



**Haverhill Public Schools - School Committee
Hybrid Regular Meeting Minutes of October 13, 2022**

Roll Call - Pledge of Allegiance.

Mayor James Fiorentini, Chair called the meeting to order at 7:00 pm and requested a roll call of the members:

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

Dr. Margaret Marotta, Superintendent of Schools and Mr. Michael Pfifferling, Assistant Superintendent of Schools were also in attendance at the meeting.

Mayor Fiorentini read an act relative to extending certain COVID-19 measures adopted during the state of emergency was signed by Lt. Governor Polito and allows for remote meetings and hearings by public bodies through March, 2023. 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 led by the members of the JROTC and recited by the audience.

Mayor Fiorentini requested a moment of silence be observed in memory of the late Judge Kevin Herlihy.

Mayor Fiorentini left the council chambers due to the nature of public comment regarding teacher negotiations, which he was not to have any involvement. Mrs. Sapienza Donais, Vice Chair assumed chairing the meeting.

Communications/Reports.

Public Comment (In-person & Remote) – see policy summary on the next page.

Mr. Marc Harvey, 8 Byron Street, Haverhill, MA, a HPS teacher, parent, and taxpayer stated his vested interest in the public schools. He commented on the statement released by the public relations firm Ellis Strategies hired by the district, that misled the public and demonize the HEA. He noted that the pamphlet contained propaganda about current salaries and retention rates. Mr. Harvey asked who authorized payment and referenced that this firm was hired with taxpayer dollars.

Ms. Sheeba Nabiryo, 206 Boxford Road, Haverhill, MA, a high school student spoke in support of her teachers and the September 20, 2022, walk-out by high school students. She reported that the activity was totally independent of the teachers' association. Ms. Nabiryo acknowledged that the students did deserve a detention for the protest and continued with lack of urgency and respect during collective bargaining sessions. She highlighted that the wages were \$10,000 below the state average. Sheeba was 100% supportive of our teachers.

Attorney Magliocchetti acknowledged the student's comments and indicated students would always be heard by the committee.

The mayor returned at 7:13 pm and resumed chairing the meeting.

Student Advisory Council Report ~ Sean Wynn.

Sean provided an update to the committee:

- Leah Colantoni passed Certified Nurse Aide as part of the Health Care/CTE Program;
- Discussions with administration regarding the iReady dissatisfaction; cleanliness of bathroom and pool area; and changes to sex education curriculum;
- Student concerns with tensions over the teachers' contract and hoped for a speedy conclusion.

Superintendent Comments/Reports.

Superintendent Marotta acknowledged that the everyone agreed that there were fabulous and outstanding students in the Haverhill Public Schools.

The superintendent recognized the tremendous contributions of the JROTC program and wanted to acknowledge their contributions and accomplishments. She requested that 1st Sgt. David Grinstead and Gunny Sergeant Henry Danis address the committee.

1st Sgt. Grinstead indicated he was a retired marine (36 years of service) who lived in Salem, MA. He reported the following accomplishments/activities:

- 5,000 hours of community service;
- 13 students graduated and some have graduated boot camp; 3 marines and 1 soldier and several awaiting entrance to Army;
- \$484,000 scholarship monies awarded to seniors;
- Thriving program (Naval Honor School = top 20% of ROTC in the nation);
- Haverhill High School MCJROTC hosted a Raider Competition on October 8, 2022 and dominated! Our Alpha team won 1st place overall and our Bravo team won 4th place overall out of 12 teams competing and additionally, put 10 more trophies on the table.
- Regular competition schedule and noted that there would be a request for December to compete in Reading, PA.

1st Sgt. Grinstead acknowledged Gunny Sgt. Danis, three (3) senior cadets along with the executive officer who is also the senior class president:

- Cadet Major/Commanding Officer Kali Sevene noted that there were 102 cadets plus 14 grade 8 cadets in program along with her duty to lead cadets to be successful after high school.
- Jeremy Ortiz Ferreiras, Cadet/Sgt. Major whose duty was to be in charge of the enlisted staff. His goal was to be a marine, attend college and be commissioned as an officer;
- Cadet Captain/Executive Officer Deyanarah Gutierrez offered testimony on her experience in the MCJROTC. Ms. Gutierrez acknowledged that the program simply changed her life by bringing her outside of her comfort zone and instilling the drive to work harder in all aspects of life. She met people that will always stick by her and believed that the challenges, the people, the connections, and the family attributed to her personal growth and development.

