



HAMILTON-WENHAM

REGIONAL SCHOOL DISTRICT

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

School Committee Meeting ([agenda](#))

Buker Elementary School

Multipurpose Room

Wednesday, May 19, 2021

7:00 PM - 10:40 PM

Present:

Michelle Bailey, Chairperson

Michelle Horgan, Vice Chairperson (*approximately 7:35 PM arrival*)

Dana Allara, Secretary

Anna Siedzik, Vice Secretary

David Polito (*approximately 8:00 PM arrival*)

Julia Campbell

Jennifer Carr

Also Present:

Mary Beth Banios, District Superintendent

Vincent Leone, Assistant Superintendent to Finance and Administration

Thomas Geary, Director of Maintenance, Facilities & Operations

Stacy Bucyk, Director of Student Services

1. Call to Order

With a quorum present, Ms. Bailey calls the meeting to order at approximately 7:03 PM.

2. Pledge of Allegiance

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

Superintendent Banios shares a statement addressing the unfortunate and inappropriate YouTube comments made during the 05/05/2021 School Committee meeting, She urges community members and families to join the district in continuing to honor and celebrate diversity, and encourages parents to reinforce these values with students.

3. School Committee Reorganization:

A. Tabulation of Election Results

Ms. Bailey reviews the results of the town elections, and welcomes Julia Campbell (receiving a total of 931 votes) and Jennifer Carr (receiving a total of 907 votes) to the Hamilton - Wenham Regional School Committee..

4. 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:

Erica Mitchell, 30 Marjorie Street, Hamilton (appearing in-person): Ms. Mitchell offers a public statement on behalf of the **Parent-Teacher Task Force**. She shares the Task Force's concerns surrounding 2 (two) recent administrative decisions:

1. **6th Grade World Language Program:** Ms. Mitchell shares data from a poll distributed to parents and teachers. The responses show a majority of teachers and parents support reintroducing the 6th grade World Language program. The language program is crucial in student learning, and the Task Force therefore asks the School Committee to reconsider this item, and for district administration to develop a specific plan/timeline to offer this learning opportunity to students.
2. **Reading Specialist: Literacy Curriculum Reorganization:** Ms. Mitchell shares data from a recent poll asking if respondents (parents and teachers) supported the district's restructuring of the literacy curriculum (replace Reading Specialist with a K-5 Literacy Coordinator; Teaching Assistants to provide reading instruction). Responses show that, of those polled, 100% of teachers and a majority of parents do not support these structural changes. The Task Force requests evidence from the district, including: specific districts that have implemented this model and have shown success; how success is determined in these districts; what data is used in support of this plan; Teaching Assistants training model and timeline planned; and a copy of that training model.

Ms. Mitchell states that the district administration is making decisions that do not have the support of teachers/parents.

Everett, Linden Street (appearing via Zoom): Everett offered a presentation regarding Indigenous Land Acknowledgement at the 05/05/2021 School Committee meeting. Everett is interested in providing a brief Land Acknowledgement statement during High School graduation, and they appear this evening to request information about the authority of the School Committee and any further guidance surrounding this request.

Julia MacDougall, 57 Blueberry Lane (appearing in-person): Ms. MacDougall appears this evening with concerns about the restructuring of the district's literacy program. She shares many comments from parents and community members who are also concerned about data and implementation of the restructuring of this program. Ms. MacDougall asks the School Committee to reconsider this model as she does not believe it is in the best interest of students.

Kristin Crockett, 5 Birch Rd. Wenham (appearing in-person): Ms. Crockett reads a letter written by her daughter, Riley Crockett, a 5th grader in Buker Elementary School. Riley details her support of the district displaying a LGBTQ flag and encourages the district to vote favorably in support of this action later this evening.

Carrie Jelsma, 35 Hilltop Drive Wenham (appearing in-person): Ms. Jelsma offers a comment urging the School Committee to vote in favor of flying the LGBTQ pride flag. She notes that the second exhibit included in the agenda for this discussion contains a wealth of applicable legal doctrine and evidence based data that would support a favorable vote. Ms. Jelsma encourages the School Committee to vote in favor of displaying the Pride flag and further recommends that the School Committee consider any further actions that may offer support to the LGBTQ population.

