



Haverhill Public Schools - School Committee **Hybrid Regular Meeting Minutes of August 14, 2025**

Governor Healey has extended pandemic-related authorizations thereby allowing remote and hybrid meeting options for public bodies through June 30, 2027.

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, Eagle Tribune 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 (7:05 pm) and requested a roll call vote:

Ms. Collins	Present (in-person)	Mrs. Ryan-Ciardello	Present (remote)
Ms. Diaz	Present (in-person)	Dr. Story	Absent
Ms. Ferguson	Present (remote)	Ms. Sullivan	Present (in-person)
Dr. Grannemann	Present (in-person)	Attorney Rosa	Present (in-person)
Mrs. Lalumiere	Absent	Mayor Barrett	Present (in-person)
Attorney Magliocchetti	Absent		

The Pledge of Allegiance was recited by all in attendance.

Public Comment (In-person and remote). There was no public comment at this meeting.

Superintendent Comments/Reports.

Portrait of a Graduate and Competency Determination.

Superintendent Marotta acknowledged Ms. Victoria Liu, Associate Principal at Haverhill High School regarding the high school's team work on portrait of a graduate and competency determination.

Mrs. Liu outlined the framework that had been developed by this team. She reviewed the goals along with next steps with the school committee members. Mrs. Liu reported that the next steps included gathering input for students, families, teachers, leadership and community; creating an action plan and timeline to accomplish our goals followed by implementing the plan.

In regards to Dr. Grannemann's question, Mrs. Liu responded the process started in freshman year by building coursework in relation to future goals. She added that CTE and CVTE were implementing the MyCAP plan. Mrs. Liu noted it was part of NEASC but this was not an emphasis of the program.

Dr. Marotta was hopeful that one or two members of the school committee could attend committee meetings.

Mayor Barrett noted that there was an upcoming change to the school committee as a result of the November election. She stated that if a member was no longer on the committee, they could still participate on the committee.

Teacher Hiring Update.

Dr. Marotta reported that the new school year was fast approaching and there were 11 classroom teacher openings at this time. She noted the other vacancies in the district. The superintendent believed the district was in a good position for school opening and that classrooms would be fully staffed by the first day of school.

Hillie Food Truck/Mobile Food Pantry.

Superintendent Marotta explained that Haverhill Public Schools was looking to expand access to nutritious meals and student learning opportunities. She outlined that due to a strong balance in the cafeteria revolving account which allows for the reinvestment of monies to food-related expenses for the district which will fund the purchase of a fully equipped food truck (mobile summer meals, neighborhood service during school closures, mobile food pantry and student entrepreneurship and farm-to-table program). Dr. Marotta offered that this food truck would be an innovative, hands-on learning opportunities for students and foster real-world skills and civic engagement.

A motion was made by Attorney Rosa to allow the superintendent to issue a request for proposals (RFP) for a food truck. Ms. Sullivan seconded the motion.

Dr. Grannemann asked if there were any impediments in districts that had instituted food trucks.

Dr. Marotta answered that Lowell and Everett had positive experiences. She clarified that Whitsons would co-manage the food truck with the Haverhill Public Schools.

Dr. Grannemann indicated that his questions were clarifying ones.

Ms. Collins asked about the parameters for usage in the community.

The superintendent replied that the food truck could be accessible for anyone 19 years and under in the community. In terms of student participation, Dr. Marotta stated that during school hours it would be classified as a student internship.

Mayor Barrett asked for assurance that there would be adequate funds in the district.

Ms. Sullivan inquired about partnership with Whittier Tech.

Attorney Rosa was supportive of the idea, but wanted to ensure all the cafeterias were fully equipped in the district.

Ms. Collins was encouraged by the concept but encouraged caution.

Dr. Marotta clarified that this idea was in the planning stages.

Dr. Grannemann believed that the RFP should have specifications that met the requirements of the district.

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

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

8 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

School Committee Reports/Communications.

Attorney Rosa: Superintendent Evaluation (Formative Assessment): Approximately half-way through the two-year evaluation cycle, the superintendent provides the School Committee with an update on the progress of the plan. This is not a written evaluation, but rather an agenda item at a School Committee meeting, per MASC guidelines. It provides the opportunity for the School Committee, as well as the community, to hear about the status of the plan.

Attorney Rosa referenced the MASC guidelines on superintendent's evaluation along with Dr. Marotta's approved goals.

Dr. Marotta related that tonight's presentation was a mid-cycle check-in and referenced her prepared presentation. She outlined her progress with examples of priority 1: engagement; priority 2: literacy; priority 3: academic excellence; priority 4: careers and citizenship and priority 5: financial management. The superintendent summarized year 1 with the following examples: building engagement, gains in literacy, embedded walkthroughs, expansion of career pathways and strategically managing the budget. She noted that in year 2 there would be broadening of participation, deepening of literacy/MTSS, implementing graduation requirements and continuing financial stewardship.

Ms. Collins asked for smart goals (methodology) on engagement in district-wide parent surveys.

Superintendent Marotta referred to the approved school committee goals. She stated that the parents enjoyed the curriculum and multicultural nights and these nights would be expanded next year.

Ms. Collins asked about other ways for teachers to teach teachers.

Dr. Marotta replied that there were several professional development opportunities for these types of endeavors.

Ms. Collins wondered about college and career exploration by notification of free college.

Dr. Marotta answered there were targeted workshops (FAFSA) based on specific needs.

Ms. Sullivan asked about new teacher opportunities to become acclimated with Wit and Wisdom.

Mrs. Antkowiak offered that teacher orientation was included this component.