1st Sgt. Grinstead noted that all participants did not need to enter the military, but the goal of the program was to prepare students for the future.

Attorney Magliocchetti expressed his appreciation for the program and thanked the students and staff. He noted that his friend a retired marine was watching from home (it was his birthday and it made his day). Attorney Magliocchetti was impressed with the students' accomplishments and the program.

1st Sgt. Grinstead announced that today was the Navy's birthday.

Mr. Wood was appreciative of the presentation and thanked the staff for the program's development and was an amazing program especially eighth grade mentoring and instilled skills that would assist all students. He asked that parents consider this program for their students in terms of a foundation for success in all endeavors.

Mrs. Sapienza Donais expressed "Hillie Pride" and noted the impressive number of awards received by the MCJROTC.

Mayor Fiorentini recognized students for their participation in the 9-11 memorial ceremony and wished them the best.

Dr. Marotta thanked the students and acknowledged their work in the community and the schools.

Superintendent Marotta referenced the MCAS Data Review [MCAS 2022 PP Draft.pptx \(1\).pdf](#). She indicated a more detailed presentation would occur at a future meeting. The superintendent asked the committee to review the materials in the meantime.

School Committee Reports/Communications.

Attorney Magliocchetti: Safety Specialists Contract Update. Both Attorney Magliocchetti and Mrs. Sapienza Donais commented that the negotiations were close to conclusion and that a contract negotiations session had been scheduled for Wednesday, October 19, 2022. Mrs. Sapienza Donais concurred with this statement.

Attorney Magliocchetti: Parking Lot Expansion at HHS. Attorney Magliocchetti recognized the need for additional staff parking spaces and wondered if there was space at the back of the school that could be converted to parking prior to the winter season.

Superintendent Marotta would investigate the possibility of additional parking.

Attorney Rosa inquired about the reason for limited parking and suggested designated parking (white lines for staff and yellow lines for students).

Superintendent Marotta responded that students had assigned spots, but with additional staff there was limited parking.

Mr. Wood asked for the specific concerns i.e., staff parking or student parking.

Mrs. Sapienza Donais responded that additional high school staffing had impacted the already challenging parking this year.

Subcommittee Reports.

Policy Subcommittee: Recommendations for additional policy language [Policy-Newsletter 8-4-2022 Rev \(1\).pdf](#) as recommended by MASC: Ms. Sullivan and Attorney Rosa. Ms. Sullivan requested a delay on this item, since the policy subcommittee had not had an opportunity to meet due to the school committee meeting schedule this week.

Maintenance Subcommittee Update: Attorney Magliocchetti & Mrs. Sapienza Donais. Attorney Magliocchetti commented that the last visit was to high school and commended the

custodial staff.

New Business.

Superintendent's Recommendation to declare items surplus and dispose of in accordance with city ordinances [Special Education Surplus 10.13.22](#) as indicated in the agenda material.

A motion was made by Mr. Wood to declare the items surplus and dispose of in accordance with city ordinances. Attorney Magliocchetti seconded the motion. The mayor requested a roll call vote:

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

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

Motion passes

Superintendent's Recommendation to approve Warrant Number JE20220907 July P-Card totaling \$5,474.48 [july p-card.pdf](#) & Warrant Number JE20220907 August P-Card totaling \$11,769.76 [AUG P-CARD.pdf](#) as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve the P-Card Warrants. Attorney Rosa seconded the motion. The mayor requested a roll call vote:

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

4 members voted in the affirmative
3 members voted in the negative
0 members abstained

Motion passes

The mayor asked the superintendent to take note of the close vote and strong concern regarding p-cards usage; indicating that his vote was to authorize payment.

Superintendent's Recommendation to approve Warrant Number EV20221014, EV20221014B & EV20221014C totaling \$11,769.76 [Detail Warrant EV20221014, EV20221014B and EV20221014C.pdf Combined Warrants EV20221014, EV20221014B and EV20221014C.pdf](#) as indicated in the agenda material.

