



## **Haverhill Public Schools - School Committee Hybrid Regular Meeting Minutes of July 25, 2024**

Governor Healey has extended pandemic-related authorizations thereby allowing remote and hybrid meeting options for public bodies through March 31, 2025.

Mayor Barrett read the following statement published for the record: those attending tonight's meeting should be aware that the meeting is being audio and video recorded by HCTV, ET and WHAV. Any audience members who wish to record any part of the meeting must inform the Chairperson who will announce the recording. This is to comply with the MA wiretap statute.

### **Roll Call.**

Mayor Barrett, Chairperson called the meeting to order (7:00 pm) and requested a roll call vote:

|                |                   |                        |                   |
|----------------|-------------------|------------------------|-------------------|
| Ms. Collins    | Present remotely  | Mrs. Ryan-Ciardello    | Present remotely  |
| Ms. Diaz       | Present in person | Dr. Story              | Present remotely  |
| Ms. Ferguson   | Present in person | Ms. Sullivan           | Present in person |
| Dr. Grannemann | Present in person | Attorney Magliocchetti | Present in person |
| Mrs. Lalumiere | Present in person | Mayor Barrett          | Present in person |
| Attorney Rosa  | Present remotely  |                        |                   |

The Pledge of Allegiance was recited by the school committee members and audience.

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

Mrs. Dianne Connolly invited the school committee to attend on the following events on Thursday, August 1, 2024: the Summer Early Literacy Institute at Hunking School (9:00 am – 9:45 am) and the Math Acceleration Academy at HHS K-wing (10:00 am – 10:45 am) to see all the wonderful things that are happening this summer with our students. Mrs. Connolly hoped the members could join us!

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

Community Schools' Partnership with United Way [Haverhill School Committee 7.23.24.pdf](#).

Dr. Marotta opened by stating that the district had been exploring with the United Way the possibility of opening community schools in Haverhill. The Superintendent introduced Ms. Sarah Link, Vice President and Ms. Renee Omolade provided an overview of the community schools strategy.

Dr. Marotta commented that Nettle and Consentino Schools are being explored as locations.

Brief Overview of report cards by Mrs. Bonnie Antkowiak, Chief of Teaching, Learning and Leading.

Mrs. Antkowiak was joined by Mrs. Jennifer Rubera, Committee Chair and Walnut Square Principal shared presenting the overview [Standards Based Report Cards, K-4.pdf](#).

After the presentation, the school committee provided comments on the report card markup.

Attorney Rosa questioned the use of a stop sign and the number of absences.

Mrs. Rubera replied that nine (9) and under absences did not impact student learning.

Mrs. Lalumiere suggested a more specific color-coding.

Attorney Magliocchetti asked about the standards including the example of a student who was excelling and how to maintain the advanced progression. He was concerned with standardization.

Mrs. Antkowiak noted that the report card (mastery) and iReady would be used jointly to get a better picture of the students' strengths and weaknesses.

Ms. Diaz asked if any schools were using this type of report card.

Mrs. Rubera highlighted the color themes for each school: Tilton (orange theme – Tilton Tigers) and Silver Hill (blue theme – Silver Hill Jaguars).

Dr. Story was pleased with the report card sample and the lack of subjectivity.

Dr. Grannemann asked about the grading process.

Mrs. Rubera answered that the standards were planned out for the year.

Request for Approval of the funding for the position of Custodial Supervisor position.

Superintendent Marotta reported that \$70,000 of Mr. Dorrance's salary would become part of the Consentino School Building Project bond and could be reallocated towards this position.

Dr. Marotta was seeking a transfer from Mr. Dorrance's salary to a new line item.

Mayor Barrett noted that Mr. Dorrance was devoting a significant time to the Consentino School Building Project and which was saving the project significant money and readjusting the facilities' director's job functions seemed to be a good recommendation which would allow him to assist with both school building projects.

Attorney Magliocchetti was seeking a job description along with the funding source prior to acting on this item (creation of position as well as funding).

The mayor stated that this matter would be deferred to the next meeting.

The superintendent asked if the position could be posted (anticipated opening) prior to approval pending Attorney Connelly's agreement.

#### **School Committee Reports/Communications.**

Attorney Magliocchetti: Superintendent's Evaluation [Superintendent Evaluation Summary 2024.pdf](#).

The vice chair provided an overview of the evaluation which was primarily a positive one, including a summary of results such as, ratings and members' comments which reflected the totality.

Attorney Magliocchetti stated the school committee had not fulfilled its job in reference to the superintendent's evaluations. He stated that from this time forward the members would be following a regular schedule for evaluation and goals development. He thanked his colleagues and looked forward to working them.

