



# HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT

5 SCHOOL STREET, WENHAM, MA 01984 · TEL. 978-468-5310

## School Committee Meeting ([agenda](#))

### In-Person Meeting

### Buker Elementary School

### Multipurpose Room

Thursday, November 4, 2021

7:00 PM - 9:10 PM

#### Present:

Michelle Bailey

Julia Campbell, Vice Secretary

Jennifer Carr, Secretary

Michelle Horgan

Anna Siedzik, Vice Chairperson

David Polito (approximate 7:30 PM arrival)

#### Also Present:

Eric Tracy, HWRHS Superintendent

Vincent Leone, Assistant Superintendent to Finance and Administration

Ryan Luo, HWRHS Student Government Vice President

Jon Sills, New Superintendent Induction Program (NSIP) Coach

Craig Hovey, MRMS Principal

Bryan Menegoni, Interim High School Principal

#### 1. Call to Order

With a quorum present, Ms. Siedzik, Vice Chairperson, calls the meeting to order at 7:01 PM.

#### 2. Pledge of Allegiance

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

#### 3. Citizen's 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.*

Meeting ID: 861 1679 9489 Passcode: 414425

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

<https://us06web.zoom.us/j/86116799489?pwd=VotUUWd6OXIvMWZvYU1oTVA2M2drUT09>

*Peter Schibli, 188 Main Street, Wenham (in-person comment): Mr. Schibli is the father to four (4) children, including one (1) senior at HWRHS. He appears this evening on behalf of his family and many others in the community to request that the School Committee immediately remove the HWRHS mandatory mask policy, and further, develop an action plan for the middle and elementary school levels to follow once state vaccination requirements are met. Mr. Schibli is frustrated that, in his opinion, no School*

Committee member has taken action at this point, and he would like to see evidence that the committee is considering this issue from the students' perspectives. In addition, Mr. Schibli notes that the School Committee's practices and policies prevent constituents from participating in a meaningful way during public meetings. He urges the School Committee to listen to the community and make policy changes to raise district standards to the level once realized.

*Lisa Bial, 25 Monument St., Wenham (Zoom comment):* Ms. Bial requests that the School Committee revise the current policy to reflect a "mask-optional" policy. She argues that given that HWRHS has reached 90% vaccination rate and that there have been no new positive cases since September, the district is in a position to adopt a similar approach as Hopkinton School District. She points out that any concerns that may arise over lifting the mandatory masking policy are addressed through the model adopted by Hopkinton schools.

*Willa Scudder, 25 Park St., Hamilton (in-person comment):* Ms. Scudder is frustrated with the district's lack of appropriate action to get students back in schools. As a result of the decisions made throughout the pandemic, she has only one (1) of her three (3) children enrolled in the district's schools. She implores the School Committee to vote this evening to change the local mask policy for HWRHS. Ms. Scudder believes that should changes not be made, the students will experience continued developmental damage imposed by this educational system.

*Paul Gamber, 16 Juniper St., Wenham (in-person comment):* Mr. Gamber reminds the School Committee of School Committee Protocol #2, "The Superintendent and the School Committee represent the needs and interests of all students in the District and place the students' interests above all others in their decisions, while remaining within the limitations of a voter-approved budget" (as read from the School Committee Protocols, [exhibit](#), agenda item #4, below). Mr. Gamber does not believe that masking protects the community, and he highlights his research showing low total number of COVID cases and very low fatality rates throughout Essex county and the towns of Hamilton and Wenham. He proposes that the School Committee not only discuss lifting the mask mandate, but also make an agenda item for a discussion *and* a vote on the matter. He believes this would allow for a very necessary open-dialogue about this issue.

*Jim Moynihan, 25 Rust St., Hamilton (in-person comment):* Mr. Moynihan requests that the School Committee remove the mask mandate. He points to research showing the risk to children from COVID is immeasurably low, yet they suffer immense burdens with the restrictions currently imposed. Mr. Moynihan points to the increasing suicide rates and further damages caused from social isolation. He encourages the School Committee to do what is right for the children and remove the mask policy.

*Len Dolan, 16 Howard St., Wenham (in-person comment):* Mr. Dolan thanks the School Committee for their continued work and dedication to the district. He has four (4) children: two (2) in college and two (2) in HWRHS. He is concerned about the increase in suicide related posts. Given the levels of decision making (principals, DESE, CDC, etc.), Mr. Dolan asks that the School Committee make decisions and take action at a local level, for the benefit of the children of these towns.

