



Haverhill Public Schools - School Committee Hybrid Regular Meeting Minutes of October 9, 2025

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

Attorney Rosa 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.

Attorney Rosa, Vice Chairperson called the meeting to order (7:08 pm) and requested a roll call vote:

Ms. Collins	Present (remote)	Mrs. Ryan-Ciardiello	Present (remote)
Ms. Diaz	Present (in-person)	Dr. Story	Present (in-person)
Ms. Ferguson	Absent	Ms. Sullivan	Present (in-person)
Dr. Grannemann	Present (in-person)	Attorney Rosa	Present (in-person)
Mrs. Lalumiere	Present (in-person)	Mayor Barrett	Absent (arrived @ 7:34 pm)
Attorney Magliocchetti	Present (in-person)		

The Pledge of Allegiance was recited by all in attendance.

A moment of silence in memory of Mr. Robert (Bob) Brandon, long-time Haverhill educator.

Dr. Marotta noted that Bob had passed away last Thursday. She commented that he was a wonderful man, a great Hillie, a wonderful member of the entire school community who did the audio visual/media across Haverhill schools. The superintendent concluded that Bob was a wonderful presence at all of our events and he will be missed.

Attorney Rosa added that although he did not know Mr. Brandon well, he was always helpful with AV, video and Wi-Fi during SEPAC meetings at the high school.

A moment of silence was observed at this time.

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

Student Advisory Council Report – Ms. Molly Jordan.

Ms. Jordan reported the student council's focus on increased school spirit which will begin tomorrow during lunch with a table and poster board to survey students; these efforts will be continuing for future dates. She announced some upcoming activities such as movie night outside on the track to be held October 23, 2025 from 6:30 pm – 8:30 pm {movie survey ends tomorrow}, along with ongoing planning for the Powder Puff event. Molly announced several athletic successes such as, Unified Basketball Team as Champions, Girls Soccer Team (great record 7-1-2) and Girls Swimming (undefeated) with a meet tomorrow. Molly stated there would be a HHS Football game (Pink for Breast Cancer) tomorrow night.

Attorney Rosa asked if there was any objection to discussing item 7 D Policy JECA–Admissions Policy for CTE (Career Technical Education) Admissions Update at this time; there was no objection from the members.

Attorney Rosa: Policy JECA–Admissions Policy for CTE (Career Technical Education) Admissions Update 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. Kelly reported that new regulations required a revision in procedures that would address equity (required lottery = chosen option was an unweighted lottery) and collaboration.

Attorney Magliocchetti asked on behalf of parents and students, the step-by-step process.

Ms. Kelly explained the on-going efforts within the district to publicize the admission procedure.

In response to Attorney Rosa’s inquiry, Ms. Kelley reported that the deadline had been revised since the documents had been distributed to the school committee on Tuesday., She replied the change was to align with Whittier Regional Technical High School’s deadline of January 9, 2026 instead of February 13, 2026.

A motion was made by Attorney Magliocchetti to change the application deadline from February 13, 2026 to January 9, 2026. Ms. Sullivan seconded the motion. The vice chair requested a roll call vote with the following results:

Ms. Collins	Yes	Mrs. Ryan-Ciardiello	Yes
Ms. Diaz	Yes	Dr. Story	Yes
Dr. Grannemann	Present (in-person)	Ms. Sullivan	Yes
Mrs. Lalumiere	Absent	Attorney Rosa	Yes
Attorney Magliocchetti	Present (remote)		

9 members voted in the affirmative

0 members voted in the negative

0 members abstained

Motion passes

Superintendent Comments/Reports.

2025 MCAS Accountability Data Overview.

Assistant Superintendent Antkowiak thanked the school committee for funding Wit & Wisdom and highlighted the commitment/assistance of teachers and leadership in the district for the implementation of this new initiative.

Dr. Marotta thanked the principals for attending tonight’s meeting.

Mrs. Antkowiak reviewed several slides on reading scores within the district.

Ms. Peterson, English Language Arts Curriculum Supervisor described many of the ELA slides.

Responding to Mrs. Antkowiak’s comments on budget concerns, Attorney Magliocchetti asked for earlier notification to the school committee.

Superintendent Marotta clarified that funding was not the only issue, but capacity within the district to address these matters in a meaningful and thoughtful manner.

Ms. Catherine Lally, Math Curriculum Supervisor featured math results including the “glows” and “grows” areas.

Attorney Magliocchetti asked about specific targets for low-income and high needs students.

