



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

School Committee Meeting

Zoom Virtual Meeting [Link](#)

Webinar ID: 923 2594 8688

Passcode: 003956

Wednesday, December 16, 2020

6:00 PM - 9:00 PM

Present:

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

Also Present:

Mary Beth Banios, District Superintendent
Vincent Leone, Assistant Superintendent to Finance and Administration
Thomas Geary, Director of Maintenance, Facilities & Operations
Mahala Lettvin, Recording Secretary
Craig Genuardo, Athletic Director
Eric Tracy, HWRHS Principal
Bryan Menegoni, HWRHS Assistant Principal
Ethan Howell, Student Government Representative

1. Call to Order

6:00 PM

With a quorum present, Ms. Bailey calls the meeting to order at 6:00 PM. This meeting is being recorded by HWCAM and held remotely per the Governor's emergency order.

2. Executive Session

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN INTO EXECUTIVE SESSION FOR PURPOSE #3, TO DISCUSS STRATEGY WITH RESPECT TO COLLECTIVE BARGAINING OR LITIGATION, AND TO RECONVENE IN OPEN SESSION.

MOTION by Michelle Bailey; SECONDED by Dana Allara.

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

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

* In voting to move into executive session, members affirm there is no one else present in the room with them that may overhear executive session discussion.

Open session reconvenes at 6:40 PM.

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.

Ms. Bailey reminds those in attendance that the meeting is being held remotely and is being recorded by HWCAM.

Anastasia and Steve Jewitt, 28 Burnham Road, Wenham: Mr. and Ms. Jewitt appear this evening to express their concern and frustration over the handling of the refund of their daughter's field trip to Spain. They invested \$3,000, and despite the trip being cancelled due to COVID, this money has yet to be refunded. The issue has continuously been avoided/ignored by parties they have reached out to in order to resolve this issue. The agenda this evening does not reflect this issue, though Anastasia was told it would be addressed this evening.

Ms. Banios responds to these concerns, and there is some discussion regarding the handling of these cancelled trips. Ms. Bailey ensures Mr. and Ms. Jewitt that the School Committee will vote to approve this item for a future agenda, should such action become necessary.

Elida Carr, 5 Meridian Rd. Wenham: Speaks about the difficulty for MRMS students to attend and benefit from the scheduled early morning Crew.

4. **Student Representative's Report; presented by Ethan Howell**

Ethan Howell, Student Government Representative, provides an update to the School Committee regarding fundraising, student mood/challenges in the pandemic, FY21 anticipated student government goals, etc. Discussion regarding Civics Bee and further activities in light of state restrictions.

5. **New Business**

A. Recognize Cape Ann League Coaches of the Year Nancy Waddell & Steve Sawyer & Recognize Winter Athletes

[Exhibit](#)

Craig Genuardo, Athletic Director, recognizes Cape Ann League Coaches of the Year:

- **Nancy Waddell**, Girls Soccer Head Coach
- **Steve Sawyer**, Girls Cross-Country Head Coach

Mr. Genuardo also recognizes:

- The Girls Cross Country Team earned the Cape Ann League Champions for the 16th Consecutive Year (2005-Present). Cross Country Captains **Gaylan Ryus** and **Katherine Weihs**, as well as athlete **Ava Cote** who earned both the *Cape Ann League Baker Outstanding Runner of the Year* and *Boston Herald All-Scholastic*
- The Girls Soccer Team earned the Cape Ann League Champions. Girls Soccer Captains **Madeleine Rostad** and **Abigail Sturim**
- Cape Ann League 1st Team All-Stars:
 - **Eli Labell** and **Harrison Panjwani**, Boys Cross Country
 - **Ava Cote** and **Alexis Donovan**, Girls Cross Country
 - **Sarah Cooke**, Field Hockey

- **Peter Goeben** and **Andrew Winch**, Golf
- **James Horgan**, Boys Soccer
- **Jacqueline Chapdelaine**, **Jane Maguire**, and **Claire Nistl**, Girls Soccer

Congratulations to all the teams, athletes, and coaches!

B. Recognize Cape Ann League Athletic Director of the Year Craig Genualdo [Exhibit](#)

Eric Tracy, HWRHS Principal, recognizes Craig Genualdo, Cape Ann League Athletic Director of the Year, as detailed in the [exhibit](#). Congratulations, Craig, and thank you for all your wonderful work for student athletes and their families!

