

**6:30 PM Community Meet and Greet! - open to the public**

All Hamilton and Wenham community members are invited to join to meet our full Leadership Team and welcome **6 NEW members!**

Cookies and Coffee will be served 6:30pm [Flyer](#)

**The Hamilton Wenham Regional School District  
School Committee Meeting  
Buker Elementary School Multi-Purpose Room  
Wednesday, October 2, 2019 7:00 PM**

**Present:**

Gene Lee

Michelle Horgan, Assistant Secretary

David Polito, Chairperson

Stacey Metternick, Secretary

Michelle Bailey

Peter Wolczik

**Also Present:**

Dr. Julie Kukenberger, Interim Superintendent

Vincent Leone, Assistant Superintendent to Finance & Administration

Mahala Lettvin, Recording Secretary

Thomas Kain, Student Government Representative

Anthony Ansaldi, *Wenham Town Administrator*

**1. Call to Order**

7:00 PM

David Polito, Chair, calls the meeting to order at 7:07 pm.

**2. Pledge of Allegiance**

All in attendance rise for the Pledge of Allegiance.

**3. Citizens' Comments**

*Marty Cook, 4 Puritan Rd, Wenham:* Mr. Cook introduces himself as the Commissioner of Hamilton- Wenham Youth Football, as well as a community member who loves all youth sports. He would like to ensure that the reputation of Hamilton - Wenham athletics is left in a respectable condition for future generations. Mr. Cook has appeared this evening to speak about the unfortunate issue that came up this year where youth football was unable to access their own field. Mr. Cook states that the football team has been relying on the Pingree Turf Field to host their home games, which ends up requiring the team to allocate their valuable resources, and furthermore causes an undue tax burden to community members. Mr. Cook and his wife have addressed their concerns in numerous emails to the School Committee, and are disappointed that they have yet to receive any response. Mr. Cook continues, noting his frustration with the larger process of bringing issues to the attention of the School Committee.

Dr. Kukenberger responds, explaining that there were a number of ongoing and growing concerns, specifically safety concerns, which unfortunately caused the district to make the difficult decision to restrict the athletic field. She states that the *Capital/Finance Planning Subcommittee* is working strategically to implement creative funding sources in order to address

this concern. Both the District Administration and the School Committee are dedicated to resolving the growing capital needs of the district, including the issue of a safe and accessible athletic field.

Mr. Polito and Mr. Cook briefly discuss the schedule of home games for youth football. Mr. Polito reiterates that the School Committee and District Administration are fully committed to resolving Mr. Cook's concerns.

Mr. Polito requests an amendment to the agenda: addressing *5A New Business/Welcome Town Administrator, Anthony Ansaldi* as the next agenda item, before the workshop occurs. There are no objections to moving this item to the next order of business.

A. Welcome Wenham Town Administrator, Anthony Ansaldi (moved from new business/item A)

Anthony Ansaldi, *Wenham Town Administrator*, expresses his gratitude for the warm welcome he has received from the community since beginning in this role. He believes the partnerships between towns and the district are crucial, as there are many capital needs requiring a collaborative approach.

Dr. Kukenberger adds that both Joseph Domelowicz, *Hamilton Town Manager* and Anthony Ansaldi, *Wenham Town Administrator*, met with Dr. Kukenberger and Thomas Geary, *Director of Maintenance, Facilities, and Operations*, in a walk-through of the Hamilton - Wenham elementary schools. Both Dr. Kukenberger and Mr. Ansaldi explain that the current situation involving three new leaders in the district presents a unique opportunity to develop collaborative and innovative strategies to meet the growing capital needs in the community.

**4. Workshop**

A. Strategic Blueprint - What is the future we want to create? Facilitated by the HWRSD Leadership Team

**Participating in the workshop:**

Gene Lee	Thomas Geary	Emily Neault
Michelle Horgan	Eric Tracy	John Kotch
David Polito	Brianna Borek	Mary Adamik
Stacey Metternick	Carolyn Shediak	Maureen Smith
Michelle Bailey	Heidi Caccivio	Kathy O'Shea
Peter Wolczik	David Veling	Tracy Bowker
Dr. Julie	Jemma Pasmore	Catherine Frost
Kukenberger	Johanna Wilson	Catherine Donovan
Vincent Leone	Stacy Bucyk	Pat Smith
Thomas Kain	Linda Mastrianni	Linda McMahan

Dr. Kukenberger introduces tonight's Strategic Blueprint Workshop, explaining the benefits of engaging in this workshop format opposed to the traditional presentation approach.

