



Haverhill Public Schools - School Committee Hybrid Regular Meeting Minutes of August 28, 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 (7:00 pm) and requested a roll call vote:

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

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.

Haverhill High School SY25-26 Student Handbook, along with changes from SY24-25.

Superintendent Marotta referenced the current school year's student handbook along with changes (dates, names, updated policy on plagiarism and AI with court ruling).

A motion was made by Attorney Magliocchetti to approve the Haverhill High School SY25-26 Student Handbook with changes discussed by the superintendent. Attorney Rosa seconded the motion. The mayor requested a roll call vote with the following results:

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

10 members voted in the affirmative

0 members voted in the negative

0 members abstained

Motion passes

SY25-26 Opening Report.

Superintendent Marotta provided an overview of the opening of schools:

- Open Houses were well attended allowing students and parents to meet with school principals and staff;
- Transportation has gone well with minor issues which are systemic of a district with 5600 bus students;

- Moody Preschool at Little Sprouts location is now operational for this year;
- “Popsicles with the Principal,” event opened Greenleaf Lower at Crowell School;
- Odell English curriculum has been implemented at HHS along with an expanded CTE early childhood and graphic design programs;
- A water main break impacted the Silver Hill School, however, adjustments to school programming went smoothly and the superintendent commended both Silver Hill and Consentino School staff, who kept students safe during the repairs.
- There will be an early release tomorrow.

Attorney Magliocchetti was pleased with the minimal issues at school opening and commended the superintendent and her staff for a successful opening.

The superintendent highlighted the many smiles in the schools.

Mayor Barrett noted that Haverhill 311 received only a few calls. She noted that work would commence on Main Street and South Elm Street on Tuesday, which would impact bussing.

Superintendent Marotta stated that there would be no interruption for Silver Hill School tomorrow.

Mrs. Ryan-Ciardiello appreciated the staffs’ efforts.

School Committee Reports/Communications.

Dr. Grannemann announced the early registration for the MASC Conference in November and encouraged attendance at this beneficial conference.

Subcommittee Reports.

Mrs. Lalumiere: Policy BEA-School Committee Member Participation Policy for a first reading, which includes it as a discussion item, reading of the proposed policy or policies; response from superintendent; report from policy subcommittee; and committee discussion and directions for any redrafting.

Mrs. Lalumiere emphasized that the 85% attendance rate included only regular meetings and did not contain any punitive actions. She read the proposed policy into the record:

The members of the Committee recognize:

The importance of the work the Committee undertakes and the impact our input has on the School system and Student outcomes.

As elected officials, we represent the interests of our constituents and the Haverhill community.

By choosing to hold this office, we have made a commitment to the Haverhill community, students, families, staff and other stakeholders that we will fulfill the duties and responsibilities of the office with diligence and integrity.

Therefore;

School Committee members will endeavor to attend a minimum of 85% of regularly scheduled full School Committee meetings. Members will attend full School Committee meetings in person whenever possible. Examples of situations which may require members to participate remotely are personal or family illness, personal disability, emergency, military service, or geographic distance.

School Committee members will endeavor to attend 85% of meetings held by subcommittees and/or negotiation teams which they are part of. Whenever possible the subcommittee/negotiation team Chair shall survey the group members to find mutually acceptable meeting times.

Mrs. Lalumiere referenced the use of the city council's regulations for remote attendance. She added that the reasons could be personal and family illness.

Attorney Magliocchetti noted that it would be beneficial for new members. He emphasized the importance of attendance at all meetings and

Ms. Sullivan asked about inclusion of subcommittee meetings and the importance of these types of meetings to the overall work of the school committee.

Mrs. Lalumiere did note that there would be a requirement for subcommittee meetings. She stated that there was a lot of substantive work done at the subcommittee level.

Ms. Collins asked for percentages to be delineated by a number.

Mrs. Lalumiere noted that it was easier to delineate for regular meetings, but subcommittee meetings were not on a set schedule.

Mayor Barrett agreed that there would not be a vote and that tonight was a first reading.

Ms. Collins: Recommendation for Policy JA -1 Belonging Policy for a first reading, which includes it as a discussion item, reading of the proposed policy or policies; response from superintendent; report from policy subcommittee; and committee discussion and directions for any redrafting.

Ms. Collins acknowledged her and Ms. Diaz's work on this policy at both the diversity and policy subcommittees. She read a statement from Ms. Diaz recommending the policy's approval.

Ms. Collins emphasized the importance of the policy in looking at the whole student. She read the policy into the record:

File: JA-1 Belonging Policy

The Haverhill School Committee is dedicated to fostering ALL students' support, acceptance, diversity, and feeling of belonging in its schools. This cannot be done without our capable students, devoted families, and the wonderful teachers who add to these values through their dedication and unwavering support.