C. Adopt HWRHS 2021-2022 Course Catalogue; SC Policy I9000 [Exhibit](#)

There is brief discussion regarding procedure and the School Committee approving curriculum changes and course catalogues. The following items are addressed through extensive discussion about the 2021/2022 Course Catalogue:

- Social Studies: credits needed for graduation, diversity of course offerings, and availability of Current American Conflicts;
- English: literature and development of a contemporary reading list to include marginalized authors;
 - There is discussion about including a more relevant and diverse reading list; current work being done by students to develop such a list; historical efforts from teaching staff to provide diverse and enriching readings; etc.;
- Math AP: availability, current virtual learning constraints, etc.;
- Athletics: marketing and women's specific sports;
- Offering/availability of climate change curriculum;
- Offering/availability of Law & Society and Civics curriculum;
- Offering/availability of Foreign language;
- Sex Education: discussion regarding medically accurate and comprehensive education and the problems inherent in Abstinence Plus Education listed in the course catalogue. There is some discussion regarding inconsistencies in what is offered and what is reflected in the catalogue;
- Courses that were previously offered but are not offered in the 2021/2022 course catalogue.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE HWRHS 2021-2022 COURSE CATALOGUE, AS PRESENTED IN THE [EXHIBIT](#) LISTED ON THE AGENDA.

MOTION by Dana Allara; SECONDED by Michelle Horgan.

Julia Campbell	YES;
Dana Allara	YES;
Anna Siedzik	NO;
Michelle Horgan	YES;
Peter Wolczik	YES;
David Polito	YES;
Michelle Bailey	YES.

MOTION PASSES through majority (6:1) roll call vote of seven (7) members present.

D. Presentation on Learning Management System [Exhibit](#)

Mr. Wolczik provides an introduction to Dr. William Hoover, a respected author of adaptive learning technologies and online lab simulators. Dr. Hoover provides an informative overview of Learning Management Systems. He shares his screen, leading the School Committee members through the LMS

efficiencies and solutions to common remote education challenges. There is discussion about reporting, identifying at-risk students, demographics, course reporting, learning outcomes, weight assigned to outcomes, streamlining the hiring and on-boarding processes, etc.

E. Central Office and Curriculum Organization

[Exhibit](#)

Superintendent Banios reviews the Central Office and Curriculum Organization, as detailed in the [exhibit](#). At this point, she is not requesting any action from the School Committee, rather she seeks feedback and consensus that the district is moving in the right direction with the proposed conceptual models presented this evening. Ms. Banios notes that both of the models have been vetted by staff, teams, and through surveying.

Ms. Banios notes that the Hamilton-Wenham Regional School District has been experiencing a remarkable amount of instability over the past several years, and this instability is seen in central office and curriculum organization.

- Planning must begin now to stabilize the district and build systems that can predictably provide students with a world-class education;
- Maximize the efficiency of the Central Office to push resources to schools to support our students and teachers;
- Create a Curriculum, Instruction, and Assessment (CIA) leadership model that is informed by research;
- Value internal talent and promote teacher leadership;
- Increase communications capacity.

Mr. Polito points out that the previous LMS presentation addressed many of the concerns highlighted in Ms. Banios' presentation, and he is surprised that she had no questions or input during this time. There is discussion about how/whether LMS can provide a systematic improvement, with Ms. Banios pointing out that systems need to be developed and stabilized before implementing a LMS. The district will need higher level expertise through an external contracted HR firm.

Ms. Banios continues the presentation, noting the importance of viable instruction and teacher efficacy.

School Committee members discuss the proposed conceptual models presented this evening. There is discussion regarding LMS; district capacity; budgeting concerns; etc. There is consensus from School Committee members that the proposed plans are heading in the right direction, though Ms. Siedzik would like to see alternative options offered in the future and Mr. Wolczik requests further exploration of an LMS.

F. Subcommittee Reorganization

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE NOMINATE JULIA CAMPBELL TO SERVE ON THE CAPITAL PLANNING/FINANCE SUBCOMMITTEE.

**MOTION by Dana Allara; SECONDED by Anna Siedzik.
JULIA CAMPBELL ACCEPTS THE NOMINATION.**

Michelle Horgan	YES;
Anna Siedzik	YES;
Dana Allara	YES;
David Polito	YES;
Peter Wolczik	YES;
Julia Campbell	YES;

Michelle Bailey YES.