Ms. Lally responded that there would be additional conversation surrounding these populations.

Ms. Meg DeLong, Science/Technology Curriculum Supervisor outlined the science scores within the district. She directed attention to strides in subgroups for the multilingual (ML) students. Ms. DeLong also analyzed the social studies scores.

Attorney Rosa asked about the state average for Civics MCAS compared to Haverhill.

Ms. DeLong would research and report back to the committee.

Attorney Rosa asked about Salem’s scores in comparison to Haverhill’s, particularly in several specific areas and wondered the causes.

Mrs. Antkowiak offered that districts were contacted to determine what could be brought to Haverhill to achieve similar results, such as implementation of Odell at the high school as a result of visiting Salem.

Dr. Marotta offered her perspective.

Mrs. Antkowiak commented that during a recent walk-through there was no cell phone usage in the classroom and students were engaged in learning. She commended the students and teachers.

Dr. Grannemann appreciated the evidence-based curriculum, grant, state and local funding and support for resources. He was impressed with the results in the past few years.

Attorney Magliocchetti related that there was a difficult transition from middle school to high school.

Mrs. Antkowiak stated that the Odell curriculum was successful due to student engagement and teacher buy-in.

Ms. DeLong answered that the state average was 39% for Civics.

Ms. Kristin Strapko, District Coach, provided an overview of the Multilingual Learners Grades 3-8 results.

Ms. Deborah Ibanez, Executive Director of Student Support Services offered a report on Special Education.

Superintendent Marotta presented a slide on students with chronic absences (ELA) showing the significance of attendance on MCAS scores. She encouraged attendance for all students.

Dr. Story was encouraged by the grade 3 reading scores. She questioned the accountability rating at the high school (10), one of the lowest scores. Dr. Story suggested a need to see regular progress, since the score was not good and questioned whether there was enough support at the school.

Attorney Rosa thanked the district leadership for their hard work and attendance at tonight’s meeting.

The superintendent emphasized the amount of work needed every day to educate our students.

2025 Attendance Report.

Ms. Lorna Marchant, Supervisor of Attendance provided an attendance data analysis.

School Improvement Plans and Highlights (distribution of documents) with presentation by Mr. James Brennan, Pentucket Lake Principal, Mr. Kevin Higginbottom, JG Whittier School Principal and Mrs. Jennifer Rubera, Walnut Square Principal.

Superintendent Marotta stated that three principals would be providing brief updates on each school's (Pentucket Lake, JG Whittier and Walnut Square school improvement plans (distributed in the meeting materials)).

Mr. James Brennan outlined the SIP plan with many highlights.

Attorney Rosa asked about the impact of Wit & Wisdom on the significant improvement in MCAS scores.

Mr. Brennan replied that Wit & Wisdom was a rigorous program.

Mrs. Jennifer Rubera offered a summary of the school's plan including the accomplishments and challenges.

Mr. Kevin Higginbottom provided a synopsis of his school's improvement plan for JG Whittier School.

Dr. Grannemann asked what efforts were undertaken at the middle school level to keep students engaged in reading.

Subcommittee Reports.

Attorney Magliocchetti: Teacher Negotiations Update.

Attorney Magliocchetti updated the community on the status of teachers' negotiations: To the extent that elements of our recent discussion at the table have been made public, we want to provide a full and accurate picture of our recent proposal to the HEA. At the September 15th negotiation session, the School Committee negotiation team proposed an off-the-record revised salary proposal. This proposal was built from our prior proposal, which in addition to expanded parental leave, provided a 2% across-the-board increase in each of the three years, and made various adjustments to the salary grid to stay competitive in the local market, for a total wage increase of 6.5% over the three years. The new proposal also added 3 new steps at the top of the salary scale, and added a new column for teachers with a Doctorate. These proposed measures increased our top pay from \$102,987 to \$119,020. The revised pay scale associated with the new steps and column will apply immediately upon ratification to those who qualify. We explained that 370 current teachers would immediately benefit from these added top steps. At the most recent negotiation session, we provided and reviewed a comprehensive PowerPoint deck explaining the main features of our proposal. We invite you to review it so that you, too, can have an accurate picture of what we have offered. See link below for background and details provided in negotiations on September 30. We have also uploaded other explanatory documents and a red-lined version of the current CBA showing the language and benefits improvements that we have proposed as part of our off-the-record package. This is the School Committee's complete proposal. We look forward to continued discussions with the HEA bargaining team.

Dr. Grannemann & Ms. Sullivan: Vision of a Graduate Meeting Report.