A motion was made by Mr. Wood to approve the Warrants. Ms. Sullivan seconded the motion. The mayor requested a roll call vote:

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

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

Motion passes

Items by Consensus.

Superintendent's Recommendation for Approval of the Hybrid Regular Meeting Minutes of September 22, 2022, [FINAL EDIT Hybrid Regular Meeting Minutes 09.22.22.pdf](#) and Approval of the Use of Facilities [Revised UOF 10.13.22 \(1\).pdf](#) as indicated in the agenda material.

A motion was made by Mr. Wood to approve items by consensus. Attorney Magliocchetti seconded the motion. The mayor requested a roll call vote:

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

7 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

Attorney Magliocchetti: Teachers' Negotiations Update.

Mayor Fiorentini read statement regarding having a conflict of interest (his son is a teacher), based on the advice of ethics commission which prohibited from involvement in teacher negotiations and was not allowed to vote on the contract.

The mayor left the meeting at 7:39 pm and Mrs. Sapienza Donais assumed chairing the meeting.

A statement was read by Mr. Wood, Chairperson of the Teachers' Negotiating Subcommittee which was endorsed by the full committee except the mayor. Mr. Wood, in his role as "chairperson of the teachers' negotiating subcommittee I want to make clear that the statement is from the full school committee by unanimous vote at the last school committee meeting Tuesday night before the negotiation sessions so I am reading it, but this is from every member.

Statement for the October 13th school committee meeting as you know the negotiations committee has been working on a new contract for our teachers since the end of May unfortunately, we have not been able to come to an agreement yet besides good faith efforts by our committee. It wasn't until last week the beginning of the fifth month of negotiations that the union presented us with a full contract proposal and a counter wage proposal; and like the first the salary demands are unaffordable and unrealistic. What they are seeking is beyond what the city and its taxpayers can afford; the HEA proposal would cost \$39 million and will increase property taxes for Haverhill homeowners over \$1350 over the next three years.

By comparison our counterproposal would give our teachers their highest cost of living increase in over 20 years, and would reward our most experienced educators with a further increase. Contrary to the union's rhetoric, the offer is not business as usual. It is the most generous offer in recent memory which emphasizes the value we place on our teachers in education. We know that our teachers have been subjected to extremely difficult teaching environments over the last few years because of the pandemic as well as other societal issues. It's important to know that we have invested a considerable amount of state and federal Covid relief money into the district, adding 80 new positions in the last two years including support staff, interventionists and school adjustment counselors to address the social emotional learning needs of our students in the work environment for our teachers.

The HEA is now talking about a possible strike not only is it against the law in Massachusetts for teachers to go on strike but also such an action would cause great harm for our students and the

families. We know the many educators do not want to walk off the job but they are facing unrelenting pressure from the union leaders to fall in line. There is an article HEA members are sharing features this statement: *why do you rob banks a reporter once asked Willie Sutton, because that's where the money is, the infamous thief replied – why go on strike because that's where our power is* -- it is obvious the union leadership has a larger social agenda beyond which is in the best interest of the people of the city of Haverhill and the financial interests of its members. We remain focused on the students and their families and we will continue pressing ahead to reach a settlement that is fair and equitable and that the city of Haverhill's people can afford. Thank you."

Attorney Magliocchetti stated the difficulties and the financial complications. He stated that the committee valued the teachers. Attorney Magliocchetti noted that the Initial proposal would have impacted the average taxpayer by \$1,500 and cost \$46M. He acknowledged the correction of some inadequacies in the last contract (with a huge benefit) and the correcting of some imbalances in the salary scale. Attorney Magliocchetti noted the need to settle the contract.

Attorney Rosa related that there had been movement in the number of steps in the last contract that there were inequities, however, the last contract did include tuition reimbursement and did provide corrections in many areas. He stated that step increases did come at a cost.

A motion was made by Attorney Magliocchetti to adjourn the meeting (7:48 pm). Ms. Sullivan seconded the motion. The vice chair requested a roll call vote:

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

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

Motion passes