The School Committee shall strive to:

- Prioritize student safety;
- Encourage civic engagement;
- Enhance parental involvement;
- Establish and continue community resource and establishments;
- Emphasize the critical relationships.

This policy aims to create a more equitable and inclusive learning environment through a sense of belonging for ALL students regardless of their background and income. The multiplicity of our students'

diverse and varied backgrounds is our greatest strength. Students do their best when they are surrounded by others who have different capabilities, life experiences and cultures.

Belonging Procedure

Prioritize safety of all students both physically and emotionally by:

- Providing full access to both guidance and adjustment counsellors;
- Regularly notifying all students and families about the Hillie tip line and comprehensive guidelines on how it should be used



Encourage Haverhill Public School Students grades 7-12 to participate and become involved by:

- Ensuring there is a wide array of input from student leaders from all with revolving meeting locations or virtual options to ensure equitable access
- Encouraging the attendance of at least two (2) school committee members, Haverhill School district leadership, and other community leaders to ensure students are being listened to through a minimum of 2-hour bi-yearly meetings hosted by the school committee in an equitable fashion as mentioned above.
- Emphasizing the inclusion and engagement of students of all abilities and linguistic backgrounds for out-of-school events and extracurricular activities, including but not limited to athletics:
 - Through the continued implementation of bi-yearly club fairs with the opportunity of every student to see the opportunities for involvement at the high school and middle school level.
 - Making sure every student organization receives equitable distribution of resources like announcement time and posters.

Enhance the involvement of interested parents and faculty through the integration of but not exclusive to:

- Haverhill High School Site Council
- Special Education Parent Advisory Council
- Encourage participation of faculty representatives from each school in the district
 - Including the Gateway Academy and Greenleaf Academy
- More clarity in how to get parents involved in 'calm times'
- Continued workshops on how parents can advocate for their students
 - With attention to brevity in order for every parent to be able to gain the same knowledge while respecting everyone's time.

Establishment of a list of community resources including but not limited to:

- Haverhill Latino Coalition
- Haverhill YMCA
- Haverhill YWCA

Emphasizing the importance of strong relationships between teachers and students.

- Striving for a diverse staff that feels supported and grows with the school district
- Encouraging teacher to teacher and/or teacher/student mentorship programs

Ms. Collins extended appreciation to all the Hillies who worked on this document to make Haverhill Public Schools a better place.

Mrs. Lalumiere inquired about the Belonging Procedure section and the reason for including Gateway and Greenleaf Academies.

Ms. Collins replied that these academies are sometimes overlooked in the district.

Mrs. Lalumiere suggested moving into the earlier paragraph. She questioned the section stipulating that two school committee members attending meetings might need to be revisited by the policy subcommittee since the membership of the committee will be changing over time.

Ms. Collins related that additional edits would be made prior to the next meeting and that the policy did not need to go back to the subcommittee.

Attorney Rosa: Review of Haverhill School Committee Policy BGB “Policy Adoption,” including discussion.

Attorney Rosa addressed the current policy procedure which was a three (3) step process. He referenced another district’s condensed version which was reduced to two (2) steps. Attorney Rosa noted it was essential to both follow the open meeting law and adhere to transparency in operations. He believed it was important to reiterate our current policy.

Ms. Collins recommended a review of the policy at an upcoming policy subcommittee to clarify the three separate meeting processes. She believed it was important for the Haverhill School Committee to have an orientation guide to properly educate future school committee members, since several veteran members may not be available for guidance. Ms. Collins believed this manual would be helpful in transitioning the team.

Old Business.

Dr. Grannemann: Adjustment of Superintendent’s Goals (discussed at 08.14.25 meeting).

Dr. Grannemann asked for the goals to be adjusted as outlined in the revised document.

A motion was made by Dr. Grannemann to modify the superintendent’s goals under Student Engagement Category to include the following:

1. Conduct monthly informal meetings with students at Haverhill High School...;
2. Assemble and present to the School Committee definitions and evidence of best practices in student academic engagement;
3. Report to School Committee by February 2026 on options for better supporting high levels of student academic engagement in upper-grade schools and classrooms in the FY 2027 budget.

Ms. Sullivan seconded the motion.

Mrs. Lalumiere asked the superintendent’s view about goals being modified mid-cycle in the evaluation process or should it be a task.

Dr. Marotta explained that this feature was already part of her work and would attempt to meet the expectations of the school committee to the best of her ability. She noted it takes an extensive amount of time to gather the evidence for her evaluation.