Thomas Geary, *Director of Maintenance, Facilities, and Operations* expresses his gratitude for the warm welcome he has received since beginning in his role. Mr. Geary explains that the

workshop tonight will take place next door, in the Buker Elementary School Gymnasium. He explains that modern furniture and equipment have been provided by a vendor, and are configured throughout the room to showcase potential improvements to school learning environments. Mr. Geary adds that the forthcoming FY21 Budget will include costs associated with some of the items in the workshop setup this evening.

Eric Tracy, *HWRHS Principal* and Brianna Borek, *HWRHS Science Teacher/ Administrative Intern* provide an overview of tonight's workshop. They explain that the focus of tonight's workshop will be to explore what drives the future of education, and then briefly review the future changes in business values through 2030; the role of automated technology; components of a safe and productive learning environment; leveraging and accessing knowledge through technological advances, etc.

Carolyn Shediak, *Winthrop Elementary School Principal*, facilitator for tonight's workshop, provides an overview of the format of the workshop, explaining that participants will break into groups of about 4-6 individuals, composed of School Committee members, teachers, and members of the District Leadership Team. Group members will engage in conversations about the future of education, rotating every 20 minutes through the three stations set up. Leaders at each station will provide a prompt to encourage members to explore the "future we want to create."

**What is the Future we Want to Create? - Strategic Blueprint Workshop, Buker Elementary School Gym, 7:35 PM - 8:51 PM.**

School Committee members agree that tonight's workshop was thoughtfully designed, demonstrated hard work, and was successful in communicating relevant information to the School Committee. Dr. Kukenberger notes that it may be useful to explore the opportunity to connect the workshop approaches this evening to the School Committee 2019-2020 SMART Goals.

The School Committee, Dr. Kukenberger, and Mr. Leone welcome Thomas Kain, *Student Body President/ School Committee Student Government Representative* to his first meeting!

**5. New Business**

A. ~~Welcome Wenham Town Administrator, Anthony Ansaldi~~ (moved to earlier in the meeting)

B. HWRSD 2019-2020 School Committee SMART Goals

[Exhibit](#)

The School Committee previously decided to assign the development and refinement of the 2019-2020 SMART Goals to the subcommittees.

**Goal 3: Develop a Budget**

*Capital/Financial Planning Subcommittee*

Mr. Lee reports that the subcommittee has not yet finalized this goal, but they will do so at their next meeting and bring to the entire School Committee for approval.

**Goal 2: Clarify Our Vision**

*Communication Subcommittee*

Mr. Polito reports that in developing this goal, it is important to ensure open communication with the Leadership Team. He adds that part of this goal might be to read **What School Could Be**, by Ted Dickerson. Mr. Polito states that this is a unique opportunity to create a foundation for

significant and needed change in the district, and that the School Committee should not be afraid to be bold in the vision statement.

**Goal 1: Create a TEAM**

*Policy Subcommittee*

Ms. Bailey notes that the subcommittee held a special meeting in order to finalize this goal by the agreed upon deadline. She reviews the details of the proposed goal, including suggestions to hold a budget workshop, measuring improvement, feedback to superintendents, formative assessment process, budget process, etc. Discussion regarding scheduling a budget workshop.

In order to build a team as a successful Committee is to provide feedback to Superintendents.

Further discussion regarding scheduling presentations and meetings for the budget workshop, budget presentations, etc. Dr. Kukenberger and Mr. Leone will discuss this further with Town Managers at the meeting scheduled next week.

Discussion regarding process of approving School Committee 2019-2020 SMART goals; challenges in subcommittee meetings; member participation, etc.

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE ADD MICHELLE HORGAN TO THE COMMUNICATIONS SUBCOMMITTEE.**

**MOTION by Stacey Metternick; SECONDED by Michelle Bailey.  
Unanimously approved by 6 members present.**

Discussion regarding potential issues and/or violations of OML when using Google Docs.

