

**Haverhill Public Schools - School Committee**

**Hybrid Regular Meeting Minutes of April 13, 2023**

**Roll Call - Pledge of Allegiance.**

Mr. Wood, Chairperson Pro Tem called the meeting to order (7:02 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 | Present in person (7:11 pm) |
| Mayor Fiorentini | Present remotely |  |  |

Superintendent Margaret Marotta, Superintendent was in attendance at the meeting.

Assistant Superintendent Michael Pfifferling was not in attendance.

Pledge of Allegiance was recited by the audience.

**Communications/Reports.**

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

Mr. Peter Yannakoreaus, 185 Millvale Street, Haverhill, MA inquired how to get an answer from the committee regarding curriculum in the schools and parent notification. Mr. Wood clarified that public comment was not a time to ask questions to the committee. He recommended contacting individual members to obtain answers.

Ms. Jackie McLaughlin, 5 Florence Avenue, Haverhill, MA, a parent and high school site council member expressed the need to fully fund all the requested staffing positions at Haverhill High School in the FY24 budget especially in regards to addressing mental health and substance abuse issues.

**Student Advisory Council Report ~ Sean Wynn.**

Sean presented an update on activities at the high school:

* April 14th is the last day to buy Junior Social tickets;
* April break is scheduled for next week;
* The following week after break is Spirit Week: the first theme is Earth Day Colors;
* Powder Puff Game at Stadium on Wednesday, April 26th.

**Superintendent Comments/Reports.**

**FY24 Budget Update.**

Superintendent Marotta noted that the increase in the special education budget was due to several factors that were not related to the students, families or staffing.

Ms. Ibanez, Executive Director of Student Support Services provided a budget presentation and indicated that the budget would show a significant increase [Special Education Budget.pdf](Special%20Education%20Budget%20PP.pptx.pdf).

Dr. Marotta interjected that special education transportation contract is presently out to bid and there are negotiations being conducted with the sole bidder NRT. She noted that there was a significant increase in this specialized transportation area.

In response to Ms. Ibanez’s statement on the 14% tuition rate hike, the superintendent commented that this substantial increase in the tuition account was being felt throughout the Commonwealth. She related that the district had to budget for the worst-case scenario.

Ms. Ibanez reported that there was a substantial effort to retain students within the district to reduce out-of-district costs along with other efforts to reduce expenditures.

Ms. Sullivan asked how many students were designated out-of-district (private and residential placements.)

Ms. Ibanez responded 97 students.

In response to Ms. Sullivan’s follow-up question regarding a comparison with our out-of-district placement were higher or lower than other districts, Dr. Marotta replied that it was lower since Greenleaf and Bartlett Schools were designated as special education public day schools with enrollments of 40 students in each school.

Ms. Ibanez added that there were approximately 5-6 tuition students from other communities at each school.

Ms. Sullivan inquired if there was any action from special education directors to “push back” regarding this 14% increase. She also suggested investigating electric school busses to alleviate the transportation costs.

Superintendent Marotta responded the district was in the midst of investigating this possibility.

Attorney Rosa asked for a breakdown of the out-of-district students.

Ms. Ibanez answered that there were 17 residential students with the remainder private day or collaborative students.

Attorney Rosa stated that the district had no control over residential placements. He noted that the district also provided assessments for other districts.

Attorney Magliocchetti commented that the 14% tuition increase needed to be addressed by our state legislatures to hopefully provide additional funding relief. He would be personally reaching out to the legislative delegation. Attorney Magliocchetti stated that the transportation costs were being impacted by a monopoly situation.

Mr. Wood noted that the monopoly situation with transportation may need to be brought to the Attorney General’s office in the near future.

**Annual School Choice Vote.**

Superintendent Marotta recommended not accepting any school choice students next year since there were was no space in our classes or schools.

A motion was made by Attorney Rosa to not accept school choice students for the 2023-2024 school year. Ms. Sullivan seconded the motion.

Superintendent Marotta clarified that this vote would not impact current school choice students.

Mr. Wood, Chairperson Pro Tem requested a roll call vote with the following results:

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

6 members voted in the aﬃrmative Motion passes

0 members voted in the negative

0 members abstained

**School Committee Reports/Communications**.

**Recommendation for Approval of Custodians’ MOA** [2023 3 24 Haverhill Custodians Tentative Memorandum of Agreement.pdf](2023%203%2024%20Haverhill%20Custodians%20Tentative%20Memorandum%20of%20Agreement.pdf): Mr. Wood.