Ms. Siedzik closes public comments at approximately 7:22 PM, noting that those wishing to view the meeting can do so through HWCAM's livestream on the HWCAM [website](#) or [YouTube channel](#).

#### **4. Review of School Committee Protocols**

[Exhibit](#)

Ms. Bailey reads School Committee protocols #10 - #12, as detailed in the [exhibit](#).

#### **5. Student Representative Report**

Ryan Luo, *Student Council Vice President*, provides a report to the School Committee including:

- HWRHS Theater update;
- HWRHS survey: are students comfortable removing the mask requirement (unvaccinated students and those occupying MRMS shared spaces would still mask):
  - 286 responses;
  - 87% felt comfortable with mask removal as written in the survey;
  - 84% felt comfortable with pooled testing as a continued mitigation strategy;
  - Some comments from students included concerns about enforcement of policy; concern about judgment to those continuing to wear masks; and concern with potential surge of cases after holiday travel;
- HWRHS Sports update;
  - Winter sports registration has opened;
- MRMS update: council elections; student activity clubs; etc.;
- Elementary School updates - Cutler, Winthrop, Buker.

Ms. Horgan points out that about 50% of HWRHS students responded to the survey, and asks if it is possible to solicit more responses. Ryan believes this is possible should students be given more time to respond. Ms. Bailey asks about the Halloween dance and Ryan explains that the Juniors hosted this costume dance in the cafeteria, and the dance, overall, was a success.

## 6. Consent Agenda

### A. Warrants

[Exhibit](#)

- Voucher No. 11
- Voucher No. 1016
- Voucher No. 1017
- Voucher No. 1018
- Voucher No. 3048
- Voucher No. 3049
- Voucher No. 3054
- Voucher No. 3055

### B. Minutes

- September 9, 2021
- September 23, 2021

[Exhibit](#)

[Exhibit](#)

### C. Donations

- Alumni Brendan Cramphorn
- Home Depot - Bucket Donation, \$120
- Friends of Buker, \$23,000
- Iron Tree - Tree Work, \$2,000
- 2021-22 Winter Cheer Cooperative Agreement

[Exhibit](#)

[Exhibit](#)

[Exhibit](#)

[Exhibit](#)

[Exhibit](#)

**I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE ACCEPT THE CONSENT AGENDA AS WRITTEN, EXCLUDING THE DONATION FROM ALUMNI BRENDAN CRAMPHORN AND THE 2021-22 WINTER CHEER COOPERATIVE AGREEMENT; THERE SHALL BE NO FURTHER CHANGES.**

**MOTION by Jen Carr; SECONDED by Michelle Horgan.**

**MOTION PASSES unanimously through vote of five (5) members present.**

Mrs. Carr inquires about the continued care and maintenance of Brendan Cramphorn's donation of an insect collection to the science department. Specifically, she asks about changing the mothballs on an annual basis. Mr. Tracy will follow up about developing a plan to preserve the donated collection.

*David Polito enters the meeting at approximately 7:30 PM.*

**I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE ACCEPT THE DONATION OF THE INSECT COLLECTION FROM ALUMNI BRENDAN CRAMPHORN, AS WRITTEN IN THE CONSENT AGENDA [EXHIBIT](#); THERE SHALL BE NO FURTHER CHANGES.**

**MOTION by Jen Carr; SECONDED by Michelle Horgan.  
MOTION PASSES unanimously through vote of six (6) members present.**

Ms. Bailey asks for further details regarding the 2021-22 Winter Cheer Cooperative Agreement. Specifically, she asks what resources are being offered from the partnering school, Penguin Hall. There is a discussion surrounding public subsidy; taxpayer benefits; sports participation and when cooperative agreements are formed/offered; transportation; district burden/benefit analysis; etc. Per request of Ms. Bailey, Mr. Tracy will follow up with Penguin Hall to determine whether or not they are willing to provide transportation to the cheer events..

**I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE TABLE THE 2021-22 WINTER CHEER COOPERATIVE AGREEMENT UNTIL IT IS DETERMINED WHETHER PENGUIN HALL IS ABLE TO PROVIDE TRANSPORTATION.**

**MOTION by Michelle Bailey.  
MOTION FAILS (no second).**

**I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE ACCEPT THE 2021-22 WINTER CHEER COOPERATIVE AGREEMENT AS RECOMMENDED AND PRESENTED IN THE [EXHIBIT](#) ON THE AGENDA.**

**MOTION by Jen Carr; SECONDED by Michelle Horgan.  
MOTION PASSES through majority (5 in favor, 1 abstaining) vote of six (6) members present.**

## **7. New Business**

### **A. Introduce Jon Sills NSIP Coach**

Superintendent Tracy introduces Jon Sills, New Superintendent Induction Program (NSIP) Coach. Mr. Tracy is grateful for the opportunity to connect with Mr. Sills as his coach.

