



**HAMILTON-WENHAM**

**REGIONAL SCHOOL DISTRICT**

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

**School Committee Executive Session Meeting**

**Zoom Virtual Meeting**

**Meeting ID: 978-468-5310 (break room, restricted access)**

**Wednesday, April 1, 2020**

**9:00 PM -10:41 PM & 10:41 PM - 11:28PM**

**Present:**

Tai Pryjma

Michelle Horgan

David Polito, Chairperson

Stacey Metternick, Secretary

Peter Wolczik

Michelle Bailey, Vice Chairperson

Gene Lee

**Also Present:**

Julie Kukenberger, Interim Superintendent

Vincent Leone, Assistant Superintendent to Finance & Administration

Mahala Lettvin, Recording Secretary

**Executive Session Meeting Purpose #3:** Discuss strategy with respect to collective bargaining with the Hamilton - Wenham Education Association: *Approve most recent iteration of MOA (9:00 PM -10:41 PM)*

The most recent changes to the *Memorandum of Agreement between the Hamilton - Wenham Education Association and the Hamilton - Wenham Regional School Committee* are reviewed, including the notes Mr. Polito received from union president, John Kotch.

Discussion regarding Spring Sports season; stipend amounts; coach responsibilities; user fees; possibility/likelihood of refund; considerations in various scenarios; alternative options available; budget implications; district aligning with community values; opinions regarding appropriate salary/stipend for coaches; and opinions regarding best methodology in determining how to calculate changes to the stipend amount. Mr. Leone explains that the stipend issue does not impact the district deficit.

Discussion regarding MOA #5: specific language regarding *quarantine* was necessary only during the beginning of the COVID pandemic, given that only certain staff members were working off site. Given that no teaching staff are working on site currently, the issue does not need to be addressed and will therefore be removed from the MOA.

Discussion regarding MOA #2: language outlining the amount and length of stipends. There is brief discussion surrounding the concerns that schools will remain closed beyond the date specified in the MOA (05/04/20). Discussion regarding potential solutions and suggestions for

refining the language to more clearly reflect the agreement. The School Committee members agree to specify “**Spring** Sports” in the language of the MOA, as follows:

*Spring Sports will be paid, and if the season is cancelled the stipend will be prorated March 16, 2020, or the date of the cancellation.*

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE APPROVE THE THIRD DRAFT OF THE MEMORANDUM OF AGREEMENT BETWEEN THE HAMILTON - WENHAM EDUCATION ASSOCIATION AND THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE, WITH THE COVID-19 EDITS AND UPDATES MADE 03/30/20.**

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

*Discussion:* procedure moving forward with the MOA. Mr. Polito explains that should the School Committee vote to approve this iteration, he will sign off, and send it back to the Education Association President Mr. John Kotch. The Education Association will then either (1) engage in another MOA iteration; or (2) if in agreement, Mr. Koch will sign the MOA and the agreement will be finalized.

Michelle Bailey	YES;
Gene Lee	YES;
Michelle Horgan	YES;
Stacey Metternick	YES;
Peter Wolczik	YES;
Tai Pryjma	YES;
David Polito	YES.

**MOTION PASSES unanimously by roll call vote of 7 members present.**

*Dr. Kukenberger exits the meeting at 10:41 PM.*

**Executive Session Meeting Purpose #2:** Conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel, Superintendent, Mary Beth Banios: *Approval of the Superintendent’s Contract (10:41 PM - 11:28PM)*

The School Committee reviews the *Memorandum of Agreement between the Hamilton - Wenham Regional School Committee and Superintendent Mary Beth Banios*, effective 07/01/2020 until 06/30/2020.

Members of the Negotiations Subcommittee - Mr. Polito, Ms. Bailey, and Ms. Horgan - met with Mr. Leone and district’s legal counsel, Ms. Stonberg, to discuss the salary, vacation time, personal leave, matched annuity, and other terms found detailed in the contract.

There is a brief discussion regarding negotiations around an agreed upon date for completing contract negotiations.

Discussion regarding COLA percentage; advice from legal counsel; challenges inherent in scheduling specific pay raises through contractual language; acceptable salary amount based on position/experience/etc.; comparable districts’ Superintendent salaries; insurance buy-out

options; district budget line item for superintendent salary; etc. There is a lengthy discussion regarding buy-out options, with the School Committee agreeing not to include a buy out option in the contract.

Discussion regarding negotiation strategies related to the salary listed in the MOA. Mr. Polito explains that he has made a number of edits this evening that he will send this to Ms. Stonberg tomorrow morning for review. Mr. Polito will also write a response that details the decisions above - \$186,000 starting salary and no buy-out option. This response will be reviewed by Ms. Bailey, Ms. Horgan, and Ms. Stonberg

Mr. Lee requests that the School Committee authorize the Negotiations Subcommittee to enter into negotiations with Superintendent Mary Beth Banios, and further authorize the Negotiations Subcommittee authority to offer maximum compensation at \$189,000.

Mr. Polito will invite Ms. Banios to the Tuesday, April 7th, 2020 School Committee meeting at 6:00 PM.

The School Committee unanimously agree to authorize Ms. Bailey to speak with Chief Perkins for the purpose of reporting the “Zoom- Bombing” incident that occurred earlier this evening in the 04/01/2020 open session meeting.

**1. Vote to Adjourn**

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE  
ADJOURN THE EXECUTIVE SESSION MEETING AT 11:28 PM.**

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

Michelle Bailey	YES;
Gene Lee	YES;
Michelle Horgan	YES;
Stacey Metternick	YES;
Peter Wolczik	YES;
Tai Pryjma	YES;
David Polito	YES;

**MOTION PASSES unanimously through roll call vote of 7 members present.**

*Respectfully submitted September 23rd, 2020 by Mahala Lettvin, Recording Secretary.*

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