Dr. Story thanked Attorney Magliocchetti for his work on synthesizing the superintendent's evaluation. She commented on the lack of cohesiveness in the superintendent's evaluation process, especially with the lack of leadership from the school committee. Dr. Story believed it was an opportunity to follow the MASC guidelines with a two-year evaluation cycle. She clarified that this was a chance for the school committee to properly evaluate the superintendent.

Dr. Marotta thanked the school committee for the unanimous four-year contract renewal and the evaluation

based on her self-evaluation. She noted that although there had been no formal evaluation over the past three-year period; as an educator, had developed smart goals each year for herself and her team. The superintendent would be further reviewing the evaluations. Dr. Marotta was deeply committed to the district and looked forward to the continued trust and partnership.

Ms. Sullivan related that it was a difficult process with an imbalance in the process. She had an advantage as a longer serving school committee member of knowing the superintendent for a longer period and to observing her work ethic. Ms. Sullivan thought it was fantastic that Dr. Marotta had agreed to stay in Haverhill.

Ms. Collins reminded the committee that the evaluation process was not based on a personal relationship with Dr. Marotta, but students were at the forefront of the process. She noted that being a community member had allowed her to observe the decision-making of the superintendent. Ms. Collins expressed her appreciation for Dr. Marotta's hard work and agreed to remain in Haverhill. She stated that the evaluation was never personal and challenged the superintendent to do better.

Mayor Barrett found the evaluation process very difficult especially without school committee goals. She indicated that this school committee would rectify the situation resulting in positive outcomes.

Dr. Story: Recommendation to appoint school committee representatives to attend HPS Administrative Retreat.

Dr. Story was offering this suggestion that could be potentially beneficial for the school committee.

Dr. Grannemann did not believe it was the best option and recommended an alternative. He suggested an invitation to participants to a future strategic planning subcommittee meeting.

Ms. Sullivan agreed with Dr. Grannemann but noted from her experience it was an administrative meeting (long focused discussions). She stated it was their retreat with the superintendent and did not think it was appropriate for school committee attendance and the committee could explore other opportunities.

Mrs. Lalumiere believed the suggestion came from a goal discussion and developing a more collaborative approach.

Dr. Story explained that the school committee did not have a strong pulse on the district and was seeking collaboration.

Attorney Magliocchetti commented that it was a beneficial discussion. He agreed with Dr. Grannemann and outlined the specific functions (hiring superintendent, developing policy and budgeting) of the school committee. The vice chair stated school committee attendance might change the dynamic of the retreat. Attorney Magliocchetti stated it created an ambiguity. He recommended participants attend a strategic planning subcommittee meeting.

Dr. Story supported the subcommittee's attendance.

Mayor Barrett agreed with the subcommittee approach.

Mrs. Lalumiere: Discussion of the impact of new housing on Haverhill Public Schools' resources.

Mrs. Lalumiere noted that the city council has developed a more methodical approach to approval of new housing units. She proposed that the vice chair and/or superintendent/designee attend a council meeting

where new housing (25 units and over) was on the agenda. Mrs. Lalumiere asked if the superintendent monitored new building projects in order to provide accurate information on the impact of housing as it relates to the school district. She noted it was especially pertinent due to budget challenges for next year and subsequent years.

Attorney Magliocchetti stated his law practice involved zoning and permitting and abstained from the discussion (he left the chambers at this time).

Mayor Barrett clarified that during her mayoral campaign, she was supportive of the input from school officials on new housing.

Mrs. Someris Rivera, Family Resource Coordinator, addressed the school committee. She commented on her participation at X meeting and its impact on the student population.

Ms. Sullivan was appreciative of the agenda item. She commented that the school committee had been informed that children do not come out of these housing developments.

Attorney Rosa clarified that enrollment had increased due to new housing developments. He explained that new students came from “empty nesters’ homes that were being bought by families with school age children (i.e., from 2009-2019 the district enrollment increased by 1,000 students). Attorney Rosa asked Ms. Rivera to share a spreadsheet quarterly detailing housing developments and its impact on enrollment. He noted that Mayor Barrett had addressed school district input regarding housing development.

Dr. Grannemann commented on the importance of enrollment projections for both strategic planning and budgetary purposes.

Mrs. Rivera stated there was regular data collection on student enrollment and could share this information with the committee.

Superintendent Marotta asked Mrs. Rivera to comment on current student registration trends and projections for next year.

Mrs. Rivera responded that pre-school and kindergarten enrollments were expected to be high and also at the middle school level. She added that registration took place year-round particularly at times when leases had expired (January-February) and families moved into Haverhill.

