



Haverhill School Committee and Haverhill Education Association Remote Executive Session/Mediation

School Committee and Administration: Mr. Scott Wood, Attorney Paul Magliocchetti, Superintendent Margaret Marotta, Assistant Superintendent Michael Pfifferling, Mrs. Bonnie Antkowiak, Chief of Teaching, Learning and Leading, Mrs. Sandra McArthur, Human Resources Director, Attorney David Connelly, School Committee Legal Counsel, and Mrs. Beverly McGillicuddy, Secretary to the School Committee.

Monday, October 17, 2022.

A motion was made by Mr. Wood to convene the remote executive session/mediation (8:27 am)

8:35 am mediator returned to virtual HEA room.

8:44 am mediator returned to virtual school committee room.

Mediator left at 8:48 am to return to virtual HEA room.

Mediator returns at 9:55 am to school committee virtual room.

Attorney Connelly had to leave for Salem Superior Court and asked for next steps.

A motion was made by Attorney Magliocchetti to recess the executive session (10:07 am) and reconvene at 4:00 pm. Mr. Wood seconded the motion.

Attorney Magliocchetti	Yes	Mr. Wood	Yes
------------------------	-----	----------	-----

A motion was made by Mr. Wood to reconvene the executive session at 4:00 pm. Attorney Magliocchetti seconded the motion.

Mrs. Antkowiak, Chief of Teaching, Learning and Leading joined the meeting.

Mr. Wood announced that the court had issued a restraining order against the MTA and HEA regarding the strike.

Dr. Marotta noted that school would be canceled for tomorrow.

The mediator left to meet with the HEA at 4:25 pm.

Mediator returned at 4:54 pm

Attorney Feldman shared a document with the subcommittee.

Attorney Feldman left the meeting at 5:04 pm.

The school committee subcommittee stated that school will be closed tomorrow and the superintendent indicated that the announcement would occur at 6:00 pm.

Mediator returned to the HEA room at 5:31 pm.

Attorney Connelly joined the meeting at 5:43 pm.

Attorney Feldman wanted to meet in person tomorrow and discuss the language issues.

Attorney Connelly replied in person was not an option.

Mr. Wood asked the mediator to leave the meeting to discuss issues with legal counsel 6:08 pm.

Mediator returned at 6:23 pm

Attorney Feldman returns to the school committee room at 7:06 pm.

Attorney Connelly recommended a virtual meeting 1:00 pm – 2:30 pm for tomorrow.

A motion was made by Attorney Magliocchetti to recess the mediation session (7:17 pm). Mr. Wood seconded the motion.

Tuesday, October 18, 2022

A motion was made by Attorney Magliocchetti to reconvene the mediation session at 1:07 pm. Mr. Wood seconded the motion.

Attorney Connelly noted that fines would be levied tomorrow by the judge.

The strike continued to today.

Attorney Feldman related that the HEA had notified her that they were running late.

It was noted that a rally outside was occurring outside City Hall with HEA leadership in attending the rally rather than sitting at the table negotiating with the school committee as scheduled.

Mediator left the school committee room at 1:29 pm to go to the HEA room.

Mediator returned at 1:53 pm

Mediator left the meeting 1:57 pm.

Mediator left the school committee room at 2:28 pm

Attorney Magliocchetti left negotiations at 2:59 pm.

Mediator returned at 3:30 pm

Attorney Feldman forwarded a draft proposal.

- Year 1: remove RB @ step 11 and remove step 4 – 4%
- Year 2: 3%
- Year 3: 3% top step add \$1,000
- Taskforce 4 administration-4 HEA -2 students with quarterly meetings and the first meeting within one month after ratification – voted after one (1) year

- Equity and Inclusion resulting from systemic racism – under-represented populations – with first meeting within 30 days
- Duties, workloads, planning time, teacher discretion,
- Evaluation subcommittee
- Return to Work agreement

Mediator left at 3:45 pm.

The superintendent expressed hope that with a tentative money agreement that teachers would return to school while language issues worked toward resolution.

Mr. Wood expressed concern with having only one subcommittee member present at the meeting.

Attorney Connelly was beginning to draft a counteroffer to the HEA proposal.

Attorney Connelly was working on a redline version.

Mediator returned at 3:59 pm and was informed that language changes were being reviewed by the subcommittee.

Attorney Magliocchetti rejoined the meeting at 4:00 pm.

Attorney Magliocchetti commented that the language options would be reviewed and discussed by the leadership and school committee.

The document was shared and was updated by the team.

Attorney Connelly stated that the committee had just received the injunction.

Mr. Wood stated language counter had been completed and now the team was reviewing the financials.

The offer was reiterated for Attorney Feldman.

Attorney Feldman asked for compensation to be added to document.

