-wide Safe and Supportive Schools Liaison position
- Received \$10,000 Safe and Supportive Schools Grant
- Upgrading Security System at HHS
- Added vape/motion detectors to all bathrooms at HHS
- Ongoing PD to staff around social-emotional learning practices in classrooms
- What are we planning to do at HHS?
  - Implement DeansList to manage behavior referrals, data tracking, and interventions
  - Implement a hall pass system update to limit traffic in hallways during classes
  - Increase capacity and build Gateway Program into full-fledged alternative school
  - Build community and trust by holding healing conversations with scholars in classes
  - Bring in guest speakers supporting positive school climate and culture and planning for their future

Superintendent Marotta was requesting that the School Committee approve budget transfers (budget neutral) to hire the following positions along with a calendar adjustment:

- 2 School Adjustment Counselors at HHS
- 2 Security Guards at HHS
- 1 SRO at MS level
- Adjust calendar to add ½ day PD time for all schools.

Attorney Magliocchetti thanked Mr. Meland for the presentation. He stated that there were 2,000 students with eight (8) guidance counselors and five (5) adjustment counselors and stressed the enormous caseload for these staff members. Attorney Magliocchetti recommended collaborative work with all stakeholders and supported the additional professional development, and the expansion of alternative school options. He inquired about participation data on afterschool programs at Whittier Regional and its role with development of skill sets. Additionally, Attorney Magliocchetti noted the importance of the Early College Program.

Attorney Magliocchetti asked Police Chief Pistone about the role of the SRO. Chief Pistone reported on the SRO and highlighted two SRO's Officer Christian Guzman, a Latino male (HHS) and Officer Milady Figueroa, Latino female (Consentino). The Chief gave examples of SRO contribution in our schools and they are a resource for the schools and provide a safe environment along with being role models. He related that SROs cannot be a disciplinarian, enforcer or used in the place of school counselors unless there is evidence of criminal misconduct. Chief Pistone detailed the legal role of the police in the schools and noted the police in the schools are mentors.

Attorney Magliocchetti indicated that police presence was not allowed to be used at the school as a

militant presence. He applauded Chief Pistone for transforming the police department.

Mayor Fiorentini asked what can we learn from the 98% of students who are not involved in these behaviors.

Superintendent Marotta answered that all school districts are dealing with these behaviors and it was unusual year.

Ms. Sullivan replied that the students want to attend the vocational school and it was a different system. She was tired of the blame and noted that there were many reasons for bad behavior and there needed to be an understanding of the reasons.

Mayor Fiorentini asked about any best practices to help minimize the incidents.

Dr. Marotta suggested that looking at what the behavior says about the student is a priority.

Mayor Fiorentini asked about discipline solutions.

Superintendent Marotta identified a restorative justice program at the YMCA in Beverly where supports for the students and parents are provided in a separate setting (intensive supports and therapeutic interventions). She replied that the program was very successful and it would be a good addition for Haverhill. The Superintendent commented that suspension along was not the answer.

In response to the mayor's question on alternative schools, Dr. Marotta suggested expanding the opportunities (more options for students who did not function well in a 2,000-student environment) and provided the criteria for admittance to the Gateway Program.

Mayor Fiorentini asked about collaboration with the Phoenix Charter School in Lawrence and Dr. Marotta answered about a dozen students were enrolled in that school setting.

The mayor stated it was not helpful to state the behaviors were similar to those in a prison setting.

Attorney Rosa commented that you do not have to choose between school resource officers and school adjustment counselors. He asked about staff that were trained as youth mental health first aid instructors.

Ms. Dion related that in early January 2022, the district would hear about grant funding for youth mental health first aid instructors and noted that at present there were 13 trained staff. She stated a grant had recently been submitted for 18 youth mental health first aid certification courses (total 270 staff members) and the notification would be in early January 2022.

Attorney Rosa asked about Lesley University's trauma training (70-80 staff).

Superintendent Marotta answered the courses were graduate level and she was unclear about the specific components.

Attorney Rosa inquired about other discipline issues in our other schools and age-appropriate discipline

such as removal of recess.

Dr. Marotta answered the removal of recess was not a good discipline measure and was a counterproductive practice.

Attorney Rosa asked about consequences for behaviors.

Dr. Marotta provided some examples of discipline such as interventions, supports and consequences.

Attorney Rosa noted the PBIS program in our schools. He also suggested the adaption of restorative justice to lower grades.