Mayor Barrett reported there was an overall analysis of the impact of development (special permitting).

Ms. Collins thanked everyone for the discussion on this growing issue.

Attorney Magliocchetti rejoined the meeting at 8:56 pm.

[Ms. Collins: Discussion of developing the newly adopted Diversity, Equity and Inclusion \(DEI\) Policy Approved Educational Equity Policy JBB \(1\).pdf](#)

Ms. Collins related that community involvement along with adding “belonging” being viewed under the diversity lens.

Attorney Magliocchetti was enjoying his participation in the subcommittee. He noted that a community resource/partnership list was being developed by the subcommittee, along with efforts to expand the workforce to reflect our students. Attorney Magliocchetti thanked Ms. Collins for advancing the discussion

on DEI matters.

Attorney Rosa pointed out the district had made extensive efforts to recruit a more diverse workforce.

Ms. Collins spoke about how to achieve change especially from the students' perspective which would allow for a broader discussion.

### **Subcommittee Reports.**

Policy Subcommittee: policy subcommittee recommendation to the full committee to approve a revision to Policy JK – Student Conduct to include the High School Mobile Phone Usage [Policy JK Student Conduct.doc.pdf](#) and [Proposed Cell Phone Policy 2024 - Addition to Policy JK Student Conduct.pdf](#), as indicated in the agenda material.

Attorney Rosa acknowledged High School Principal Michael Downs.

Mr. Downs addressed the need for this policy.

Attorney Rosa suggested including this new policy as JKB.

A motion was made by Attorney Magliocchetti to approve policy JKB High School Mobile Phone Usage as presented. Ms. Sullivan seconded the motion.

Mrs. Lalumiere believed it was a fair policy. She stated that clear communication should be provided to staff, students and parents. Mrs. Lalumiere thanked Mr. Downs and his team.

The mayor requested a roll call vote with the following results:

|                |     |                        |     |
|----------------|-----|------------------------|-----|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardello    | Yes |
| Ms. Diaz       | Yes | Dr. Story              | Yes |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Yes |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes |

9 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

Strategic Planning Subcommittee: Request for approval of the Strategic Priorities for 2024-2025 [HPS Strategic Priorities 2024-25.pdf](#), as indicated in the agenda material.

Ms. Sullivan offered that these strategic priorities were a broad outline of big goals for the superintendent and her team to determine how to implement these goals.

A motion was made by Attorney Magliocchetti to approve the strategic priorities for 2024-2025 as indicated in the agenda material. Attorney Rosa seconded the motion. The mayor requested a roll call vote with the following results:

|                |     |                        |     |
|----------------|-----|------------------------|-----|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardello    | Yes |
| Ms. Diaz       | Yes | Dr. Story              | Yes |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Yes |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes |

9 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

**New Business.**

Superintendent's Recommendation to approve Warrant Number EV202400712 and EV20240712B totaling \$3,441,124.87, [Warrant EV20240712 and EV20240712B.pdf](#), as indicated in the agenda material.

A motion was made by Attorney Rosa to approve Warrant Number EV202400712 and EV20240712B totaling \$3,441,124.87. Mrs. Ryan-Ciardiello seconded the motion. The mayor requested a roll call vote with the following results:

|                |     |                        |     |
|----------------|-----|------------------------|-----|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardiello   | Yes |
| Ms. Diaz       | Yes | Dr. Story              | Yes |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Yes |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes |

9 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

Superintendent's Recommendation to approve Warrant Number EV20240712A totaling \$2,403.46, [Warrant EV20240712A.pdf](#), as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number EV20240712A totaling \$2,403.46. Ms. Diaz seconded the motion. The mayor requested a roll call vote with the following results:

|                |     |                        |         |
|----------------|-----|------------------------|---------|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardiello   | Yes     |
| Ms. Diaz       | Yes | Dr. Story              | Yes     |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes     |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Abstain |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes     |

8 members voted in the affirmative

Motion passes

0 members voted in the negative

1 member abstained

Superintendent's Recommendation to approve Warrant Number EV20240726 and EV20240726B totaling \$1,381,611.47, [Warrant EV20240726 and EV20240726B.pdf](#), as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number EV20240726 and EV20240726B totaling \$1,381,611.47. Ms. Diaz seconded the motion. The mayor requested a roll call vote with the following results:

|                |     |                        |     |
|----------------|-----|------------------------|-----|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardiello   | Yes |
| Ms. Diaz       | Yes | Dr. Story              | Yes |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Yes |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes |

9 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

Superintendent's Recommendation to approve Warrant Number EV20240726A totaling \$3,698.95, [Warrant](#)