Mr. Wood highlighted the contract details:

1. Duration: The Collective Bargaining Agreement shall be effective from July 1, 2022 through June 30, 2025.
2. Wages: Effective 7/1/22, each hourly wage rate shall be increased by $1.00 (one dollar). Retroactive payments shall be made as soon as practicable.
3. Wages: Effective 4/1/23, each hourly wage rate shall be increased by $2.00. If it is not possible due to payroll restrictions to implement the increase on or about 4/1/23, retroactive payments reflecting the increase shall be made as soon as practicable.
4. Wages: Effective 7/1/23, base wages shall be increased by two percent (2%).
5. Wages: Effective 7/1/24, base wages shall be increased by two percent (2%).
6. Holiday: Effective July 1st 2022, Juneteenth shall be added to the paid holiday schedule.

Mr. Wood thanked the custodial union for its efforts resulting in this new agreement along with comparable salaries.

Mrs. Ryan-Ciardiello also thanked everyone involved in settling the contract.

A motion was made by Attorney Magliocchetti to approve the Custodians’ MOA. Mrs. Ryan-Ciardiello seconded the motion. Mr. Wood, Chairperson Pro Tem requested a roll call vote with the following results:

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

6 members voted in the aﬃrmative Motion passes

0 members voted in the negative

0 members abstained

**Approval of non-represented employee(s) salary adjustments: members.**

A motion was made by Attorney Magliocchetti to authorize the superintendent to offer up to 3% not to exceed $157,209 for non-represented staff members (retroactive to July 1, 2022). Ms. Sullivan seconded the motion.

Mr. Wood outlined his reasons for voting no on this item: some of these employees already have existing contracts and he was not in favor of across-the-board increases.

Mr. Wood, Chairperson Pro Tem requested a roll call vote with the following results:

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

4 members voted in the aﬃrmative Motion passes

3 members voted in the negative

0 members abstained

Several non-represented employees were voted separately by the committee: Director of Technology, Assistant Director of Technology, Safe & Supportive Schools Liaison/Title IX Coordinator, Executive Director of Student Support Services, Executive Assistant for the Superintendent, and Director of Human Resources.

A motion was made by Attorney Magliocchetti to approve a $10,504 adjustment to the salary of Director of Technology. Mrs. Sapienza Donais seconded the motion. Mr. Wood, Chairperson Pro Tem requested a roll call vote 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

A motion was made by Attorney Magliocchetti to approve a $10,000 adjustment to the salary of Assistant Director of Technology. Mrs. Sapienza Donais seconded the motion. Mr. Wood, Chairperson Pro Tem requested a roll call vote 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

A motion was made by Attorney Magliocchetti to approve a $10,000 adjustment to the salary of Safe & Supportive Schools Liaison/Title IX Coordinator. Ms. Sullivan seconded the motion. Mr. Wood, Chairperson Pro Tem requested a roll call vote 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

A motion was made by Mrs. Sapienza Donais to approve a $10,000 adjustment to the salary of Executive Director of Student Support Services along with a yearly $1,800/mileage allowance. Attorney Magliocchetti seconded the motion. Mr. Wood, Chairperson Pro Tem requested a roll call vote 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

A motion was made by Attorney Magliocchetti to approve an adjusted salary totaling $70,555 for the Executive Assistant (Superintendent). Mrs. Sapienza Donais seconded the motion. Mr. Wood, Chairperson Pro Tem requested a roll call vote 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

A motion was made by Attorney Magliocchetti to approve a $10,000 salary adjustment to the salary of the Director of Human Resources. Ms. Sullivan seconded the motion. Mr. Wood, Chairperson Pro Tem requested a roll call vote 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

Attorney Rosa commented that the school committee had held In-depth discussions on salary adjustments and related that this was not a “rubber stamp”.

Attorney Magliocchetti noted the changing dynamic in education and these votes were an effort to keep the best people in the city. He hoped the voters understood the reasoning behind the salary adjustments.

**Discussion about Chapter 70 funding for next year and the estimated city contribution: Attorney Magliocchetti.**

Attorney Magliocchetti reported that at Monday’s budget workshop there was an indication that the FY24 budget would be a level service budget. He was optimistic that there would be sufficient monies from both the state and the city.