Superintendent Marotta answered that restorative justice could be translated to the elementary grades (adapted to age/development level and making reparations/amends to community).

Attorney Rosa referenced several students commented that they had not met their guidance counselor and the lack of outreach to students. He highlighted the caseload amounts that were carried by our guidance counselors. Attorney Rosa noted the perception of students wanting to be social media stars by participating in these bad behaviors. He suggested the punishment of taking away cell phones (since that would have a significant impact).

Principal Meland explained that cell phones were a part of student culture (digital natives) and there were some mitigation efforts used in certain cases.

Attorney Rosa commented on the length and timeliness of disciplinary process.

Mr. Meland reported that the technology issue was being implemented to assist in the discipline procedure and there was a tight timeline for the launch.

Mrs. Sapienza Donais supported professional development for staff. She asked about ways to inform parents on discipline incidents.

Mr. Meland referenced the parent meeting recently held this week. He explained the discipline process including identifying root causes, notifications, and hearings. Principal Meland stated that it can be a lengthy process, however, sometimes social media and the media report the information before the parent notification.

Attorney Rosa asked for the school to have time to formulate the procedures.

Mrs. Sapienza Donais asked for the School Committee to be included in the emails to parents.

Mayor Fiorentini asked about the removal of cell phones for discipline matters, such as videotaping a fight.

Superintendent Marotta commented that there was no policy.



Attorney Rosa suggested consultation with administrators and teachers on how to implement the policy.

Principal Meland asked for time to obtain feedback from staff.

Mayor Fiorentini wanted immediate action on this matter.

Attorney Rosa suggested that the school would determine length of time and implementation.

Mayor Fiorentini accepted the friendly amendment.

A motion was made by Attorney Magliocchetti to remove a student's cell phone for discipline issues (the length and process of cell phone removal be determined by school officials). Mayor Fiorentini 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
Mayor Fiorentini	Yes		

7 members voted in the affirmative                      Motion passes

0 members voted in the negative

0 members abstained

Mrs. Ryan-Ciardello thanked Chief Pistone and Mr. Meland for their reports this evening.

Vice Chair Wood stated that COVID could not be blamed for all the discipline problems. He did support alternative school and evening school settings. Mr. Wood stressed not creating an alternative school for poor children. He thanked Mr. Meland and his team along with Superintendent Marotta, Chief Pistone, Deputy Chief Tracy and other police officials.

Mr. Meland requested that the opportunity to bring the matter to the administrative team and teachers before implementation.

**Recommendation for Financial Transfers.**

A motion was made by Attorney Magliocchetti to approve two (2) School Adjustment Counselors at HHS and two (2) Security Guards at HHS along with the transfers as recommended by the Superintendent. 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
Mayor Fiorentini	Yes		

7 members voted in the affirmative                      Motion passes

0 members voted in the negative

0 members abstained

There was consensus among the members that the Superintendent could move forward with planning for additional half-day professional development.

Attorney Magliocchetti assumed chairing the meeting due to Vice Chair Wood’s conflict.

A motion was made by Attorney Rosa to approve the SRO at the Middle School level. Mrs. Ryan-Ciardello seconded the motion. Attorney Magliocchetti, Chair Pro Tem 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	Abstained
Mayor Fiorentini	Yes		

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

**Mr. Wood resumed chairing the meeting.**

**School Committee Reports/Communications.**

Attorney Magliocchetti: Acknowledgement of YMCA Educator of the Year.

Attorney Magliocchetti noted this great event was held each year. He introduced Dianne Connolly YMCA Board Member.

Mrs. Connolly acknowledged the attendance of Mayor Fiorentini, Attorney Rosa, Superintendent Marotta and Assistant Superintendent Pfifferling. She read the names of the 12 nominees:

- Emily Alejandro ~ Children’s Learning Center ~ YMCA of the Northshore
- Craig Barnard ~ Tilton Upper School
- Brandon Curley ~ Consentino School
- Melissa DiFabio ~ Tilton Lower School
- Rhonda Kurto ~ Sacred Hearts School
- Joanna Dix ~ Haverhill High School
- Emily Gorski ~ Hunking School
- Cecile Maggiacomo ~ Tilton Upper School
- Heather Weston ~ Haverhill High School
- Crystal White ~ Sacred Hearts School
- Dan Sullivan ~ Consentino School
- Craig Barnard ~ Tilton Upper School

Mrs. Connolly highlighted the nomination of Dan Sullivan by 4 students from last year’s class. She read an excerpt from the nomination written by Sophia Lee: “He notices the potential students have to improve, the potential we have in our futures, and that if you aren’t exactly the best student now, you will almost certainly have the most potential to grow. This potential is the gold in our skin thick mine and only a few educational heroes can chip away to expose a precious gem in every single learning body of the modern educational system.”

