



Haverhill Public Schools - School Committee
Hybrid Regular Meeting Minutes of November 20, 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.

Mr. Anthony Parolisi, Massachusetts Teachers Association Field Representative announced his intention to take video/photos at tonight's meeting.

Roll Call.

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

Ms. Collins	Present (in-person)	Mrs. Ryan-Ciardello	Present (in-person)
Ms. Diaz	Absent	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	Absent	Mayor Barrett	Present (in-person)
Attorney Magliocchetti	Present (in-person)		

The Pledge of Allegiance was recited by all in attendance.

Recognition and Congratulations to High School Seniors, Sophia Lee and Khoi Nguyen Le, as recipients of the Superintendent's Certificate of Academic Excellence.

Superintendent Marotta provided brief biographies of Khoi Nguyen Le and Sophia Le and presented each of them with the Superintendent's Certificate of Academic Excellence.

Student Advisory Council Report – Ms. Molly Jordan.

Vice President Khoi Nguyen Le (representing the student council) congratulated Sophia Le for her hard work, kindness and drive for academic excellence. He reported on the successful Movie Night attended by a diverse group of students who had their first experience with student council and believed there was engagement by the entirety of the high school student body. Khoi announced next Tuesday's powder puff game between juniors and seniors. He added that at the Student Recruitment (Activities Fair) with 20 sign ups and Rush members (good character and commitment). Upcoming meeting with the school committee on the belonging policy with Yonnie Collins.

Public Comment (In-person & Remote).

Ms. Michelle Braga, 104 Turnpike Road, Chelmsford, MA, a preschool special education teacher stated that the HEA bargaining team was prepared last evening to truly negotiate in good faith and one member did not attend the meeting. The committee was unprepared last evening. She provided postcard shared with the mayor. Ms. Braga believed that there was a path forward to avoid mediation.

Ms. Nicole Sanchez, 40 Rutherford Avenue, Haverhill, MA, parent, teacher, and taxpayer. She read an

unsigned postcard.

Mrs. Julie Berthiaume, 16 Glines Street, Haverhill, MA, a parent and grade 7 teacher at JG Whittier, read a postcard sent to Mayor Barrett which represented a viewpoint of a colleague detailing the difficulties in the teaching job and disheartened that the mayor had not joined negotiations.

Ms. Jackie McCord, 69 South Central Street, Haverhill, MA, resident and parent, also read a postcard urging the mayor to join teacher negotiations.

Ms. Dena Noury parent and Bartlett staff member read a postcard advocating for the mayor's involvement in negotiations.

Ms. Jenna Picceri, 23 Hampshire Road, Methuen, MA, a speech language pathologist, read an anonymous postcard from a staff member who feared retaliation seeking the mayor's participation in teacher negotiations.

Ms. Kelly Robichaud, 251 Groveland Street, Haverhill, MA, a Moody preschool extension educational support person, read a postcard from a colleague.

Mrs. Trish Shaw, 114 Chestnut Street, Haverhill, MA read a postcard urging the mayor's attendance at the November 19th teachers' negotiation session.

Ms. Courtney Gentile, 40 Locke Street, Haverhill, MA, a Moody preschool teacher read her postcard

Ms. Anna Sabella, 68 Roberts Drive, Bedford, MA, a parent and high school teacher offered her teaching experiences and encouraged increased funding for education.

Ms. Deb Schultz, 15 Kali Way, Haverhill, MA, a parent and non-unit therapist noted the dedicated professionals within the schools. She

Ms. Maureen McKean, 22 Bay State Road, North Andover, MA, occupational therapy assistant, proposed that the school committee become a teacher or educational support person for the day.

Ms. Natalie Willwerth, 19 Kathy Drive, Haverhill, MA, High School Biology Teacher offered her perspective on negotiations. She related that there was high turnover in staff.

Mr. Paul Corriveau, 21 Parsonage Hill Road, Haverhill, MA, a 17-year teacher, was discouraged by the bargaining process.

Ms. Lynn Sullivan, 248 Lovers Lane, Haverhill, MA, HEA ESP representative spoke on behalf of the teachers. She believed the process changed since the hiring of Attorney Connelly. Ms. Sullivan stated that the district needed to get back to the previous format of bargaining. She commented that an investment in our teachers was also an investment in our students.

Ms. Chelsea McQuaid, 84 Laurel Avenue, Haverhill, MA, was an earth science teacher who stayed based on the quality of her colleagues.

Mrs. Liz Briggs, 30 Hoyt Road, Haverhill, MA, was awed by her colleagues who worked under challenging circumstances. She acknowledged the frustration, unhappiness and upset of the teaching staff. Ms. Briggs

asked for “average”.

