



HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT

School Committee Meeting ([agenda](#))

In-Person Meeting

Buker Elementary School

Multipurpose Room

Tuesday, July 20, 2021

7:00 PM - 8:55 PM

Present:

Dana Allara, Chairperson

Michelle Bailey

Julia Campbell, Vice Secretary

Jennifer Carr, Secretary

Michelle Horgan

David Polito

Anna Siedzik, Vice Chairperson

Also Present:

Mary Beth Banios, District Superintendent (*exits meeting at 7:14 PM*)

Vincent Leone, Assistant Superintendent to Finance and Administration

Thomas Geary, Director of Maintenance, Facilities & Operations

Mahala Lettvin, Recording Secretary (*remote participation*)

Dorothy Presser, MASC Representative

1. Call to Order

With a quorum present, Ms. Allara, Chairperson, calls the meeting to order at 7:02 PM. This meeting is being held in-person at the Buker Elementary School Multi-Purpose room, and is being broadcast and recorded by HWCAM.

2. Pledge of Allegiance

All those in attendance, with the exception of School Committee member Ms. Siedzik, rise for the Pledge of Allegiance.

3. Citizens Comments

[Exhibit](#)

Any citizen wishing to speak before the Committee shall identify himself or herself by name and address. Speakers will be allowed three (3) minutes to present their material. After Citizen's Comments, the chat feature will be turned off. If members want to be recognized, they can use the raise hand feature.

In-Person Meeting, Zoom Link below is for Public Comment Only:

<https://zoom.us/j/98592483694?pwd=RUJZS3ZxZFFVLzIyVDhmWjJqTUtYdz09>

Meeting ID: 985 9248 3694 Passcode: 628542

Ms. Allara explains that citizens may offer comments either in-person or through the Zoom meeting (detailed above). Following comments, the Zoom meeting will be closed and those who wish to continue watching the meeting may do so on the HWCAM live stream (available on hwcam.org or Youtube).

There are no citizen comments at this time.

4. New Business

A. Vote to approve an additional counselor for the 21-22 School Year [Exhibit](#)

Superintendent Banios recommends the School Committee approve the addition of a one-year school counselor position for the 2021/2022 school year, to be funded through the ESSER II grant, as detailed in the 07/20/2021 memorandum ([exhibit](#)). There is discussion about clarification of this recommendation, including the typo (2023 school year instead of 2022 school year); position experience/salary level; etc.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE AN ADDITIONAL SCHOOL COUNSELOR POSITION AT WINTHROP SCHOOL FOR THE ONE YEAR (2021-2022) SCHOOL YEAR.

MOTION by Jen Carr; SECONDED by Anna Siedzik.

Discussion: Details of the position as proposed; facility housing the position (housed at Winthrop with flexibility); anticipated responsibilities; additional clarifications regarding the recommendation.

MOTION PASSES unanimously through vote of seven (7) members present.

Superintendent Banios exits the meeting at 7:14 PM.

B. Discussion and Vote on Superintendent Transition Process

Chairperson Allara reviews the task before the School Committee this evening: develop an agreed upon course of action in order to replace Superintendent Banios by 10/01/2021. Success for this agenda item will mean that all School Committee members understand the Superintendent Transition Process moving forward.

MASC representative Dorothy Presser provides an overview of the process before the School Committee.

There is a lengthy discussion regarding the School Committee's strategy moving forward in order to secure a Superintendents by 10/01/2021 (Superintendent Mary Beth Banios' official last day in the district). Discussion includes topics such as interim versus permanent candidates; timeline; advertising/posting of the position; attracting quality candidates; Hamilton - Wenham district culture and consistent leadership turnover; best approach moving forward; etc.

Continued discussion regarding the best approach in hiring a District Superintendent, including the School Committee's role in hiring and/or appointing a Superintendent. Ms. Presser reviews the Committee's potential alternative hiring processes that may be available. There is continued lengthy discussion regarding district goals; hiring process; Superintendent qualifications; interim versus permanent; etc.

Mr. Leone and Mr. Geary offer their opinions on the Superintendent Transition Process.