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

6. — Finance and Operations

7. Policy

A. Religious Observances (IMDC) second reading

[Exhibit](#)

Ms. Siedzik recaps the history of the Religious Observances (IMDC) policy, including previous community feedback, and the School Committee's discussions during first and second readings. Ms. Siedzik has provided the red lined changes and a clean copy of this policy. The Religious Observances policy was approved by the *Policy/Legislative Subcommittee* in a majority 2:1 vote, and is presented for the School Committee's approval this evening.

There is discussion and clarification regarding the introduction of *long term* assignments rather than introduction of *any* assignments. The language as written does not prevent teachers from introducing something new, but rather discourages introduction of new topics that may impact a student's success in longer-term projects.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE RELIGIOUS OBSERVANCES (IMDC) POLICY NOW, AS WRITTEN IN THE [EXHIBIT](#).

MOTION by Dana Allara; SECONDED by Anna Siedzik.

Discussion: procedural approval *in form* or approved *now*, with agreement that the policy is approved now. There is discussion regarding what qualifies as "introduction of new materials". Discussion regarding holy days and holidays, and complexities of this policy.

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

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

Mr. Polito thanks the *Policy/Legislative Subcommittee* for their work on this policy. Ms. Bailey thanks the parents who voiced their concerns and propelled the School Committee's further analysis of this policy.

8. Chair's Report

- 12/17/2020 7:00 PM Joint School Committee Meeting with Towns BOS and FINCOMs. Mr. Leone and Ms. Banios will present the district budget first. The district and Towns have agreed on a format for the meeting in order to ensure equal voices.
- Happy Holidays and looking forward to the new year. We have been through a lot and we have hope for the new year!

9. Superintendent's Report

Due to uncertainty about the inclement weather and power outages, there will be a Snow Day tomorrow that will need to be made up at the end of the school year.

A. North Shore Education Consortium 2020 Report

[Exhibit](#)

The *North Shore Education Consortium 2020 Annual Report* is provided for the School Committee's review.

B. COVID Management Update

a. Data reporting format

Ms. Banios reviews COVID Response Team's data reporting format, addressing issues raised through community feedback. The district is working to report a running tally.

b. COVID Response Team Composition

Superintendent Banios explains that a parent will be added to the COVID Response Team. There is discussion regarding how the parent representative will be chosen, as well as discussion surrounding how to ensure the member abides by confidentiality agreements. There is also discussion regarding whether consideration had been given to finding a parent representative that is also a School Committee member. There is further discussion regarding the transparency of meetings, with Ms. Banios noting that making the meetings public or otherwise accessible to the public poses a great deal of risk due to the confidential data discussed. There is a brief discussion about adding a practicing physician to the team. Mr. Geary explains that the district physician, Dr. Hugh Taylor, operates under a specific scope of work, and serving on the team is not included in that scope.

c. K-1 anticipated return timeline

Superintendent Banios reports that the district is on track to comply with the new DESE requirements by mid-January. There is discussion regarding the formula used in calculating the number of hours reported/required by DESE. Ms. Banios explains that the hours are based on a K-12 average, and adds further details about the formula relied on. There is discussion regarding strategy moving forward, including when and how further negotiations with HWEA may become necessary. The DESE requirements for remote learning are separate from those requirements put forth for hybrid learning.

There is brief discussion surrounding the potential shift through learning models given the upcoming holidays, as well as the district's communication strategy during that time. Further discussion surrounding the DESE requirements on learning hours and the district's calculation and compliance with such requirements.

10. Committee Reports

A. Capital/Financial Planning Subcommittee

Ms. Horgan reports that the next *Capital/Financial Subcommittee* meeting is scheduled for 12/21/20 where Mr. Leone and Mr. Geary will review the FY22 Budget and Capital Plan.

B. Policy Subcommittee

Ms. Siedzik reports that the next *Policy/Legislative Subcommittee* meeting is scheduled for 01/06/2021. Ms. Allara will appear as a guest speaker to discuss Executive Session minutes/policy/procedure.

C. Negotiations Subcommittee

Ms. Allara reports that the *Negotiations Subcommittee* is working to establish ground rules with HWEA negotiation proceedings. There are a number of meetings scheduled throughout January, 2021.