Natalie Hildreth, 121 Linden Street, Hamilton (appearing in-person): Ms. Hildreth requests that the School Committee set a new tone in their meetings, pointing out that the YouTube comments at the 05/05/2021 meeting prove that students are watching and learning from the committee's behavior. She

believes that the lack of introduction for a student presenter at the 05/05/2021 School Committee meeting highlights the issues prevalent throughout the last year of School Committee meetings. Ms. Hikdreth asks that the district implement DEI training immediately.

Ms. Bailey notes that the School Committee has a lengthy agenda for tonight's meeting. She inquires whether there is interest in re-organizing the meeting, implementing a hard stop time, or any other actions to prevent a very long meeting. As some members indicate they have prepared extensively for the meeting, Ms. Bailey agrees to check in with the committee at 10:00 PM.

5. Consent Agenda

A. Warrants

[Exhibit](#)

- Voucher No. 25
- Voucher No. 1053
- Voucher No. 1054
- Voucher No. 3000
- Voucher No. 3001
- Voucher No. 3003

B. Minutes

- February 3, 2021
- March 31, 2021
- May 5, 2021

[Exhibit](#)

[Exhibit](#)

[Exhibit](#)

C. Executive Session Minutes

- March 10, 2021
- April 1, 2020
- April 7, 2020
- June 10, 2020
- September 2, 2020
- November 18, 2020
- December 16, 2020

D. Scholarships

- *Wright Memorial Scholarship Fund, \$21,616.52*

[Exhibit](#)

E. Donations

- *Hamilton-Wenham Youth Basketball \$2,693*

[Exhibit](#)

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE CONSENT AGENDA: PART A, WARRANTS; PART B, MINUTES; AND PART C, EXECUTIVE SESSION MINUTES, AND EXCLUDING PART D, SCHOLARSHIPS; AND PART E, DONATIONS. NO FURTHER CHANGES SHALL BE MADE.

MOTION by Dana Allara; SECONDED by Anna Siedzik.

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

Discussion: Mr. Leone explains the details of the *Wright Memorial Scholarship*, noting that the account was closed and the district received the funds to disperse to the scholar at a later date.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE CONSENT AGENDA: PART D, SCHOLARSHIPS, THE WRIGHT MEMORIAL SCHOLARSHIP FUND IN THE AMOUNT OF \$21,616.52 AS DETAILED IN THE [EXHIBIT](#). NO FURTHER CHANGES SHALL BE MADE.

**MOTION by Dana Allara; SECONDED by Jennifer Carr.
MOTION PASSES unanimously by five (5) members present.**

Discussion: Thank you to the Hamilton - Wenham Youth Basketball for the generous donation!

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE CONSENT AGENDA PART E, DONATIONS, A DONATION FROM THE HAMILTON - WENHAM YOUTH BASKETBALL IN THE AMOUNT OF \$2,693 TO PAY FOR MATERIALS AND LABOR ASSOCIATED WITH THE INSTALLATION OF TWO NEW BASKETBALL BACKBOARDS AND RIMS FOR THE MILES RIVER MIDDLE SCHOOL BASKETBALL COURT, AS DETAILED IN THE [EXHIBIT](#). NO FURTHER CHANGES SHALL BE MADE.

**MOTION by Dana Allara; SECONDED by Anna Siedzik.
MOTION PASSES unanimously by five (5) members present.**

6. ~~Student Government Report~~

~~A. Student Government Update; presented by Ethan Howell~~

7. New Business

A. Recognize 20-21 Student Representative Ethan Howell

Superintendent Banios expresses the district's appreciation to Ethan Howell, Student Government representative. Mr. Howell will be attending UMASS Amherst, and the district will send him a UMASS t-shirt as a token of their gratitude for his remarkable work and professional presentations throughout the last school year.

B. 21-22 District Goals Discussion #2

[Exhibit 1](#)

[Exhibit 2](#)

[Exhibit 3](#)

Superintendent Banios reviews the revisions to the 21-22 District Goals, as detailed in the exhibits above. She and the Leadership Team have discussed these goals and incorporated the feedback offered by the School Committee during the review of the first draft.

Ms. Horgan enters the meeting at approximately 7:35 PM.

Mr. Polito enters the meeting at approximately 8:00 PM.

School Committee members ask questions and provide further feedback on the goals as outlined. There is discussion regarding deliverables; additional goals to consider (including social/emotional needs); details in plan; timeline for meeting the district goals as presented; etc.