C. Select Delegate and Alternate for MASC Conference

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE DELEGATE MICHELLE HORGAN AS A DISTRICT REPRESENTATIVE FOR THE MASC CONFERENCE, WITH NO ALTERNATE AVAILABLE.**

**MOTION by Michelle Bailey; SECONDED by Stacey Metternick .  
Unanimously approved by 6 members present.**

D. Renewal co-op with Hamilton-Wenham as Host of Gymnastics with Manchester-Essex while adding Penguin Hall

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE RENEW THE CO-OP WITH HAMILTON-WENHAM AS HOST OF GYMNASTICS WITH MANCHESTER ESSEX, WHILE ADDING PENGUIN HALL.**

**MOTION by Michelle Horgan; SECONDED by Gene Lee.**

*Discussion:* Craig Genuardo, *Athletic Director*, explains the niche sport of gymnastics, highlighting the unique challenges Hamilton - Wenham gymnasts face, especially with regards to the number of students interested. He notes that the gymnastics team is very small, but very successful. Participants from Manchester-Essex and Penguin Hall would contribute user fees, which are a fixed costs. There is no additional cost to the district

Ms. Metternick inquires about the make-up of the gymnastics team last year, with Mr. Genualdo noting that last year the School Committee denied the addition of Penguin Hall. Ms. Metternick asks if adding Penguin Hall brings any benefits to the Hamilton-Wenham district. Mr. Genualdo responds that doing so allows for a more complete gymnastics team. Discussion regarding user fees, potential benefits, ethical and moral considerations, financial considerations, importance of team mentalities in developing children, etc.

Further discussion surrounding the number of gymnasts needed on a team; costs to the district associated with the Gymnastics program; costs associated with adding Penguin Hall to the co-op (none); district decision making process in offering certain athletic programs; student interest in certain athletic programs, etc.

Dr. Kukenberger points out that gymnastics is a true passion for many on the team, and that participating in extracurricular activities like this has been shown to increase student success. In addition, Dr. Kukenberger explains that social networks are vital to students, and the more dynamic the relationships, the better off the students will be. Mr. Genualdo adds that should gymnastics become unavailable, the girls currently on the team would be very unlikely to seek out a replacement sport/activity, as they have grown up in gymnastics and are incredibly dedicated to the sport and their team members.

Discussion regarding costs, budgeted costs, financial responsibility of parents of gymnasts, etc. Ms. Horgan notes that the budget has already been set, and Penguin Hall joining the co-op would be no additional cost. Mr. Polito points out gymnastics teams need to have additional members than that which is minimally required - if an injury occurs the team members must stand in, etc.

Discussion regarding potential alternatives to those participating in gymnastics, availability of Iron Rail facility, competitive nature of team sports, PE credits offered, athletic programs and varying user fees, etc.

**APPROVED by 5 members present; OPPOSED by 1 member, Michelle Bailey.  
MOTION PASSES**

E. New co-op with Hamilton-Wenham as Guest for Ski  
**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE  
ACCEPT THE NEW CO-OP WITH HAMILTON - WENHAM JOINING THE  
MANCHESTER - ESSEX SKI TEAM.**

**MOTION BY Stacey Metternick; SECONDED by Michelle Horgan.**

Mr. Genualdo explains that there has been sporadic interest in a Ski Program over the years, however 4-5 students have persisted with their interest in the last year. Manchester-Essex reached out to Mr. Genualdo to discuss a co-op ski team. HWRHS students could participate in the ski program for the cost of the established user fees (about \$460). This would be of no cost to the district.

Discussion regarding Massachusetts Interscholastic Athletic Association (MIAA) involvement, process needed for approval, etc. Mr. Genualdo explains that he needs the School Committee to approve the co-op before seeking approval from MIAA.

Discussion regarding ski program schedule, participation, alternatives, uniforms, availability of equipment, student expectations, etc.

**Unanimously approved by 6 members present.**

F. Superintendent Search Subcommittee or Lead

G. Superintendent Search Timeline

Discussion regarding the search process for a Superintendent and previous decisions made by the School Committee, including voting to approve Ms. Bailey as the lead for this process. Ms. Bailey notes that the RFP she brought to the School Committee was not voted in for approval, and she recalls that there was no resolution to the issue discussed. Discussion regarding considerations in moving forward: members of a search committee; community involvement and feedback; ensuring community voices are heard; Dr. Kukenberger's candidacy; potential challenges/schedule conflicts with the Formative Assessment/Evaluation of interim superintendent; hiring a search firm; developing a timeline for search firm; responsibilities of a search firm; etc.

Ms. Bailey points out that the School Committee must develop a timeline to include in the RFP, as the timeline was the issue that prevented approval at the last meeting. Discussion regarding the level of detail necessary in RFP; whether to allow contractors to propose their own timelines in responses; RFP versus RFQ; etc.

School Committee members agree that Ms. Bailey will proceed to update the timeline in the RFP. She will bring the RFP to the next School Committee meeting, 10/16/19, where the School Committee will vote to approve.