Dr. Marotta thanked the school nurses Katie Vozeolas, Mary Connolly along with the nursing staff.

Attorney Magliocchetti acknowledged the work of the

**Mrs. Sapienza Donais: Haverhill School Committee Scholarships (Mrs. Deborah MacDonald has been invited to speak regarding this issue).**

Mrs. Sapienza Donais noted that Mrs. MacDonald (who was unable to attend this evening) wanted to address some of her issues including dwindling applications.

Ms. Dion commented that there were three (3) School Committee scholarships and the amounts are determined by the City Treasurer. She recommended advertising the scholarship in January following the natural timeline.

**Mrs. Sapienza Donais: Professional Development Survey (Mrs. Antkowiak requested to attend the meeting to discuss survey along with distributing a copy of the survey to the committee).**

Mrs. Sapienza Donais asked about the last professional development and placement. She related that Mrs. Antkowiak had distributed the survey results to the Committee. Mrs. Sapienza Donais congratulated Mrs. Antkowiak on the next professional development session and the relevance and staff appreciation of the topics.

Mrs. Antkowiak noted that emails were connected to Teach Point for PDP points.

Mrs. Sapienza Donais emphasized the teacher bonding at the next session.

**Mrs. Ryan-Ciardello: A request for a detailed listing of out-of-district enrollment including each school and city/town – to remain on table.**

A motion was made by Mrs. Ryan-Ciardello to table the detailed listing of out-of-district enrollment including each school and city/town. Attorney Rosa seconded the motion. Attorney Magliocchetti, Chair Pro Tem 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	Absent
Mayor Fiorentini	Yes		

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

**Subcommittee Reports.**

**Finance Subcommittee Report** ~ Mr. Wood was not present at this time.

**Maintenance Subcommittee Report** ~ Attorney Magliocchetti.

Attorney Magliocchetti noted the regular meeting schedule of this subcommittee with upcoming updates. Mrs. Sapienza Donais stated a meeting would be held tomorrow morning at 8:00 am.

**New Business.**

**Superintendent’s Recommendation to approve Warrant Number EV20211105, EV20211119A & EV20211119B [Warrant 11.18.21.pdf](#) totaling \$ 2,486,485.24 as indicated in the agenda material.**

A motion was made by Ms. Sullivan to approve the Warrants. Mrs. Ryan-Ciardello seconded the motion. Attorney Magliocchetti, Chair Pro Tem 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	Absent
Mayor Fiorentini	Yes		

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

**Superintendent’s Recommendation to declare items surplus and dispose of in accordance with city ordinances [Approved Surplus 11.18.21.pdf](#) as indicated in the agenda material.**

A motion was made by Ms. Sullivan to declare items surplus and dispose of in accordance with city ordinances. Mrs. Sapienza Donais seconded the motion. Attorney Magliocchetti, Chair Pro Tem 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	Absent
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 Hybrid Regular Meeting Minutes of October 28 2021 [Hybrid School Committee Regular Meeting Minutes 10.28.21.pdf](#) as indicated in the agenda material and the Superintendent’s Recommendation for Approval of the Use of Facilities [UOF 11.18.21.pdf](#) as indicated in the agenda material.

Mrs. Sapienza Donais asked about the differences in the custodial fees (\$30 vs. \$45).

Assistant Superintendent Pfifferling responded that non-profit and for profit had different fees and that the non-profit was being subsidized by the for profits.

A motion was made by Ms. Sullivan to approve the Items by Consensus. Attorney Rosa seconded the motion. Attorney Magliocchetti, Chair Pro Tem 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		

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

Vice Chair Wood resumed chairing the meeting.

**Executive Session/Adjournment: The Haverhill School Committee will go into executive session to**

**discuss the discipline or dismissal of an employee (postponed until December 9, 2021) and to review and approve an employee contract and not reconvene in open session.**

A motion was made by Attorney Magliocchetti to go into executive session (9:57 pm) to review and approve an employee contract and not reconvene in open session. 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
Mayor Fiorentini	Yes		

7 members voted in the affirmative                      Motion passes

0 members voted in the negative

0 members abstained