C. Good Friday Discussion for 21-22 School Calendar

[Exhibit](#)

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE AMEND THE 2021-2022 SCHOOL CALENDAR, TO MAKE 4/15/2022 A REGULAR SCHOOL DAY INSTEAD OF A VACATION DAY, AS SHOWN IN THE [EXHIBIT](#).

MOTION by Dana Allara; SECONDED by David Polito.

Discussion: Review of the history of this issue; negotiations and current contract with custodial union; history of absenteeism and remedial efforts to prevent this; etc.

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

D. MSBA Application for High School Roof

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

Mr. Geary explains the MSBA application, as detailed in the exhibits above, which requests funding to repair the High School roofing structure.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE FOLLOWING STATEMENT: HAVING CONVENED IN AN OPEN MEETING ON MAY 19, 2021, PRIOR TO THE SOI SUBMISSION CLOSING DATE, HAMILTON-WENHAM REGIONAL SCHOOL COMMITTEE, IN ACCORDANCE WITH ITS CHARTER, BY-LAWS, AND ORDINANCES, HAS VOTED TO AUTHORIZE THE SUPERINTENDENT TO SUBMIT TO THE MASSACHUSETTS SCHOOL BUILDING AUTHORITY THE STATEMENT OF INTEREST FORM DATED MAY 14, 2021 FOR THE HAMILTON-WENHAM REGIONAL HIGH SCHOOL LOCATED AT 775 BAY ROAD IN HAMILTON, WHICH DESCRIBES AND EXPLAINS THE FOLLOWING DEFICIENCIES AND THE PRIORITY CATEGORY(S) FOR WHICH AN APPLICATION MAY BE SUBMITTED TO THE MASSACHUSETTS SCHOOL BUILDING AUTHORITY IN THE FUTURE TO FOR A FULL REPLACEMENT OF THE 1989 INSTALLED ROOF, AND HEREBY FURTHER SPECIFICALLY ACKNOWLEDGES THAT BY SUBMITTING THIS STATEMENT OF INTEREST FORM, THE MASSACHUSETTS SCHOOL BUILDING AUTHORITY IN NO WAY GUARANTEES THE ACCEPTANCE OR THE APPROVAL OF AN APPLICATION, THE AWARDED OF A GRANT OR ANY OTHER FUNDING COMMITMENT FROM THE MASSACHUSETTS SCHOOL BUILDING AUTHORITY, OR COMMITS THE HAMILTON - WENHAM REGIONAL SCHOOL DISTRICT TO FILING AN APPLICATION FOR FUNDING WITH THE MASSACHUSETTS SCHOOL BUILDING AUTHORITY.

MOTION by Dana Allara; SECONDED by Anna Siedzik.

Discussion: Budgeting details for the repairs; further details surrounding the application and the specific repairs outlined therein.

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

E. Update on Turf Steering Committee Meeting

Mr. Geary updates the School Committee regarding the 05/10/2021 Turf Steering Committee meeting. The next meeting is scheduled for early June, 2021.

F. Vote Pride Flag

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

Ms. Siedzik reviews the 2 requests as detailed in the exhibits above. She reviews the importance of inclusion represented in the *Progress* Pride flag, as opposed to the traditional Pride Flag.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL DISTRICT FLY THE PROGRESS PRIDE FLAG ON ALL DISTRICT OUTDOOR FLAG POLLS FOR THE MONTH OF JUNE 2021, AND MOVING FORWARD, AS A STATEMENT OF SUPPORT FOR OUR LGBTQ COMMUNITY.

MOTION by Anna Siedzik; SECONDED by Jennifer Carr.

Discussion: Progress Pride Flag versus original Pride Flag; decisions of Hamilton and Wenham to display flag; location of the Town's flags etc. Ms. Allara would like the *Policy/Legislative Subcommittee* to develop a policy regarding the district flying/disaplying flags. Ms. Campbell points to the Supreme Court decision allowing the School Committee to make these decisions. Ms. Bailey points out that the original Pride Flag

is more recognizable and believes that parents may be more comfortable talking with their children about what the original flag represents.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE AMEND THE MOTION ON THE FLOOR TO FLY THE TRADITIONAL PRIDE FLAG OPPOSED TO THE PROGRESS PRIDE FLAG.