[EV20240726A.pdf](#), as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number EV20240726A totaling \$3,698.95. Attorney Rosa seconded the motion. The mayor requested a roll call vote with the following results:

|                |     |                        |         |
|----------------|-----|------------------------|---------|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardiello   | Yes     |
| Ms. Diaz       | Yes | Dr. Story              | Yes     |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes     |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Abstain |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes     |

8 members voted in the affirmative

Motion passes

0 members voted in the negative

1 member abstained

Superintendent's Recommendation to approve Warrant Number JE20240430 April 2024 P-Card totaling \$837.81, [April P-Card \(1\).pdf](#), as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number JE20240430 April 2024 P-Card totaling \$837.81. Mrs. Lalumiere seconded the motion. The mayor requested a roll call vote with the following results:

|                |     |                        |     |
|----------------|-----|------------------------|-----|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardiello   | Yes |
| Ms. Diaz       | Yes | Dr. Story              | Yes |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Yes |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes |

9 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

Superintendent's Recommendation to approve Warrant Number JE20240530 May 2024 P-Card totaling \$17,749.28, [May P-Card.pdf](#), as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number JE20240530 May 2024 P-Card totaling \$17,749.28. Mrs. Lalumiere seconded the motion. The mayor requested a roll call vote with the following results:

|                |     |                        |     |
|----------------|-----|------------------------|-----|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardiello   | Yes |
| Ms. Diaz       | Yes | Dr. Story              | Yes |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Yes |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes |

9 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

Superintendent's Recommendation to approve Warrant Number 20240630 June 2024 P-Card totaling \$1,692.58, [June P-Card \(1\).pdf](#), as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number 20240630 June 2024 P-Card totaling \$1,692.58. Attorney Magliocchetti seconded the motion. The mayor requested a roll call vote with the following results:

|                |     |                        |     |
|----------------|-----|------------------------|-----|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardello    | Yes |
| Ms. Diaz       | Yes | Dr. Story              | Yes |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Yes |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes |

9 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 07.25.24 Complete Listing \(1\) \(1\) \(1\).pdf](#), as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve the superintendent's recommendation to declare items surplus and dispose of in accordance with city ordinances. Attorney Magliocchetti seconded the motion. The mayor requested a roll call vote with the following results:

|                |     |                        |     |
|----------------|-----|------------------------|-----|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardello    | Yes |
| Ms. Diaz       | Yes | Dr. Story              | Yes |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Yes |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes |

9 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

### Items by Consensus.

Superintendent's Recommendation for approval of the Hybrid Regular Meeting Minutes of June 27, 2024, [Final Edit for Approval Hybrid Regular Meeting Minutes 06.27.24 \(1\).pdf](#), and the Special Meeting of the Remote Special Meeting of July 2, 2024, [Final Edit for Approval Remote Special Meeting Minutes 07.02.24.pdf](#), as indicated in the agenda material.

A motion was made by Attorney Magliocchetti to approve the Hybrid Regular Meeting Minutes of June 27, 2024 and the Special Meeting of the Remote Special Meeting of July 2, 2024. Ms. Sullivan seconded the motion. The mayor requested a roll call vote with the following results:

|                |     |                        |     |
|----------------|-----|------------------------|-----|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardello    | Yes |
| Ms. Diaz       | Yes | Dr. Story              | Yes |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Yes |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes |

9 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

Superintendent's Recommendation for approval of use of facilities [UOF 07.25.24.pdf](#), as indicated in the agenda material.

A motion was made by Attorney Magliocchetti to approve the use of facilities. Ms. Sullivan seconded the motion. The mayor requested a roll call vote with the following results:

|             |     |                     |     |
|-------------|-----|---------------------|-----|
| Ms. Collins | Yes | Mrs. Ryan-Ciardello | Yes |
|-------------|-----|---------------------|-----|



|                |     |                        |     |
|----------------|-----|------------------------|-----|
| Ms. Diaz       | Yes | Dr. Story              | Yes |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Yes |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes |

9 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 (9:15 pm). Attorney Rosa seconded the motion. The mayor requested a roll call vote with the following results:

|                |     |                        |     |
|----------------|-----|------------------------|-----|
| Ms. Collins    | Yes | Mrs. Ryan-Ciardiello   | Yes |
| Ms. Diaz       | Yes | Dr. Story              | Yes |
| Dr. Grannemann | Yes | Ms. Sullivan           | Yes |
| Mrs. Lalumiere | Yes | Attorney Magliocchetti | Yes |
| Attorney Rosa  | Yes | Mayor Barrett          | Yes |

9 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained