



School Committee Executive Session Meeting
Zoom Virtual Meeting
Meeting ID: 228 100 214 Password: 667808
Wednesday, April 7, 2020
6:00PM - 6:30PM

Present:

Tai Pryjma
Michelle Horgan
David Polito, Chairperson
Stacey Metternick, Secretary
Michelle Bailey, Vice Chairperson
Gene Lee

Also Present:

Vincent Leone, Assistant Superintendent to Finance & Administration
Mahala Lettvin, Recording Secretary
Mary Beth Banios, partial telephonic appearance 6:44 PM - 6:59 PM

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

Mr. Polito updates the School Committee regarding his phone conversation with Ms. Banios last Friday, 04/03/2020. Ms. Banios brought up the following points regarding the contract:

- Annuity;
- Long term disability;
- Amount of sick days;
- Annual salary (salary offered at \$189,000; Ms. Banios points to salaries in surrounding districts at \$192,500.

The School Committee agrees that \$189,000 is the maximum salary. Discussion regarding potential variables to the average salary in the area, sick days offered, sick day accumulation, etc. The School Committee agrees to offer 70 accumulated sick days in the span of 3 years.

Mr. Polito calls Ms. Banios at 6:37 PM and extends an invitation for her to join the executive session to discuss her contract. Ms. Banios joins the meeting at 6:44 PM via audio call.

Discussion regarding sick time; long-term disability; salary offered; etc. Brief discussion regarding employee options for purchasing long-term disability. Ms. Banios states she is comfortable buying her own long-term disability offered for purchase through the district.

Mr. Polito explains that the School Committee is dedicated to fiscal responsibility and accountability to the taxpayers, and they are therefore unable to offer a salary above \$189,000.

Mr. Polito goes on to explain that the deficit is still weighing heavily on the budget, and that there are a number of unknown factors given that the towns have yet to vote in the FY21 Budget. Discussion regarding average salary in the area; annuity; potential for salary growth in the future; annual evaluations; COLA; etc.

Ms. Banios agrees to move forward with the contract: \$189,000 salary, with annuity, and 60 sick days. Further, she states that she plans on earning a higher salary in the future, and is looking forward to joining the district long-term.

Phone call with Ms. Banios ends at 6:59 PM.

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE
ADJOURN EXECUTIVE SESSION AND RETURN TO OPEN MEETING AT 6:59PM.**

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

MOTION PASSES unanimously via roll call vote of 6 members present.

Respectfully submitted October 10th, 2020 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 meeting id: 228 100 214. 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 HWRSD live stream link](#) the next day.