



Haverhill Public Schools - School Committee

Hybrid Regular Meeting Minutes of September 12, 2024

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

Roll Call.

Attorney Magliocchetti, Vice Chairperson called the meeting to order (7:00 pm) and requested a roll call vote:

Ms. Collins	Present remotely	Mrs. Ryan-Ciardiello	Present remotely
Ms. Diaz	Present in person	Dr. Story	Present in person
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 in person		

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

Mayor Barrett, School Committee Chairperson 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.

Public Comment (In-person & Remote).

Ms. Rosaline Anavisca, a High School ESP addressed the committee asking for an increase in ESP pay.

Mr. Barry Davis, HEA President spoke about an item on the agenda regarding administrative increases. He commented that there appeared to be money available for staff at the top of the salary scale and none for other lower paying positions such as the ESP unit. Mr. Davis related that many lower paying staff had not received any additional compensation for extra duties. He was concerned with the creation of another assistant superintendent position and the increases for other top administrators. Mr. Davis asked for fairness.

Maria, a parent, expressed concerns that there was no parental input with the assistant superintendent's job creation.

Superintendent Comments/Reports.

La Respuesta Community Engagement Grant - Nettle School [La Respuesta SC Presentation.pdf](#).

Mrs. Eileen Doherty, Nettle School Principal reviewed the presentation and highlighted the impact on belonging (welcomed by a staff member with a more open-door policy). She recognized Haddlyn Cruz (parent/volunteer hall monitor), Yamiy Urena de Brea (parent volunteer), Josue Sanchez (hall monitor), Gio Almonte (clerk/parent volunteer), Nimcy Guerra (community school coordinator) who each shared their experiences. A video was shown to the audience.

Mrs. Lalumiere commended those involved in La Respuesta. She asked Mrs. Doherty if this program could be mirrored in other schools.

Mrs. Doherty responded that there would be efforts to expand parent engagement efforts in other schools. Attorney Rosa asked about the impact on student attendance and discipline.

Mrs. Doherty answered that there was improvement in attendance and also discipline matters.

Ms. Diaz was very pleased with the program and asked if the program was geared towards the Hispanic population and hoped it could be expanded to areas with high concentrations of Hispanics.

Ms. Almonte emphasized improved communication and involvement of Hispanic parents in all events.

It was noted that Nettle was a community school and provided a welcoming environment.

Attorney Magliocchetti stated that there was no “one size fits all” in terms of community engagement. He indicated that the school committee supported these efforts.

Mrs. Doherty mentioned that a bus driver was also a participant in this effort.

In response to Mayor Barrett’s question on the Consentino cook-out and whether it was part of another program, the superintendent responded that both schools were part of community schools.

Bullying Policy Update and Vote (see agenda material) [Haverhill Public Schools BPIP 24-25.docx.pdf](#). Superintendent Marotta offered that every three (3) years the policy needed to be reviewed by the district.

Ms. Ibanez and Ms. Irons reported on minor changes, i.e., definitions and the inclusion of a survey and the documents would also be translated into Spanish.

Dr. Grannemann suggested a culture of respect and acceptance for all and asked about prevention efforts.

Dr. Marotta stated that the anti-bullying policy was based on the state-mandated components and that the district would fill in the procedures and supports within the school district. She added that language was needed to be specific to enforce the laws and regulations around bullying.

Ms. Irons explained that there were other procedures and that supported the policy.

Attorney Magliocchetti commented on the importance of addressing bullying in our schools. He asked for an on-going dialogue/update to combat bullying and its devastating impacts. **The vice chair would vote on this matter tonight.**

Ms. Irons announced the student tip line **in multiple languages** (anonymous reporting) which will allow the students to report any areas of concern **which she has access to along with the specific school administrator.**

A motion was made by Attorney Rosa to approve the Bullying Prevention/Intervention Plan (11 pages) including Appendix A, which is an incident report form as well as administrative use only forms (all documents included in the packet). 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
10 members voted in the affirmative		Motion passes	
0 members voted in the negative			
0 members abstained			

National Grid Easements at Consentino and Whittier Schools.