Mr. Sills provides a brief overview of the New Superintendent Induction Program, which is co-sponsored by DESE and the Massachusetts Superintendents Association. The program offers support to superintendents as they build the foundation for their strategic work. Mr. Sills believes that Mr. Tracy has made a great start.

### **B. Secondary Curriculum Update**

[Exhibit](#)

The Secondary Curriculum Update is presented as part of the work necessary for *District Goal 2B: Develop an MTSS structure at the secondary level*, as well as the *HWRHS Goal 4: Complete the requirements for*

the Spring 2022 NEASC Accreditation visit. Meeting these goals requires a complete and documented curriculum.

Principal Hovey (MRMS) reviews curriculum mapping, and the three (3) stages involved:

- Stage 1 - Desired Results (what you would like students to know and be able to do);
- Stage 2 - Evidence (how can students show what they know and are able to do);
- Stage 3 - Learning Plan (learning experiences in which the students will engage).

Principal Menegoni (HWRHS) explains that all HWRHS courses (94) and MRMS courses (41) were audited by the indicated deadline of 10/15/2021. Each curriculum map was analyzed for completion of all three stages, and the following paths were developed:

- Red path - need to complete all 3 stages of the curriculum map for the course;
- Green path- need to review the completed curriculum map and evaluate each stage for quality;
- Each department examined all of their units and evaluated the state of mapping for each unit and assigned a path for the course.

Superintendent Tracy appreciates the leadership team's willingness to meet this difficult deadline and the incredible amount of work that has gone into this goal thus far.

There is discussion about HWRHS NEASC accreditation and the anticipated progress that will be made in the curriculum mapping when that accreditation occurs (next spring - March or April 2022). Mr. Menegoni explains that he will be able to report that the curriculum maps are making significant progress, but will not be able to have them completed at the time. He provides further details of the workload involved in this project.

#### C. Superintendent Goals - Draft 2

[Exhibit](#)

Superintendent Tracy reviews draft #2 of the Superintendent Goals ([exhibit](#)), highlighting the changes he made per suggestions of School Committee members during the 10/21/2021 meeting:

- Though he will still participate in the New Superintendent Induction Program, Mr. Tracy has removed this action from his written goals for 2021/2022;
- *Goal 3, District Improvement: Future-Focus*, has been revised to reflect aligned standards and expanded details of how this goal will be met and measured. Mr. Tracy explains that the goal now details the various components of developing a strategic plan. He states that because the district does not have the resources to hire a consultant, he will be taking on much of the workload, and will be implementing focus groups, surveys, and other ways to involve the community.
- *Goal 4, Student Learning: Multi-Tiered System of Support (MTSS)*: Mr. Tracy explains the revisions made to this goal, specifically expanding the data points from the elementary level to the secondary level.

Many School Committee members voice their appreciation that Mr. Tracy took their feedback into consideration and made the appropriate revisions.

There is some discussion regarding the creation of Superintendent's Entry Plan, with Ms. Bailey asking for Superintendent Tracy to revise his goals to include that item, perhaps alongside the Strategic Planning goal.

There is discussion about the anticipated workload associated with these ambitious goals. School Committee members note that completion of these goals is not always necessary or expected.

#### D. Vote New 1.0 FTE Special Education Teacher

[Exhibit](#)

Superintendent Tracy asks that the School Committee vote to approve the 1.0 FTE Special Education Teacher, as detailed in his 10/29/2021 memorandum ([exhibit](#)). Stacy Bucyk, Director of Student Services, wrote this grant: the one year position will be funded through *ARPIDEA FC252 Special Education Grant* (budgeted at \$70,000). There is some discussion about the anticipated ongoing needs of the district and developing a strategy after the one-year grant funding has expired. There is a brief discussion about the potential challenges in attracting candidates for the position.

**I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE ACCEPT THE NEW 1.0 FTE SPECIAL EDUCATION TEACHER FUNDED BY THE ARPIDEA FC252 SPECIAL EDUCATION GRANT, AS PRESENTED IN THE [EXHIBIT](#) ON THE AGENDA.**

**MOTION by Jen Carr; SECONDED by Michelle Bailey.  
MOTION PASSES unanimously through vote of six (6) members present.**

## **8. — Finance and Operations**

### **9. Policy**

#### **A. Review Face Coverings Policy**

[Exhibit 1](#)  
[Exhibit 2](#)

Superintendent Tracy reviews the current COVID data, as presented in the exhibit. There is discussion regarding HIPPA protections; masking policy; DESE attestation form process and required vaccination rate; etc. Mr. Tracy recommends submitting the attestation form as a first step to putting together a plan moving forward.