**MOTION by Michelle Bailey.
MOTION FAILS - NOT SECONDED.**

Further discussion regarding the inclusive nature of the Progress Pride flag, with Ms. Siedzik explaining that the Progress Pride Flag specifically represents Trans and POC populations - groups that have historically been marginalized from both society and the LGBTQ community. There is discussion about inclusivity and representation; Ms. Bailey's motion and intention; obtaining the flags for display (Ms. Campbell, Ms. Siedzik. and Mr. Polito all offer assistance in helping Mr. Geary secure the flags); etc.
ORIGINAL MOTION PASSES unanimously by vote of seven (7) members present.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE FLY THE PROGRESS PRIDE FLAG ON THE WALL OF THE ROOM THE COMMITTEE MEETS IN SO THAT IT IS VISIBLE TO THE PUBLIC. (rescinded later)

MOTION by Anna Siedzik; SECONDED by Julia Campbell.

Discussion: Permanent versus temporary installation; length of time requested for display of the flag; district policy; etc.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE AMEND THE MOTION ON THE FLOOR TO ADD THAT WE TASK THE POLICY SUBCOMMITTEE TO DEVELOP A POLICY REGARDING THE DISTRICT'S FLAG FLYING/DISPLAY PRACTICES GOING FORWARD. (rescinded later)

MOTION by Dana Allara; SECONDED by Michelle Horgan.

Discussion: Motions on the table and addressing the issues separately. Further discussion regarding inclusivity; microaggression; statement in displaying/not displaying the flag; etc.

Ms. Allara rescinds her motion to amend.

Discussion regarding the purview of the School Committee and the importance of taking action. Further discussion surrounding microaggressions and perceptions during the conversation.

Ms. Siedzik rescinds her original motion.

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE FLY PROGRESS PRIDE FLAGS IN EACH OF THE THREE ELEMENTARY SCHOOLS (BUKER, CUTLER, WINTHROP) IN THE DISTRICT IN A HIGHLY VISIBLE PLACE, AND IN PARTICULAR DISPLAY THE PROGRESS PRIDE FLAG ON THE WALL IN BUKER MULTIPURPOSE ROOM, NEXT TO THE GLOBE, SO THAT IT IS VISIBLE DURING THE SCHOOL COMMITTEE MEETINGS.

MOTION by Anna Siedzik.

Discussion: Ms. Campbell would like to clear up any confusion the public may hold about this issue, and reiterates that the Supreme Court decision allows the School Committee to discuss and take action on this matter.

I MOVE TO VOTE.

MOTION by Dana Allara.

MOTION TO VOTE PASSES unanimously by vote of seven (7) members present.

ORIGINAL MOTION PASSES through majority (6:1) vote of seven (7) members present (Ms. Bailey opposed).

I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE CHARGE THE POLICY/LEGISLATIVE SUBCOMMITTEE WITH DEVELOPING A POLICY TO ADDRESS THE DISTRICT'S DISPLAY/FLYING OF FLAGS BY SEPTEMBER 30, 2021.

MOTION by Dana Allara; SECONDED by Michelle Horgan.

Discussion: Policy, government speech; legal counsel opinions; etc.

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

8. Finance and Operations

A. 3rd Quarter Report

[Exhibit 1](#)

[Exhibit 2](#)

Mr. Leone reviews the presentation as detailed in the exhibit. Ms. Bucyk appears to answer questions and provide further details regarding Special Education and associated budget items.

I MOVE THAT THE HAMILTON-WENHAM REGIONAL SCHOOL COMMITTEE APPROVES THE FY21 OPERATING EXPENSE BUDGET TRANSFERS AS RECOMMENDED HEREIN BY THE ASSISTANT SUPERINTENDENT OF FINANCE & ADMINISTRATION AND AS PRESENTED ON THE PREVIOUS SLIDE ENTITLED "SUGGESTED BUDGET TRANSFERS Q3":

- **TRANSFER \$86,328 FROM "INSTRUCTIONAL MATERIALS" TO "FIXED ASSETS". THIS CORRECTS THE TRANSFER REQUESTED ON MARCH 3, 2021, TO CORRECT DESE CATEGORY**
- **TRANSFER \$12,000 FROM "INSURANCE, RETIREMENT, OTHER" TO "FIXED ASSETS" ACCOUNTS FOR PURCHASE OF 300 CHAIRS**

MOTION by Dana Allara; SECONDED by Anna Siedzik.