Mr. Barry Davis, 351 Center Street, Dorchester, MA, HEA President thanked Dr. Story for signing the MTA Call for Action. He also thanked Mayor Barrett for her willingness to speak with him. Mr. Davis left the meeting on Monday with optimism for a path forward in negotiations. He believed that the school committee negotiating team was not bargaining in good faith. Mr. Davis related that there was no agreement on any issues. He questioned the off-the-record nature of discussions. Mr. Davis concluded with a request for a refocusing of negotiations and possibly a replacement of the negotiating team.

Superintendent Comments/Reports.

School Improvement Plans and Highlights (distribution of documents) with presentations by Mrs. Eileen Doherty, Consentino School Principal, Ms. Donna Martin, Silver Hill Principal, Mr. Terrance Conant, Tilton School Principal, and Mr. Brian Edmunds, Gateway Academy Principal.

Mrs. Doherty, Consentino School Principal reviewed her school improvement plan for 2025.

Ms. Martin, Silver Hill Principal outlined her school’s improvement plan.

Mr. Conant, Tilton School Principal and Ms. Chastney, Tilton School Assistant Principal highlighted key points and goals in the school improvement plan.

Ms. Sullivan asked for more information on frameworks.

Mr. Conant replied the program provided “voice and choice” emphasizing social emotional components.

Mr. Edmunds, Gateway Academy Principal along with leadership team members, Ms. Gregoire and Mrs. Dix described several of the elements included in his school’s improvement plan.

Attorney Rosa asked Mr. Edmunds to provide new parent engagement examples.

Mr. Edmunds related that classroom staff calling students who had been absent for a few days had provided positive improvements.

Attorney Rosa asked for more details on HP3.

Mr. Edmunds explained the many ways Ms. Heartquist had assisted with Gateway students, especially in gaining employment and achieving leadership positions. He noted that she taught 90-minute classes twice a week to students.

Attorney Magliocchetti believed in Gateway Academy and filled a tremendous need in the community.

Mayor Barrett reported that Gateway Academy had changed lives.

Mr. Edmunds promoted “Lights for Lions” at the New England Zoo.

Ms. Gregoire asked for donations of non-working Christmas lights.

Update on Consentino School Building Project.

Superintendent Marotta introduced Mr. Donald Walter, Principal and Ms. Michelle Rogers, Senior Associate from Dore+Whittier.

Mr. Walter displayed a video representation of the new school concluding that the school building project was on schedule and under budget.

Ms. Rogers reviewed photos of the new school construction (77% project completion rate for the building).

Mr. Walter noted there would be tours of the building.

Dr. Marotta reported there would be a tour after the December building committee meeting.

Update on John Greenleaf Whittier School Building Project.

Superintendent Marotta provided a brief report outlining that the building committee had appointed an OPM selection subcommittee who conducted interviews and provided a recommendation to the full committee. She noted that the building committee had approved the recommendation along with a vote to enter into negotiations with the firm. The superintendent stated the proposal had not been received as of this date.

Attorney Rosa and Attorney Magliocchetti: Discussion and Vote to direct the Superintendent to request a financial and operational audit through the Massachusetts Association of School Business Officials.

Attorney Rosa offered that a by-product of election season was a request for an audit. He noted that the city had completed an audit on June 30, 2024 which could be found on the city’s website. The vice chair commented that upon Dr. Marotta’s arrival in the district, an assessment of the school finances had been conducted with some positive steps such as, removing positions/salaries from grants. He was initiating this process in preparation of the arrival newly elected school committee in January.

Attorney Magliocchetti believed this would be a positive step for the incoming school committee.

In response to the mayor’s question on cost, Dr. Marotta responded that an RFP would be initiated to begin the process (\$7,500).

Ms. Collins asked the difference between the city audit and this particular audit.

Dr. Marotta offered that instead of a forensic audit, this audit would be looking at best practices comparisons along with differences. She related that retired business officials usually conducted these reviews.

A motion was made by Attorney Rosa to approve a financial and operation audit through the Massachusetts Association of School Business Officials. Attorney Magliocchetti seconded the motion. A roll call vote was requested with the following results:

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

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

Motion passes

0 members voted in the negative
0 members abstained

Memorandum of Agreement Between the Haverhill School Committee and the Haverhill Transportation Group (10-month employee merit days).

A motion was made by Attorney Magliocchetti to approve the Memorandum of Agreement Between the Haverhill School Committee and the Haverhill Transportation Group (10-month employee merit days). Ms. Sullivan seconded the motion. A roll call vote was requested with the following results:

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

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

Memorandum of Agreement Between the Haverhill School Committee and the Haverhill School Secretaries Association (Clarifying language regarding merit days).