**I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE DIRECT SUPERINTENDENT ERIC TRACY TO SUBMIT AN ATTESTATION THAT THE HAMILTON - WENHAM REGIONAL HIGH SCHOOL HAS REACHED 80% VACCINATION RATE.**

**MOTION by Michelle Bailey; SECONDED by Jen Carr.**

*Discussion:* Ms. Campbell notes that the agenda did not indicate that the School Committee would be voting on this matter.

**MOTION PASSES through a majority (5 in favor, 1 opposed) vote of six (6) members present.**

There is conversation to clarify the District's next steps, including discussion surrounding masking policy; data relied upon; additional mitigation strategies; etc. There is discussion about submitting the attestation form versus a more deliberate process necessary when considering any change to the District's masking policy. Mrs. Carr asks if Mr. Tracy will check with legal counsel about the legality of requiring pooled testing for unmasked students. Mr. Tracy will develop a roadmap moving forward.

#### **B. First Reading: Duration of School Committee Meetings (BE)**

[Exhibit](#)

Ms. Siedzic reviews the Duration of School Committee Meetings (Policy BE), as presented in the [exhibit](#). Mrs. Carr points out that the policy indicates meetings will have a hard stop at 11:00 PM, however, elsewhere in the policy, language indicates that a simple majority vote is necessary to extend meetings. The policy will be revised to remove the "under no circumstances" clause.

#### **C. Update of Flag Policy**

Ms. Siedzik reports that the *Policy/Legislative Subcommittee* had a great conversation about the District's Flag Policy. District's new legal counsel will review the policy and the *Policy/Legislative Subcommittee* will review the drafted policy during their next meeting (scheduled 11/22/2021)..

## 10. Superintendent's Report

### A. District Goal Updates

Superintendent Tracy reviews the progress on the District Goals, including updates on the work on Portrait of a Graduate; DEI; World Language Group; Athletic; and Facilities.

There is discussion regarding the Athletic Facilities Improvement Project Working Group Update ([exhibit](#)), (initially appearing on the agenda under *11D, Committee Reports*). There is a brief discussion regarding the *Capital/Financial Subcommittee* meeting minutes. Ms. Horgan clarifies that the motion appearing in those minutes approved Mr. Geary to engage with Gale for the purposes of the athletic field study, but did not authorize any new funds to be used. Ms. Horgan reports that there are people from both towns involved in this group, and it is very exciting to be making progress with this project.

### B. School Committee Attorney

Superintendent Tracy met with Marc Terry, of Mirick O'Connell, to provide an overview of the district. Mr. Terry is onboard and has already spent time familiarizing himself with the district and the Regional Agreement.

## 11. Committee Reports

### A. Capital/Financial Planning Subcommittee

The *Capital/Financial Planning Subcommittee* will meet on Wednesday, 11/10/2021 at 6:00 PM. The Triboard meeting will also take place on 11/10/2021.

### B. Policy/Legislative Subcommittee

The *Policy/Legislative Subcommittee* will meet on Monday, 11/22/2021. They will review the Flag Policy and revise the Duration of School Committee Meetings Policy, as discussed earlier this evening.

### C. Negotiations Subcommittee

The *Negotiations Subcommittee* is waiting for the new custodial union representative to respond about scheduling a meeting.

### D. Athletic Facilities Improvement Project Working Group Update

[Exhibit](#)

Addressed above, under 10/A District Goals Update.

## 12. Chair's Report

- Ms. Allara sends her regards (she is attending the MASC conference);
- Master Planning visioning scheduled Saturday, 11/13/2021.

## 13. Topics for Future Meetings

- MTSS group: what information and specific tests used to analyze the MTSS;
- MASC report;
- MRMS sex education (Mr. Tracy will look into whether "abstinence only" is taught in the curriculum).

## 14. Vote to Adjourn

**I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN THE 11/04/2021 MEETING AT 9:38 PM.**

**MOTION by Michelle Bailey; SECONDED by David Polito.**

**MOTION PASSES unanimously through vote of six (6) members present.**

*Respectfully submitted November 10 2021 by Mahala Lettvin, Recording Secretary.*

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