MOTION PASSES UNANIMOUSLY by vote of seven (7) members present.

I MOVE THAT THE HAMILTON-WENHAM REGIONAL SCHOOL COMMITTEE AUTHORIZES THE ASSISTANT SUPERINTENDENT OF FINANCE & ADMINISTRATION TO PREPAY FY22 OOD TUITIONS WITH FY21 FUNDS NOT TO EXCEED THE AMOUNTS ESTABLISHED BY MGL CHAPTER 40 § 4E & CHAPTER 71 § 71D.

MOTION by Dana Allara; SECONDED by David Polito.

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

9. Policy

A. Discussion & Vote on Policies Previously Approved In-Form:

- A Section
- B Section
- C Section
- E Section
- G Section

[Exhibit](#)
[Exhibit](#)
[Exhibit](#)
[Exhibit](#)
[Exhibit](#)

I MOVE THAT THE HAMILTON-WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE POLICIES, PREVIOUSLY APPROVED IN-FORM, AND AS LISTED ON THE AGENDA ABOVE, AND DIRECT THE POLICIES TO BE IMPLEMENTED DISTRICT WIDE BEGINNING SEPTEMBER 15, 2021.

**MOTION by Dana Allara; SECONDED by Anna Siedzik.
MOTION PASSES unanimously by vote of seven (7) members present.**

B. Face Covering Policy Vote

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

Superintendent Banios reviews the governor's new policy that students do *not* have to wear masks outside. The district anticipates further details on 05/29/2021.

I MOVE THAT THE HAMILTON-WENHAM REGIONAL SCHOOL COMMITTEE RESCIND FACE COVERING POLICY EBCFA AND DIRECT THE SUPERINTENDENT TO FOLLOW DESE AND THE GOVERNOR'S GUIDANCE IN DETERMINING APPROPRIATE MASK PROCEDURES IN THE DISTRICT.

MOTION by Dana Allara; SECONDED by Anna Siedzik.

Discussion: Governor's policy; community requests for clarification; parental decisions regarding mask wearing; MOU with HWEA; etc.

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

At 10:00 PM, Ms. Bailey checks in with the School Committee about moving items to a future agenda. School Committee members offer no feedback, and the meeting thus continues.

10. Superintendent's Report

A. Summer Partnership with Ipswich YMCA

Superintendent Banios explains the partnership with Ipswich YMCA, which will provide at-risk students with literacy instruction in the morning, then transportation and participation in a YMCA camp program in the afternoon. This program will be offered free of charge to students. Superintendent Banios thanks Jen Caufield for her work in coordinating this partnership.

B. Senior Parade

Superintendent Banios notes that the Senior Parade will take place this Saturday, 05/22/2021.

C. Cutler Principal Search.

Superintendent Banios provides an update about the Cutler Elementary Principal search, explaining that two of the three candidates withdrew from consideration. Therefore, the district will not be moving forward with this particular search, and instead Superintendent Banios will appoint an interim Principal for the 2021-2022 school year, with the search for a permanent principal resuming in early 2022. She hopes that the district will have identified 3 candidates for the interim position by the end of this week. There is discussion about candidates' reasons for withdrawing.

11. Committee Reports

A. Capital/Financial Planning Subcommittee

The *Capital/Financial Planning Subcommittee* provided updates earlier in the meeting.

B. Policy Subcommittee

The *Policy/Legislative Subcommittee* provided an update earlier in the evening. The next meeting is scheduled for tomorrow, 05/20/2021 at 7:00 PM.

C. Negotiations Subcommittee

The *Negotiations Subcommittee* will provide an update in the Executive Session later tonight.

A 5-minute recess is called from 10:09 - 10:15 PM.

12. Chair's Report

A. Superintendent Evaluation

[Exhibit 1](#)

[Exhibit 2](#)

Ms. Bailey reviews the Superintendent Evaluation procedure, explaining her methodology in calculating scores and compiling School Committee members' individual feedback ([exhibit 1](#)). Ms. Bailey states that overall, Superintendent Banios received a score of *Needs Improvement*. In consultation with Dorothy Presser from MASC, this score has been common throughout the state given the particularly turbulent educational environment over the last year.