Superintendent Marotta told the school committee that the district would be seeking easements at both Consentino and Whittier Schools.

Redistribution of Assistant Superintendent duties as by vote of the School Committee along with vote on salary changes (see agenda material) [Updated SC memo no Asst Sup \(1\).pdf](#).

Superintendent Marotta noted that at the last meeting, title change/responsibilities adjustments had been made to the former assistant superintendent for finance and operations now the chief financial officer. She stated there was no additional funding therefore no new posting. Dr. Marotta redistributed job responsibilities to other administrators in the district and based on current workload as outlined in her memo. She asked for the following staff to take over specific areas: Mrs. Connelly (transportation), Ms. Irons (security) and Mrs. Antkowiak (instructional technology). She asked for reclassification of Mrs. Antkowiak's job title to assistant superintendent.

Mrs. Lalumiere asked about involvement in the selection of an assistant superintendent.

Attorney Magliocchetti explained that the superintendent would make a recommendation to the school committee and the committee would either support or deny the selection.

Dr. Grannemann agreed with the reassignment and proposed referral to the finance subcommittee.

Dr. Story had significant concerns with the proposal and questioned how these individuals could take on any additional duties and its ramifications. She would not support the recommendation.

Ms. Collins thanked Dr. Marotta for the proposal/plan and asked for further discussion.

Attorney Magliocchetti understood the financial concerns and agreed with Dr. Grannemann's recommendation for referral to the finance subcommittee and who would assume these duties and any alternatives. He indicated that at one time there were five (5) assistant superintendents which was followed by two (2) assistant superintendent positions for curriculum and finance. The vice chair supported promotion from within the district and considered Mrs. Antkowiak was the most qualified person to assume assistant superintendent responsibilities. Attorney Magliocchetti held Mrs. Antkowiak in high esteem. He supported referring to the finance subcommittee.

A motion was made by Attorney Magliocchetti to refer Dr. Marotta's proposal to the finance subcommittee. Attorney Rosa seconded the motion.

Ms. Sullivan related that the real issue was lack of an assistant superintendent.

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

Ms. Collins	Yes	Mrs. Ryan-Ciardello	Yes
Ms. Diaz	Yes	Dr. Story	No
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

1 member voted in the negative

0 members abstained

Annual CTE Admissions and Application Approval (vote by school committee) [FY25 Admissions-Policy-HHS CTE .docx.pdf](#) and [FY25 CTE Application.docx.pdf](#).

Ms. Kelley reported that this was an annual review and vote by the school committee.

A motion was made by Attorney Rosa to approve Annual CTE Admissions and Application Approval.

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

10 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

School Committee Reports/Communications.

Ms. Collins: Introduction of Ms. Jami Dion, Director of Guidance, Counseling and Student Support Services and Ms. Megan Arivella, Supervisor of School Counseling K-12 regarding school counseling department updates and survey data.

Ms. Collins noted that there was current discussion surrounding bullying, vaping and mental health issues which was under the umbrella of the guidance department. She had invited Ms. Jami Dion, Director of Guidance, Counseling and Student Support Services and Ms. Megan Arivella, Supervisor of Counseling Grades K-12.

Ms. Dion acknowledged Ms. Arivella's new position within the district. She referenced the collaboration between the district counseling leadership team and school counselors and school adjustment counselors to provide holistic support to our students across academic, social/emotional and college/career readiness. Ms. Dion related that the school counselors/adjustment counselors' weekly and monthly meetings had been merged with both she and Ms. Arivella co-facilitating the meetings. She noted that this school year opened very smoothly especially with schedules, and students had planned appointments with their guidance counselors beginning on day one of high school. Ms. Dion stated that there was always a focus on continued improvement within the department.

