



**School Committee Executive Session Meeting  
Zoom Virtual Meeting  
Wednesday, November 18, 2020**

**Present:**

Michelle Bailey, Chairperson  
Michelle Horgan, Vice Chairperson  
Dana Allara, Secretary  
Anna Siedzik, Vice Secretary  
David Polito  
Peter Wolczik

**Also Present:**

Mary Beth Banios, District Superintendent  
Vincent Leone, Assistant Superintendent to Finance and Administration  
Mahala Lettvin, Recording Secretary

*Executive Session meeting is in session from 9:20 PM - 10:13 PM*

**EXECUTIVE SESSION PURPOSE #2, TO CONDUCT STRATEGY SESSIONS IN PREPARATION FOR COLLECTIVE BARGAINING WITH HWEA**

Superintendent Banios explains that the current HWEA Contract expires in August, 2021, and it would be in the district's best interest to budget appropriately.

There is discussion regarding a 1-year versus 3-year contract; lane changes and the availability of online educational offerings for teaching staff; COLA increases; sick days and potential changes for medical documentation required; etc. There is discussion regarding the length of contract and potential changes to the language/terms.

Mr. Leone explains COLA increase scenarios and the overall impact on the district budget.

Superintendent Banios will conduct some preliminary research regarding the length (1 year versus 3 year) of contracts in surrounding districts. **REDACTED LANGUAGE**

There is discussion regarding the district's costs associated with offering "personal" days, with Mr. Leone explaining that each day costs approximately \$81,000. There is further discussion regarding holidays, personal days, sick days, and changes based on the pandemic.

There is discussion regarding the scheduling of negotiation subcommittee meetings and future meetings with the HWEA.

**I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE VOTE TO ADJOURN THE 11/18/2020 EXECUTIVE SESSION MEETING AT 10:13 PM.**

**MOTION by David Polito; SECONDED by Anna Siedzik.**

David Polito            YES;  
Peter Wolczik        YES;  
Dana Allara            YES;  
Anna Siedzik         YES;  
Michelle Horgan      YES;  
Michelle Bailey      YES.

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

*Respectfully submitted December 27th, 2020 by Mahala Lettvin, Recording Secretary.*

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