Dr. Grannemann appreciated the superintendent's extensive work and acknowledged the many accomplishments. He recommended one adjustment in student engagement based on recent research. Dr. Grannemann commented on his own lack of engagement and not attending his high school graduation. He recommended an adjustment by seeking best practices along with meeting middle school and high school principals.

Dr. Marotta asked for timelines and details.

Dr. Grannemann recommended receipt of data (superintendent's recommendation) prior to the development of the FY27 budget. He was not proposing a change in the goal.

Ms. Collins mentioned that many students during the diversity subcommittee spoke of apathy (students in the middle).

Dr. Grannemann made a motion to add three (3) additional points in the section entitled student engagement. There was no second.

Dr. Grannemann offered the four (4) categories of students:

- 1) Show up and get by
- 2) High achievers
- 3) Grade seekers
- 4) Resisters

The superintendent stated that every day there was student engagement in the district.

Dr. Grannemann was seeking more project-based learning and resource allocation.

The mayor sought clarification.

Dr. Marotta stated that the commissioner had designated Haverhill as exemplary in community schools.

Attorney Rosa suggested that the strategic planning subcommittee develop a written statement or the superintendent present a recommendation.

Dr. Marotta asked for the research for a better understanding of the request.

It was clarified that the superintendent would provide a recommendation.

The superintendent asked for any other information on the superintendent's evaluation before the next meeting.

Mayor Barrett asked Attorney Rosa to send out an email regarding any questions/comments on the superintendent's evaluation.

Attorney Rosa stated there would be a modification of goals and that this item would be on the next agenda.

School Committee Community Announcements.

Ms. Collins announced Calvary Baptist Back to School Event, 13 Ashland Street, Haverhill, MA 12:00 pm-4:00 pm on 8.16.25.

Attorney Rosa related that Sports registration information was available on our website www.haverhill-ps.org.

Subcommittee Reports. There were none.

Old Business.

Attorney Rosa: Update on ESP Negotiations.

Attorney Rosa outlined the following contract proposal:

All wages found in Appendix A of the Collective Bargaining Agreement will be increased at the following rates:

Effective July 1, 2023: 4.0% Increase
Effective July 1, 2024: 3.0% Increase
Effective July 1, 2025: \$1.00/hour Increase
Effective January 1, 2026: \$1.20/hour Increase

The percentage increases are as follows:

FY24 - 4% increase
FY25 - 3% increase
FY26 - 7% increase
Total three-year Increase - 14%

Attorney Rosa clarified that the contract was subject to ESP ratification. He noted that there would be two (2) years of retroactive pay and the contract would expire on June 30, 2026.

New Business.

Superintendent's Recommendation to approve Warrant Number EV20250814 totaling \$4,384.58, as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number EV20250814 totaling \$4,384.58. Y seconded the motion. The mayor requested a roll call vote with the following results:

Ms. Collins	Yes	Mrs. Ryan-Ciardiello	Yes
Ms. Diaz	Yes	Ms. Sullivan	Yes
Ms. Ferguson	Yes	Attorney Rosa	Yes
Dr. Grannemann	Yes	Mayor Barrett	Yes

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

Motion passes

Superintendent's Recommendation to approve Warrant Number EV20250814B totaling \$1,865,381.10, as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number EV20250814B totaling \$1,865,381.10. 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	Ms. Sullivan	Yes
Ms. Ferguson	Yes	Attorney Rosa	Yes
Dr. Grannemann	Yes	Mayor Barrett	Yes

8 members voted in the affirmative
0 members voted in the negative
0 member abstained

Motion passes

Superintendent's Recommendation for one-year renewal of transportation contract as outlined in the agenda material.

Attorney Rosa stated that this renewal was included in the transportation contract.

A motion was made by Ms. Sullivan to approve the one-year renewal of the transportation contract as outlined 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-Ciardiello	Yes
Ms. Diaz	Yes	Ms. Sullivan	Yes
Ms. Ferguson	Yes	Attorney Rosa	Yes
Dr. Grannemann	Yes	Mayor Barrett	Yes

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

Motion passes

Items by Consensus.

Superintendent's Recommendation for approval of the Hybrid Regular Meeting Minutes of July 24, 2025, as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve the Hybrid Regular Meeting Minutes of July 24, 2025. 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	Ms. Sullivan	Yes
Ms. Ferguson	Yes	Attorney Rosa	Yes
Dr. Grannemann	Yes	Mayor Barrett	Yes

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

Motion passes

Superintendent's Recommendation for approval of the use of facilities as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve the use of facilities as indicated in the agenda material. 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	Ms. Sullivan	Yes
Ms. Ferguson	Yes	Attorney Rosa	Yes
Dr. Grannemann	Yes	Mayor Barrett	Yes

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

Motion passes

A motion was made by Attorney Rosa to go into executive session {8:29 pm}, pursuant to (M.G.L. c.30A, §21(a)(2) and (3), to discuss matters related to the teachers' negotiations, educational support personnel (ESP) contract (vote anticipated), custodian negotiations, and transportation contract (vote anticipated), if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares. After concluding the closed session, the public body will return to an open session to publicly approve any votes taken relative to approving contracts, if necessary. Ms. Sullivan seconded the motion. The mayor requested a roll call vote with the following results:

Ms. Collins	Yes	Mrs. Ryan-Ciardiello	Yes
Ms. Diaz	Yes	Ms. Sullivan	Yes
Ms. Ferguson	Yes	Attorney Rosa	Yes
Dr. Grannemann	Yes	Mayor Barrett	Yes

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

Motion passes

Documents reference in the meeting: [HSC Portfolio 08.14.25 Updated 08.14.25.pdf](#)