After a lengthy discussion regarding hiring a third party to facilitate soliciting community feedback throughout the superintendent search process, the School Committee agrees to include this task as part of the RFP.

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE AUTHORIZE MICHELLE BAILEY TO MOVE FORWARD WITH A RFP FOR SEARCH FIRMS WITH REVISED DATES AS DISCUSSED.**

**MOTION BY Stacey Metternick; SECONDED by Michelle Horgan.  
Unanimously approved by 6 members present.**

**6. Superintendent's Report**

- Congratulations to Anne Page, HWRHS Social Studies, who received a National History Day Scholarship for her program *Legacies of World War I*. Anne's colleagues were incredibly supportive and enthusiastic about her success, which was a wonderful thing to witness.
- Congratulations to Deborah Clapp, HWRHS Science & Engineering, who was recently quoted in *Educating Beyond Borders*, an article published by the University of Michigan Department of Pathology. The article discussed the way Deb uses social media and other technologies in her classroom.
- Congratulations to Mary Ting, MRMS Nurse, who recently passed the National School Nurses exam.

- Wellness Fair - Saturday, 10/05/2019, 10:00 AM - 1:00 PM Miles River Middle School: The Wellness Team has put forth an extraordinary amount of effort into what will hopefully become an annual event for our community.
- Dr. Kukenberger explains that another preschool classroom will need to be added, and unfortunately this was not budgeted.

**7. Chair's Report**  
(none)

**8. Capital/Financial Planning Committee**

- a. Elementary School Site Visits, October 8, 2019 4:00-7:00 PM

[Exhibit](#)

Review the schedule of elementary school site visits on 10/08/2019. Dr. Kukenberger states that Tom Geary will be joining in the site visits. She explains that the principals will be leading the visits where the School Committee will see first hand the building challenges and educational setbacks that each school is facing.

**9. Consent Agenda**

- a. Warrants:

- Voucher No: 1013
- Voucher No: 7
- Voucher No: 1014
- Voucher No: 2819
- Voucher No: 2820

[Exhibit](#)

- b. Meeting minutes:

- August 28, 2019
- September 4, 2019

[Exhibit](#)

[Exhibit](#)

- c. Executive Session Minutes:

- January 30, 2019
- March 27, 2019
- July 31, 2019

[Exhibit](#)

[Exhibit](#)

[Exhibit](#)

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE ACCEPT THE CONSENT AGENDA AS STATED, PULLING OUT THE 08/28/2019 MEETING MINUTES; THERE CAN BE NO CHANGES.**

*Discussion:* Ms. Metternick notes that the 08/28/19 minutes are correct, however the minutes show that neither the School Committee nor the Capital Financial Subcommittee has officially voted on the Longmeadow issue.

**MOTION by Stacey Metternick; SECONDED by Michelle Horgan.  
Unanimously approved by 6 members present.**

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE ACCEPT THE 08/28/2019 MEETING MINUTES AS INCLUDED IN THE CONSENT AGENDA, WITH NO CHANGES.**

**MOTION by Stacey Metternick; SECONDED by Michelle Horgan.  
Unanimously approved by 6 members present.**

**10. Other**

- A. Topics for Future Meetings

- Update on condition of the athletic fields;
- Vote on MASC resolutions;
- Review and approve RFP with revised dates;
- Finalize School Committee SMART goals;
- Longmeadow decision/vote after hearing recommendation from *Capital Financial Planning* subcommittee,
- Brad Hill to attend a future meeting to review upcoming Bill and impact

**11. Adjourn to Executive Session**

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN INTO EXECUTIVE SESSION AT 10:32 PM FOR EXECUTIVE SESSION PURPOSE #3: TO DISCUSS STRATEGY WITH RESPECT TO COLLECTIVE BARGAINING WITH THE HAMILTON-WENHAM EDUCATION ASSOCIATION, AND TO NOT RETURN TO PUBLIC SESSION THEREAFTER.**

**MOTION by David Polito**

Peter Wolczik: YES;  
 Michelle Bailey: NO;  
 Stacey Metternick: NO;  
 David Polito: YES;  
 Michelle Horgan: YES;  
 Gene Lee: YES.

**Approved by 4 members present; Opposed by 2 members, Michelle Bailey and Stacey Metternick.**

**MOTION PASSES.**

*Respectfully submitted April 6, 2020 by Mahala Lettvin, Recording Secretary.*