Mediator left the meeting room to deliver proposal to the HEA.

Mediator returned at 5:25 pm.

Mediator left the meeting at 5:26 pm.

Superintendent Marotta had Angel Perkins, CFO on the telephone.

Mrs. Perkins indicated that the city could offer \$1M to settle the contract.

Attorney Feldman provided an update on the discussions with the HEA and stated it was the last proposal for tonight.

Both Attorneys Connelly and Feldman believed it would be settled tomorrow.

Attorney Connelly recommended starting at 1:00 pm tomorrow.

It was confirmed that tomorrow's meeting would begin at 1:00 pm.

Mediator left the room for the day at 5:39 pm and would inform the HEA about tomorrow's session.

A motion was made by Attorney Magliocchetti to recess the remote executive session/mediation at 5:48 pm.

Wednesday, October 19, 2022

A motion was made by Mr. Wood to reconvene the remote executive session/mediation at 1:09 pm. Attorney Magliocchetti seconded the motion.

Attorney Feldman reiterated the HEA offer:
4% step 3 remove or blackout roadblock step 11
3% year 2
\$1,000 highest step and 3%

Mediator left at 1:22 pm to get confirmation.

Mediator returned at 1:29 pm with confirmation of blackout.

Attorney Feldman reported there were court fines of \$50,000 HEA and \$50,000 MTA to be paid today with additional day fines of \$10,000.

Attorney Feldman acknowledged Haverhill's strike was different than Brookline (1 day vs. 3 days).

The management team continued work on the language portion of the offer.

Mr. Wood indicated that Attorney Connelly would be joining the mediation in 15 minutes.

Mediator left room at 2:34 pm to notify the HEA that a proposal would be provided to them in a half-hour.

Attorney Connelly joined the mediation management room (3:04 pm). He noted that there would be extensive damages due to the strike.

Attorney Connelly commented that according to the law the striking teachers could not be paid for the three (3) strike days.

Mediator left the room at 3:10 pm at the request of Attorney Connelly.
Attorney Connelly stated that the claim that was filed includes compensatory damages along with a filing on bad faith bargaining.

The mediator returned at 3:23 pm.

Attorney Magliocchetti joined at 3:29 pm.

Attorney Connelly asked Attorney Feldman for a draft return-to-work agreement.

Attorney Feldman returned with a response of no liability or fines in a return-to-work agreement.

Mr. Wood reiterated that it was a unanimous decision of the school committee that there needed to be penalties.

Mr. Wood confirmed all documents including language pieces are being sent to the mediator for review by the HEA.

Mediator returned at 5:04 pm.

Mediator left meeting at 5:11 pm.

Attorney Connelly wanted to reserve the district's rights.

The HEA changed the language document (it appeared)

The school committee requested the mediator return to the HEA room to clarify the document @ 5:52 pm.

Mediator returned at 6:14 pm with a proposal to go to city hall to resolve the contract.

The HEA received the wrong document.

Attorney Connelly did not recommend changing the paradigm.

Mediator left at 6:18 pm.

Mediator returned at 6:23 pm.

Attorney Connelly noted that a call on school needed to occur by 7:00 pm. He needed assurances that the strike is over and they would return work tomorrow and additional work would occur on the return-to-work issues/languages.

Mediator left at 6:27 pm to return to HEA room.

Mediator returned at 6:35 pm.

Mediator left the meeting 6:38 pm.

Mediator returned at 6:46 pm with clarification on why executive session OML would prevent a location change.

The mediator will move the school committee and legal counsel into another room.

The subcommittee returned to the room at 7:33 pm.

The school committee is going to return to the special room to announce school is closed tomorrow.

7:40 pm Attorneys Connelly, Magliocchetti, Mr. Wood and Dr. Marotta left the main room.

7:56 pm the team along with mediator returned to room

Attorney Connelly advised against making bad decisions.

Attorney Feldman reiterated that this proposal is what it is and will not change.

Mediator will recess the session until 10:00 am.

The meeting will be on Google Meet at 10:00 am.

A motion was made by Mr. Wood to recess the executive session/mediation (8:25 pm). Attorney Magliocchetti seconded the motion.

Thursday, October 20, 2022

Attorney Rosa had been appointed this morning by Vice Chair Sapienza Donais to the negotiating subcommittee.

A motion was made by Mr. Wood to reconvene the executive session/mediation was reconvened at 10:00 am. Attorney Magliocchetti seconded the motion.

The school committee secretary left the room at 10:26 am at the request of the teachers' negotiating subcommittee.

Negotiations continued throughout the day with the mediator.

At 10:57 pm agreement was reached between the school committee and the HEA and the strike ended with the announcement that school would be open tomorrow.