11. Consent Agenda

A. Warrants

- Voucher No. 2956
- Voucher No. 2957

[Exhibit](#)

- Voucher No. 1024
- Voucher No. 1025
- Voucher No. 14
- Voucher No. 2958
- Voucher No. 2959

B. Minutes

- November 4, 2020
- October 21, 2020

[Exhibit](#)

[Exhibit](#)

C. Vote to approve the Moratorium on Public Use of School Buildings during COVID

[Exhibit](#)

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE CONSENT AGENDA, INCLUDING THE (A) WARRANTS AND (B) PRIOR MEETING MINUTES AS PRESENTED ABOVE, EXCLUDING ITEM C; THERE CAN BE NO FURTHER CHANGES.

MOTION by Dana Allara; SECONDED by Anna Siedzik.

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

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

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE CONSENT AGENDA ITEM C, *VOTE TO APPROVE THE MORATORIUM ON PUBLIC USE OF SCHOOL BUILDINGS DURING COVID*; THERE CAN BE NO FURTHER CHANGES.

MOTION by Dana Allara; SECONDED by Anna Siedzik.

Discussion: Mr. Geary explains that the Moratorium on Public Use of School Buildings during COVID, as detailed in the [exhibit](#), formalizes procedures implemented this past spring. This Moratorium is temporary and keeps the safety of community in the forefront of school building usage.

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

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

12. Topics for Future Meetings

The next School Committee meeting is scheduled for 01/06/2021 at 6:00 PM, with a meeting also scheduled for 01/20/2021 at 7:00 PM.

- (01/06) FY22 Budget recommendation;
- (01/06) Community service graduation requirement;

- (01/06) Special education budget presentation;
- (01/06) Foreign Exchange Field Trips, presentation from Kevan Sano;
- (01/06) First Reading: Public Comment Policy;
- (01/06) First Reading: Weapons Policy
- (Future meeting) Formal land acknowledgement (per request of Ms. Siedzik);
- (Future meeting) implicit bias training for all district staff (per request of Ms. Siedzik);
- (Future meeting) Formal Diversity Equity and Inclusion (DEI) audit (per request of Ms. Siedzik);
- (Future meeting) Continue conversation about LMS (per request of Mr. Wolczik).

13. Vote to Adjourn

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN THE 12/16/2020 MEETING AT 10:02 PM.

MOTION by David Polito; SECONDED by Anna Siedzik.

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

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

Respectfully submitted January 24 2021 by Mahala Lettvin, Recording Secretary.

Per Governor Baker’s order suspending certain provisions of the Open Meeting Law, G.L. c. 30A § 20, the public will not be allowed to physically access this School Committee meeting. The School Committee reserves the right to implement additional remote participation procedures and will notify the public of these procedures as soon as practicable. Please [click here](#) to read the Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, § 20.

*Zoom App Information: If you plan to participate, download the [Zoom.com](#) application now. The option to download will also be available at the start of the meeting. When opening the Zoom App, select “Join Meeting” in the upper right corner and enter the webinar id: **923 2594 8688**; passcode: **003956**. The community should ask questions via the “chat” function within the Zoom application during the Citizen’s Comments section. During the Zoom meeting, participants will be given instructions on how to provide their comments. Unfortunately, we must limit the in-person conversations to just the Committee members. However, for the benefit of all, the School Committee meetings will be available on our local cable channel, HWCam, and [HWCam.org](#), for review a few hours after the meeting has ended. Members of the public can access the meeting via [YouTube.HWRS live stream link](#) the next day.

The following page includes images: screenshots of the chat conversations that occurred throughout the 12/16/2020 meeting:

Close

Chat



From Michelle Bailey to All Panelists And Attendees

If you are on Girls Soccer, please raise your hand.

From Michelle Bailey to All Panelists

Maddy, would you like to speak?

Please allow Maddy Rostad

Please raise you hand if you are an athlete that would like to speak.

From Anne Page to All Panelists

Google Classroom does provide those features, currently and are frequently used at the secondary level.

Send to: All Panelists And Attendees

Tap here to chat or tap a message to reply

Send



Close

Chat



provide those features, currently and are frequently used at the secondary level.

From Mary Adamik to All Panelists

Yes, we are missing the guidance, expertise and big picture thinking that came with working with the curriculum leaders

From Mary Adamik to All Panelists And Attendees

We need to get back to the big picture thinking "What is Learning?" What makes us a cutting edge district?

From The Stein Family to All Panelists

Curious if the teachers have this as a vision...

Send to: All Panelists And Attendees

Tap here to chat or tap a message to reply

Send