A motion was made by Attorney Magliocchetti to approve the Memorandum of Agreement Between the Haverhill School Committee and the Haverhill School Secretaries Association (Clarifying language regarding merit days). Ms. Sullivan seconded the motion. A roll call vote was requested with the following results:

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

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

Subcommittee Reports.

Attorney Magliocchetti: Teacher Negotiations Update.

Attorney Magliocchetti deferred to Dr. Granneman.

Dr. Grannemann outlined the “Plan for Teacher Compensation” had been planned to be presented to the teachers’ bargaining team last evening. He reported the reasoning behind off the record discussions was the huge disparity between the parties. Dr. Grannemann stated that the union had declined to listen to the presentation and had walked out of negotiations. He reviewed the negotiating team’s document with the full school committee. Dr. Grannemann concluded the offer was a competitive salary proposal and maintained the classroom supports.

Ms. Collins asked if there were any non-monetary proposals.

Dr. Grannemann answered that this document was a financial proposal.

Ms. Collins inquired about the other proposals that were not financial in nature.

Dr. Grannemann explained that the HEA had submitted 60 proposals which had been responded to by the school committee negotiating team. He indicated that several items were managerial matters illegal or not appropriate for a collective bargaining agreement. Dr. Grannemann stated that there were tentative agreements.

Ms. Collins mentioned the culture in Haverhill and any implications for retention.

Dr. Marotta replied there had been adjustments in the approach such as, changing from doctorate to masters' plus 75. She noted that education was hard work and Haverhill's retention was average compared to other districts and not outside the norm.

Ms. Collins asked about other financial proposals.

Attorney Magliocchetti explained it was a collaborative effort between the school committee and the leadership team.

Dr. Grannemann noted it was analyzed from the financial perspective.

Ms. Collins was interested in ways to work collaboratively in negotiations. She asked for any chances.

Attorney Magliocchetti responded the union did not want ground rules. He noted that the agenda had been collaboratively developed; however, there was tension. Attorney Magliocchetti stated that the parties were \$12M apart in the negotiations.

Ms. Collins asked about change in strategies such as open bargaining.

Attorney Magliocchetti stated that Ms. Collins could make that proposal.

Dr. Grannemann agreed with the change.

Attorney Magliocchetti noted that it would have to be agreed to by both parties.

Attorney Rosa: Policy IKFE-Competency Determination Policy (as required by Department of Elementary and Secondary Education (DESE) for a second 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 indicated that the policy was on the agenda for a second reading with a third reading and vote at the next meeting.

School Committee Community Announcements.

Attorney Rosa announced the Santa Parade was this Sunday starting at 1:00 pm.

Ms. Collins announced Breakfast with Santa on December 6, 2025 with breakfast and stories with Mrs. Claus.

New Business.

Superintendent's Recommendation to approve Warrant Number EV20251114 totaling \$1,937,417.10, as indicated in the agenda material.

A motion was made by Ms. Collins to approve Warrant Number EV20251114 totaling \$1,937,417.10, as indicated in the agenda material. Ms. Sullivan seconded the motion. A roll call vote was requested with the following results:

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

6 members voted in the affirmative
 0 members voted in the negative
 2 members abstained
 Motion passes

Superintendent’s Recommendation to approve Warrant Number EV20251121 totaling \$1,295,160.64 as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve Warrant Number EV20251121 totaling \$1,295,160.64 as indicated in the agenda material. Mrs. Ryan-Ciardello seconded the motion. A roll call vote was requested with the following results:

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

6 members voted in the affirmative
 0 members voted in the negative
 2 members abstained
 Motion passes

Superintendent’s Recommendation to declare items surplus and dispose of in accordance with city ordinances as indicated in the agenda material.

A motion was made by Attorney Rosa to declare items surplus and dispose of in accordance with city ordinances as indicated in the agenda material. Ms. Sullivan seconded the motion. A roll call vote was requested with the following results:

Ms. Collins	Yes	Dr. Story	Yes
Dr. Grannemann	Yes	Ms. Sullivan	Yes
Attorney Magliocchetti	Yes	Attorney Rosa	Yes
Mrs. Ryan-Ciardello	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 October 23, 2025, and Remote Special Meeting of October 29, 2025, as indicated in the agenda material.

A motion was made by Ms. Sullivan to approve the Hybrid Regular Meeting Minutes of October 23, 2025, and Remote Special Meeting of October 29, 2025, as indicated in the agenda material. Attorney Rosa seconded the motion. A roll call vote was requested with the following results:

Ms. Collins	Yes	Dr. Story	Yes
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