Ms. Arivella was excited, motivated and challenged with her role in the district and acknowledged the amazing and hard-working counselors and support staff. She highlighted some components which included, student support/connection, parent outreach and collaboration within the department and outside agencies. Ms. Arivella commented on beginning to make processes more seamless and convenient for students/parents, especially the college process and career exploration. She emphasized the specific

efforts of these components. Ms. Arivella recognized outside partnerships such as YMCA, YWCA, and NFI. She acknowledged Mr. Charlie Manzi, who is in charge of the mayor's HOPE taskforce for NFI (both Ms. Dion and Ms. Arivella are members) who along with a collection of professionals and organizations will apply for a grant for the city to combat opioid prevention. Ms. Arivella announced an event at HHS entitled Drug Story Theater which will explain substance abuse prevention to adolescents in a peer-to-peer way. She explained the play addresses fentanyl/opioid use and is open to the public. Ms. Arivella added that Dr. Joseph Schrand, founder of Drug Story Theater would be present to answer questions and support the program. She noted that parents can consider what age is appropriate for viewing this play. Ms. Arivella related that there was continued collaboration with Massachusetts General Hospital and C4 Innovations surrounding prevention and detection of drug use in students, by conducting a substance abuse/risk factors survey also in October. The guidance supervisor announced that Dr. Schuster would be in attendance at the School Committee meeting of October 10, 2024 to discuss last year's survey results. Ms. Arivella reported on the following upcoming events: expert screening, PSAT in October for grades 10 and 11, road show tours for grade 8, parent night for grades 6-8 at the high school in November and college information night for seniors on September 26.

Ms. Dion announced that there would be a revamping high school profile (information sheet as part of college application process), Naviance training for high school parents, along with introduction at the middle school level and scope/sequence aligned with guidance standards. She reported that there would be youth wellness coaches at HHS and Nettle in collaboration with the counseling department to support the needs of students, reintroduction of college/career fair along with safety screening and outlining advanced placement offerings.

Dr. Story was pleased with Ms. Arivella's new position and commented on the smooth scheduling process this year at the high school. She was pleased with the "roadshow" to the middle schools and was important to promote the options at the high school.

Ms. Collins thanked everyone and commented on the smooth opening of school. She was looking forward to the results of the mental health report.

Subcommittee Reports.

Ms. Sullivan announced that the strategic planning subcommittee would be meeting next week on September 19, 2024 @ 4:30 pm and extended an invitation to all members of the school committee. She announced the upcoming River Ruckus event which would be held next Saturday and would include the following activities: opening of event by HHS chorus, crew team participation, kids' corner along with Haverhill Promise giving out books. Ms. Sullivan hoped the community would support this wonderful event.

New Business.

Superintendent's Recommendation to approve Warrant Number EV202400913 and EV20240913B totaling \$1,424,726.05 [Warrant EV20240913 and EV20240913B.pdf](#), as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number EV202400913 and EV20240913B totaling \$1,424,726.05. Attorney Magliocchetti seconded the motion. The mayor requested a roll call vote with the following results:

Ms. Collins	Yes	Attorney Rosa	Yes
Ms. Diaz	Yes	Mrs. Ryan-Ciardello	Yes
Ms. Ferguson	Yes	Dr. Story	Yes
Dr. Grannemann	Yes	Ms. Sullivan	Yes

Mrs. Lalumiere	Yes	Attorney Magliocchetti	Yes
		Mayor Barrett	Yes

11 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 August 22, 2024 [Final For Approval Hybrid Regular Meeting Minutes 08.22.24 \(1\).pdf](#), as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve the Hybrid Regular Meeting Minutes of August 22, 2024 as indicated in the agenda material. Mrs. Lalumiere seconded the motion. The mayor requested a roll call vote with the following results:

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

11 members voted in the affirmative Motion passes
0 members voted in the negative
0 members abstained

A motion was made by Ms. Sullivan to approve the use of facilities [UOF 09.12.24.pdf](#) as indicated in the agenda. Ms. Diaz seconded the motion. The mayor requested a roll call vote with the following results:

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

11 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 (8:29 pm). Ms. Ferguson [seconded the motion. The mayor requested a roll call vote with the following results:

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

11 members voted in the affirmative Motion passes
0 members voted in the negative
0 members abstained