There is a lengthy discussion surrounding the specific feedback given in the evaluation process (some of which is quoted in [exhibit 1](#)), as well as Superintendent Banios' response to this feedback ([exhibit 2](#)).

Ms. Campbell, Ms. Horgan, and Ms. Allara feel that the evaluation adequately represented their voices. Ms. Siedzik believes that her comments were often (incorrectly) paraphrased, and, as such, she is uncertain about the overall accuracy of the document. She would like to review the individual evaluations provided, and also requests the evaluations are released to the public. Mr. Polito does not believe his voice was adequately represented in the summative evaluation. Ms. Bailey notes the difficulty in compiling the summative evaluation, and reiterates her efforts in implementing methodology that included all School Committee members' voices.

Superintendent Banios reviews her response ([exhibit 2](#)) to the evaluation, highlighting the ongoing challenges within the School Committee.

I MOVE THAT THE HAMILTON-WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE COMPILATION END-OF-CYCLE SUMMATIVE EVALUATION REPORT AS COMPILED BY CHAIRPERSON MICHELLE BAILEY, AND AS PRESENTED ON THE AGENDA FOR THIS MEETING.

MOTION by Dana Allara; SECONDED by David Polito.

Discussion: Ms. Siedzik believes that there was an evidentiary disconnect between the indicators and the artifacts presented. There is discussion about the implication of approving the evaluation, with Ms. Bailey explaining that a *Needs Improvement* rating would lead to the School Committee working with Superintendent Banios to develop a self-directed improvement plan. Ms. Presser has recommended that the Chair and Vice-Chair work with Superintendent Banios and the Superintendent's Coach, Jane, to formulate an improvement plan.

Mr. Polito is uncomfortable with the process and believes that the evaluations should have been made available to the public. As has been past practice, Mr. Polito requests that the evaluation be read into the record.

Ms. Siedzik reiterates her requests to fully understand the response/action plan based on the rating of *Needs Improvement*, as well as her previous request to make the individual evaluations publicly available. Further, Ms. Siedzik clarifies that her evaluation was based solely on Superintendent Banios' performance, and not the performance of the Leadership Team. Superintendent Banios begins to respond, and Mr. Polito interjects, noting his continued discomfort with the process and pointing to the conversational/argumentative nature of the current discussion.

Ms. Bailey begins reading the summative evaluation ([exhibit 1](#)) into the record.

There is discussion regarding School Committee expectations; past practices in reading the evaluation into the record; individual evaluations and release to the public; etc.

Ms. Bailey continues reading from then summative evaluation ([exhibit 1](#)) into the record.

Ms. Siedzik asks for the individual evaluations to be released to the public. Ms. Bailey will release these evaluations within 10 days. There is a very tense discussion about the requests of the School Committee and the process of approving the Superintendent's Summative Evaluation as an official record.

MOTION PASSES through majority (6:1) vote of seven (7) members present (Ms. Bailey opposed).

13. Reorganization of School Committee

- A. Appoint School Committee members to the following positions: Chair, Vice Chair, Secretary & Assistant Secretary for 2021-2022

Superintendent Banios opens the floor to nominations for Hamilton - Wenham Regional School Committee Chairperson:

**Nomination for ANNA SIEDZIK to serve as Chairperson.
NOMINATION by Jen Carr; SECONDED by Julia Campbell.**

**Nomination for Dana Allara to serve as Chairperson.
NOMINATION by Michelle Horgan; SECONDED by Michelle Bailey.**

Ms. Siedzik and Ms. Allara offer statements about their interests/qualifications to serve as Chairperson.

Julia Campbell	Anna Siedzik;
David Polito	Dana Allara;
Dana Allara	Dana Allara;
Michelle Horgan	Dana Allara;
Michelle Bailey	Dana Allara;
Anna Siedzik	Anna Siedzik;
Jen Carr	Anna Siedzik.

THROUGH MAJORITY (4:3) ROLL CALL VOTE, DANA ALLARA IS ELECTED AS CHAIRPERSON FOR THE HAMILTON- WENHAM REGIONAL SCHOOL COMMITTEE FOR THE 2021/2022 SCHOOL YEAR.