Ms. Sullivan reported on a good session with an excellent discussion and her recommendation for students to be critical thinkers. She would provide the critical skills definition including a list of skills that students should attain and see if other members of the committee would endorse pursuing this avenue.

Dr. Grannemann stated with the elimination of MCAS, there was a requirement to develop an alternative (graduation criteria) in the district. He explained the committee was working within a framework developed by DESE and IT would be an ongoing process for the next several months.

Vice Chair Rosa thanked Mr. Downs and Ms. Lu for their attendance this evening and asked if they had any further comments.

Mr. Downs and Ms. Lu had no further comments.

Attorney Rosa thanked Ms. Sullivan and Dr. Grannemann for their update.

Attorney Rosa: Policy JKB-Haverhill High School Cell Phone Policy update 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.

Attorney Rosa reported that there was a policy subcommittee meeting last evening and as a result there would be no adjustment of the policy based on the feedback from the subcommittee.

Old Business.

Mrs. Lalumiere: Recommendation for Policy BEA-School Committee Member Participation Policy for a third reading, which includes an action item (vote), approval or rejection (tabled at the 09.25.25 meeting).

A motion was made by Attorney Magliocchetti to remove from the table Policy BEA-School Committee Member Participation Policy. Ms. Sullivan seconded the motion. The vice chair 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 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

Mrs. Lalumiere 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.

A motion was made by Attorney Magliocchetti to approve Policy BEA-School Committee Member Participation Policy. Ms. Sullivan seconded the motion. The vice chair 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 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

Mrs. Lalumiere appreciated the support of her colleagues and listened to her concerns. She was hopeful that future committees will not be in the same position of having multiple absentee members who simply choose not to participate in committee business. Mrs. Lalumiere continued that it was unfortunate that there were members who had not been seen in these chambers in years and believed that since there was a written expectation that future committees would be more robust in the deliberations.

Both Attorney Rosa and Attorney Magliocchetti thanked Mrs. Lalumiere for the successful passage of this policy.

School Committee Community Announcements.

Mrs. Lalumiere congratulated the city's grade 3 students who participated in the city-wide cross-country race (2 miles) at Winnekenni. She thanked the staff members for supporting this event.

Dr. Story had attended conferences at HHS, and was encouraged by many teachers and students who attended the conferences, impressed with dedicated staff and teachers.

New Business.

Superintendent's Recommendation to approve Warrant Number EV20251010 totaling \$1,577,962.36, as indicated in the agenda material.

A motion was made by Mayor Barrett to approve Warrant Number EV20251010 totaling \$1,577,962.36, as indicated in the agenda material. Ms. Sullivan seconded the motion. The vice chair 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 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 to declare surplus of the Crowell School Outer Building.

Dr. Marotta reported that the outer building had not been used in eight (8) years, it was a module outside of Crowell School. She related that the module was moldy, and recently wires had been bitten by mice, which caused the alarms to go off and fortunately there was no fire. The superintendent stated it was a hazard, and outlived its usefulness and it needed to be removed from school grounds.

In response to Attorney Rosa' question, Dr. Marotta answered that it was not attached to building

A motion was made by Attorney Magliocchetti to declare surplus the Crowell School Outer Building as outlined by the superintendent. Mayor Barrett seconded the motion. The vice chair 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 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

Items by Consensus.

Superintendent's Recommendation for approval of the Hybrid Regular Meeting Minutes of September 25, 2025, as indicated in the agenda material.

A motion was made by Attorney Magliocchetti to approve the Hybrid Regular Meeting Minutes of September 25, 2025, as indicated in the agenda material. Mayor Barrett seconded the motion. The vice chair 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 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

Executive Session (City Hall, Room 206)/Adjournment. The School Committee will go into executive session, pursuant to (M.G.L. c.30A, §21(a)(2) and (3), to discuss matters related to the teachers' negotiations, 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 may return to an open session to publicly approve any votes taken relative to any business discussed in executive session, if necessary.

A motion was made by Attorney Magliocchetti to go into executive session (9:09 pm), pursuant to (M.G.L. c.30A, §21(a)(2) and (3), to discuss matters related to the teachers' negotiations, 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 may return to an open session to publicly approve any votes taken relative to any business discussed in executive session, if necessary. Ms. Sullivan seconded the motion. The vice chair 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 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

Documents reference in the meeting: [HSC Portfolio Binder 10.09.25.pdf](#); [25 -MCAS Presentation.pdf](#)