Ms. Sullivan stated that the superintendent was the educational leader. She offered the possibility of specific examples along with an explanation of her role (encouragement) in student engagement. Ms. Sullivan did not want to make the task more onerous than it needed to be for the superintendent.

In response to Ms. Collins’ clarifying question, Dr. Grannemann replied it could be a report.

Dr. Story questioned the changing of the goal and noted it was a modification of the action items). Dr. Story believed that the school committee needed to trust its educational leader. She reviewed the goal which was currently in process and did not recommend a modification.

Mrs. Lalumiere proposed some recommendations for student engagement for the upcoming budget.

Dr. Grannemann wanted to make these changes (accountability) as part of her official evaluation.

Dr. Story commented that the school committee should be modeling for our superintendent what we would expect our evaluators/administrators to be doing with teachers. She would feel differently if the adjustment had been suggested by the superintendent and it appeared to be a very top-down approach to management and believed it sent the wrong message. She disagreed with the changes.

Dr. Grannemann noted the importance of student engagement (highlighting it as a strategic objective) and that was the reasoning behind the modification.

Mayor Barrett recommended changing it to a task, but suggested a vote on the motion.

After a brief discussion on the process, the mayor requested a roll call vote with the following results:

Ms. Collins	No	Mrs. Ryan-Ciardiello	No
Ms. Ferguson	Yes	Dr. Story	No
Dr. Grannemann	Yes	Ms. Sullivan	Yes
Mrs. Lalumiere	No	Attorney Rosa	Yes
Attorney Magliocchetti	No	Mayor Barrett	No

4 members voted in the affirmative

Motion fails

6 members voted in the negative

0 members abstained

A motion was made by Mrs. Lalumiere to include the student engagement practices as a task for the superintendent to be presented by February 2026 and refer this matter to the Strategic Planning Subcommittee for further conversation. Ms. Sullivan seconded the motion. The mayor requested a roll call with the following results:

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

10 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

Attorney Magliocchetti: Teacher Negotiations Update.

Attorney Magliocchetti noted that there had been a strategy session on Wednesday followed by negotiations with the HEA today at 5:00 pm. He commented on the frustration among the entire negotiating team and all members were committed to impacting education funding, including paying teachers more money. Attorney Magliocchetti would continue this work even after his tenure on the school ended later this year because education was the foundation of every community. He was concerned with the lack of progress on teachers' negotiations and acknowledged the limitations on funding. He referenced his invitation to bargain extended at a meeting last August for a successor contract and with the first meeting being held in March 2025. Attorney Magliocchetti expressed personal frustration with the limited progress and insufficient meeting dates. He noted there needed to be a path towards resolution. Attorney Magliocchetti had met with the mayor to brief her on negotiations and she agreed that there should be a meeting between the city CFO along with the superintendent and school chief financial officer on the

financial picture. He will keep this matter on the executive session agenda until further notice to keep all members informed on negotiations.

School Committee Community Announcements.

Mrs. Lalumiere commented on the huge attendance at both the Golden Hill open house and book fair.

New Business.

Superintendent's Recommendation to approve Warrant Number EV20250829 totaling \$6,734,177.06, as indicated in the agenda material.

A motion was made by Attorney Rosa to approve Warrant Number EV20250829 totaling \$6,734,177.06, as indicated in the agenda material. Ms. Sullivan seconded the motion. The mayor requested a roll call with the following results:

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

9 members voted in the affirmative

Motion passes

0 members voted in the negative

1 member abstained

Superintendent's Recommendation to approve Warrant Number EV20250829A totaling \$6,918.21, as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number EV20250829A totaling \$6,918.21, as indicated in the agenda material. Ms. Ferguson seconded the motion. The mayor requested a roll call with the following results:

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

9 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 Hybrid Regular Meeting Minutes of August 14, 2025, as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve the Hybrid Regular Meeting Minutes of August 14, 2025, as indicated in the agenda material. Attorney Magliocchetti seconded the motion. The mayor requested a roll call with the following results:

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

10 members voted in the affirmative

Motion passes

0 members voted in the negative
0 members abstained

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

A motion was made by Mrs. Ryan-Ciardello to approve the use of facilities as indicated in the agenda. Ms. Sullivan seconded the motion. The mayor requested a roll call with the following results:

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

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

Motion passes

A motion was made by Attorney Magliocchetti for the School Committee will go into executive session (8:04 pm), pursuant to (M.G.L. c.30A, §21(a)(2) and (3), to discuss matters related to the teachers' negotiations, along with a review of proposed memoranda of agreements with the administrators, cafeteria, and secretaries bargaining units, 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 with the following results:

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

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

Motion passes

Documents reference in the meeting: [HSC Portfolio Binder 08.28.25.pdf](#)