Ms. Allara opens the floor to nominations for Hamilton - Wenham Regional School Committee Vice-Chairperson:

Nomination for David Polito to serve as Vice Chairperson.

NOMINATION by Michelle Horgan.

Mr. Polito does not accept the nomination, citing his concerns about time commitments.

Nomination for Anna Siedzik to serve as Vice Chairperson.

NOMINATION by Julia Campbell.

Ms. Siedzik accepts the nomination for Vice- Chairperson.

Nomination for Julia Campbell to serve as Vice Chairperson.

NOMINATION by Michelle Bailey.

Ms. Campbell does not accept the nomination, citing her concerns about time constraints, other commitments, as well as inexperience on the committee.

Nomination for Jen Carr to serve as Vice Chairperson.

NOMINATION by Michelle Bailey.

Mrs. Carr does not accept the nomination (inaudible).

Julia Campbell	Anna Siedzik;
David Polito	Anna Siedzik;
Dana Allara	Anna Siedzik;
Michelle Horgan	Anna Siedzik;
Michelle Bailey	Anna Siedzik;
Anna Siedzik	Anna Siedzik;
Jen Carr	Anna Siedzik.

THROUGH UNANIMOUS ROLL CALL VOTE, ANNA SIEDZIK IS ELECTED AS VICE CHAIRPERSON FOR THE HAMILTON- WENHAM REGIONAL SCHOOL COMMITTEE FOR THE 2021/2022 SCHOOL YEAR.

Ms. Allara opens the floor to nominations for Hamilton - Wenham Regional School Committee Secretary:

Nomination for Jen Carr to serve as Secretary.

NOMINATION by Michelle Bailey.

Ms. Carr accepts the nomination for Secretary.

Nomination for Julia Campbell to serve as Secretary.

NOMINATION by Dana Allara.

Ms. Campbell does not accept the nomination for Secretary, citing time constraints and a preference to serve as the Assistant Secretary.

Julia Campbell	Jen Carr;
David Polito	Jen Carr;
Dana Allara	Jen Carr;
Michelle Horgan	Jen Carr;
Michelle Bailey	Jen Carr;

Anna Siedzik
Jen Carr

Jen Carr;
Jen Carr.

THROUGH UNANIMOUS ROLL CALL VOTE, JEN CARR IS ELECTED AS SECRETARY FOR THE HAMILTON- WENHAM REGIONAL SCHOOL COMMITTEE FOR THE 2021/2022 SCHOOL YEAR.

Ms. Allara opens the floor to nominations for Hamilton - Wenham Regional School Committee Assistant Secretary:

Nomination for Julia Campbell to serve as Assistant Secretary.

NOMINATION by David Polito.

Ms. Campbell accepts the nomination for Assistant Secretary.

Julia Campbell	Julia Campbell;
David Polito	Julia Campbell;
Dana Allara	Julia Campbell;
Michelle Horgan	Julia Campbell;
Michelle Bailey	Julia Campbell;
Anna Siedzik	Julia Campbell;
Jen Carr	Julia Campbell.

THROUGH UNANIMOUS ROLL CALL VOTE, JULIA CAMPBELL IS ELECTED AS ASSISTANT SECRETARY FOR THE HAMILTON- WENHAM REGIONAL SCHOOL COMMITTEE FOR THE 2021/2022 SCHOOL YEAR.

Ms. Allara requests that the subcommittee reorganization take place at the next meeting.

14. Topics for Next Meeting

- Addressing email and earlier public comment from Everett regarding graduation's Indigenous Land Acknowledgement (per request of Ms. Siedzik);
 - There is a lengthy discussion about purview of the School Committee; past practices in the district surrounding graduation requests; etc. This will be included in the next School Committee meeting agenda.
- Reorganization of Subcommittees;
- Subcommittee meetings: remote versus in-person meetings.

15. ~~Vote to Adjourn Into Executive Session for purpose #3 (to discuss strategy with respect to collective bargaining with the Hamilton – Wenham Education Association).~~

I MOVE THAT THE HAMILTON-WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN THE 05/19/2021 MEETING AT 12:25 AM (ON 05/20/2021) WITHOUT ENTERING INTO EXECUTIVE SESSION.

MOTION by Julia Campbell; SECONDED by David Polito.

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

Respectfully submitted May 27, 2021 by Mahala Lettvin, Recording Secretary.