The School Committee agrees that they must address the following relevant topics:

- Internal or External process;
- Eligible or ineligible to re-apply for permanent position;

There is further discussion about appointing a Superintendent versus an interview based hiring process.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE PROCESS INVOLVING THE SCHOOL COMMITTEE NOMINATING AN INTERIM SUPERINTENDENT FROM A POOL OF INTERNAL CANDIDATES.

MOTION by Jen Carr; SECONDED by David Polito.

Discussion: Ms. Presser clarifies that her involvement, and MASC involvement in general, will be guided by the direction and guidance of the School Committee.

MOTION FAILS (2 in favor; 4 opposing; 1 abstaining) through vote of seven (7) members present.

Follow up discussion regarding the next motion and language including hiring of an interim district superintendent with MASC assistance, who would then *not* be eligible to apply for the permanent position.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE BEGIN THE HIRING PROCESS OF A NEW INTERIM SUPERINTENDENT WITH THE ASSISTANCE OF THE MASC.

MOTION by Jen Carr; SECONDED by Michelle Horgan.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE AMEND THE MOTION ON THE FLOOR, ADDING THE LANGUAGE THAT SUCH A CANDIDATE WILL NOT BE ELIGIBLE TO APPLY FOR THE PERMANENT SUPERINTENDENT POSITION AT THE END OF THE TERM.

MOTION by Michelle Bailey; SECONDED by Anna Siedzik.

Discussion: Procedural issues involved in the motion to amend; clarification about original and amendment motion; etc.

MOTION TO AMEND FAILS (3 in favor; 4 opposing) through vote of seven (7) members present.

ORIGINAL MOTION PASSES (6 in favor; 1 opposing) through vote of seven (7) members present.

There is discussion about procedure involved; MASC assistance; strategy in circulating the posting; School Committee member authorization to work with MASC; etc.

There is discussion about the public availability of resumes submitted, with Ms. Presser explaining further details regarding the likelihood of attracting certain candidates. Discussion about a screening committee, qualifications listed in the position, candidates from school spring versus other avenues of advertising.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE DESIGNATE SCHOOL COMMITTEE CHAIRPERSON DANA ALLARA TO SPEAK ON BEHALF OF THE SCHOOL COMMITTEE IN THE ORGANIZING OF THE SUPERINTENDENT HIRING PROCESS WITH MASC.

MOTION by Michelle Bailey; SECONDED by Anna Siedzik.

Discussion: Responsibilities of the designated member, including whether that member is in charge of scheduling an interview schedule and timeline, etc. Further discussion about timeline in the hiring process, deadline to post the position, etc.

MOTION PASSES unanimously through vote of seven (7) members present.

Discussion regarding the position posting timeline and strategy to conduct the most effective search process.

- 07/23/2021 Position Posted
- 08/06/2021 Deadline for applications; posting closed
- 08/09/2021 Candidates provided to the School Committee
- 08/11/2021 School Committee meeting to select candidates and formulate interview questions (Ms. Siedzik and Ms. Bailey will participate via Zoom or communicate with Ms. Presser beforehand)
- 08/18/2021 School Committee meeting: interviews of all candidates
- 08/19/2021 School Committee meeting (already scheduled) to select candidate, with executive session to discuss/agree on Superintendent contract
- 10/01/2021 Superintendent begins term

Discussion regarding revisions to the previous position posting. The PDF copy of the edited posting can be found [here](#).

Secretary Mrs. Carr reviews the position posting description, as edited with the changes to the qualifications and application process as discussed this evening.

There is brief discussion regarding the current version of the anti-discrimination hiring statement included in the position. There is also discussion about the deadlines as listed in the position, clarifying the end date of the position (June 30, 2022). The School Committee discusses whether to indicate a changed salary or negotiable salary (negotiable). There is some discussion regarding the Equal Opportunity Employer designation, with Ms. Presser clarifying that such a statement is standard in postings. Mr. Leone sends the current version of the statement language, for standardization and consistency purposes.

5. Vote to Adjourn

I MOVE THAT THE HAMILTON-WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN THE 07/20/2021 MEETING AT 9:49 PM.

MOTION by Michelle Bailey; SECONDED by Julia Campbell.

MOTION PASSES unanimously through vote of seven (7) members present.

Respectfully submitted August 9 2021 by Mahala Lettvin, Recording Secretary.