Superintendent Marotta was hopeful regarding funding for next year with Chapter 70 estimated at $82.6M combined with ESSER III $8.7M. She noted that discussions were ongoing with the city regarding its funding contribution. Dr. Marotta noted there were several large increases in transportation, utilities and salary impacts. The superintendent was still unsure about any additional funding beyond level service in next year’s budget.

Attorney Magliocchetti stated that the district needed the money to continue the positive improvements that had been made in the past several years. He noted that the federal funding would be going away the following fiscal year (a decrease of almost $9M). Attorney Magliocchetti noted that the lack of federal funds would be a challenge for the following fiscal year.

Attorney Rosa commented that level service was not the same funding but was additional money needed for the upcoming fiscal year to provide identical service. He related there would be an increase for in-district special education transportation along with absorbing substantial energy costs.

Mr. Wood related that there were costs which were covered by the state increase (current contractual obligations) however, the city contribution would be a contributing factor for added budget requests. He reiterated that the school district had to live within its budget with monies provided by the state and the city.

Mayor Fiorentini was concerned with the fiscal cliff over the next two years with the elimination of the ESSER funding. He urged not using funds for staff members’ salaries. The mayor stated that the legislature needed to step in to prevent layoffs.

Mr. Wood agreed that there was a massive fiscal cliff coming next year with the conclusion of the $9M in additional funds which the overwhelming majority was used for staffing.

**Subcommittee Reports.**

**Maintenance Subcommittee Update:** Attorney Magliocchetti & Mrs. Sapienza Donais. There was no new information from the subcommittee.

**New Business.**

Superintendent’s Recommendation to declare items surplus and dispose of in accordance with city ordinances as indicated in the agenda material: [Surplus 04.13.23](Surplus) [IT Equipment Recycle list (1).pdf](IT%20Equipment%20Recycle%20list%20(1).pdf) [Additional Surplus 04.13.23 (1).pdf](Additional%20Surplus%2004.13.23%20(1).pdf).

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. Mr. Wood, Chairperson Pro Tem requested a roll call vote 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 EV20230413, EV20230413B and EV20230413C totaling $3,897,249.18 [Combined Warrant EV20230414, EV20230414B and EV0230414C.pdf](Combined%20Warrant%20EV20230414,%20EV20230414B%20and%20EV0230414C.pdf) [Detailed Warrant EV20230414, EV20230414B and EV20230414C.pdf](Detailed%20Warrant%20EV20230414,%20EV20230414B%20and%20EV20230414C.pdf) as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number EV20230413, EV20230413B and EV20230413C totaling $3,897,249.18. Mrs. Ryan-Ciardiello seconded the motion. Mr. Wood, Vice Chair Pro Tem requested a roll call vote 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 EV20230414A [Combined Warrant EV20230414A.pdf](Combined%20Warrant%20EV20230414A.pdf) [Detailed Warrant EV20230414A.pdf](Detailed%20Warrant%20EV20230414A.pdf) as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number EV20230414A totaling $10,360.84. Mrs. Ryan-Ciardiello seconded the motion. Mr. Wood, Vice Chair Pro Tem requested a roll call vote with the following results:

|  |  |  |  |
| --- | --- | --- | --- |
| Mrs. Sapienza Donais | Yes | Attorney Rosa | Yes |
| Ms. Sullivan | Yes | Attorney Magliocchetti | Abstain |
| 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 following items by consensus:**

1. Hybrid Regular Meeting Minutes of March 23, 2023 [Final Edit Hybrid Regular Meeting Minutes 03.23.23.pdf](Final%20Edit%20Hybrid%20Regular%20Meeting%20Minutes%2003.23.23.pdf);
2. Field trip request(s) [FT 04.13.23.pdf](FT%2004.13.23.pdf);
3. Use of facilities [UOF 04.13.23.pdf](UOF%2004.13.23.pdf).

A motion was made by Attorney Magliocchetti to approve the items by consensus. Mrs. Ryan-Ciardiello seconded the motion. The mayor requested a roll call vote 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

A motion was made by Attorney Rosa to go into executive session 7:45 pm (City Hall, Suite 206) to discuss strategies regarding school nurses and custodian negotiations along with negotiations regarding a non-unit position and to reconvene in open session to ratify any actions taken in executive session. Mrs. Sapienza Donais seconded the motion. The mayor requested a roll call vote 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