



**School Committee Executive Session Meeting  
Zoom Virtual Meeting  
Wednesday, June 3, 2020; 6:00 PM - 7:00 PM**

**Present:**

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

**Also Present:**

Julie Kukenberger, Interim Superintendent  
Vincent Leone, Assistant Superintendent to Finance & Administration  
Mahala Lettvin, Recording Secretary  
Mary Beth Banios, Incoming District Superintendent

*Executive Session meeting is in session from 6:03 PM - 7:12 PM.*

**EXECUTIVE SESSION PURPOSE #3: TO DISCUSS STRATEGY WITH RESPECT TO ALL COLLECTIVE BARGAINING GROUPS.**

Ms. Horgan updates the School Committee on the *Negotiations Subcommittee* conversations and meetings with both the Hamilton - Wenham Education Association (HWEA) Union as well as the Custodial Union. Discussion regarding COLA increases; potential for furlough days; and other changes that may help the district navigate the current challenging financial situation. Ms. Horgan reports that the unions will return with a more detailed response on the meeting scheduled with the *Negotiations Subcommittee* on Monday, 06/08/20. There is a discussion regarding the current negotiations strategy and the known and anticipated responses of the HWEA.

Dr. Kukenberger reminds the School Committee that the district will be operating on a 1/12 budget for (at least) the month of July. Dr. Kukenberger explains that the district initially believed that there would be a 20% reduction in Chapter 70 funding, however, in a meeting with Chairman Rodriguez yesterday, the district learned that Chapter 70 will be level-funded. Dr. Kukenberger further explains that the district anticipates written guidance from DESE on 6/15/20 regarding the reopening of schools. Incoming Superintendent Banios adds explanation regarding a communication strategy moving forward.

There is discussion regarding the District's FY21 budget, including the potential impacts of reduction in state aid and other unknown factors.

Ms. Bailey states her concern regarding a potential Open Meeting Law violation. A brief discussion and disagreement follows.

Incoming Superintendent Banios shares her schedule over the next few weeks, to demonstrate the timeline as far as moving forward with the plan and communication strategy:

|                         |   |
|-------------------------|---|
| 06/03/20                | Budget reduction discussion   |
| 06/10/20                | School Committee meeting, including executive session to further discuss negotiations with unions                                   |
| 06/15/2020              | Deadline to issue non-renewal to staff/communicate position elimination   |
| 06/16/2020              | Last day of school & Incoming Superintendent to send a message regarding communication plan going forward                           |
| 06/17/2020              | School Committee meeting  |
| 06/20/2020              | Hamilton Town meeting   |
| 6/22/2020 - 06/23/2020  | Tentative Leadership Retreat  |
| 6/30/2020               | Dr. Julie Kukenberger last day  |
| 07/01/2020              | Official start date for Mary Beth Banios; 1/12 budget begins; annual School Committee organization meeting; schedule summer retreat |
| 07/11/2020              | Wenham Town Meeting   |
| 07/15/2020 - 07/17/2020 | MASS virtual summer institute and new superintendent induction program  |
| 07/22/2020              | List and recommendations for what would be eliminated from budget   |

Discussion regarding Superintendent’s timeline above. Both Dr. Kukenberger and Ms. Banios provide recommendations surrounding the district’s communication strategy, specifically concerning communicating budget reductions and decreasing the amount of community misinformation/confusion regarding these budget cuts.

Incoming Superintendent Banios recommends the School Committee communicate with the public the following: The School Committee continues to analyze potential budget reductions and will meet again in Executive Session in order to fully consider the potential impact. The School Committee encourages the community to remain flexible throughout this process, with the understanding that the earliest possible date for finalizing budget reductions would be 06/17/2020.

There is a lengthy discussion regarding the community’s response to potential budget cuts, and the misinformation that was communicated in a widely circulated email from a HWRSD staff member.

The School Committee members reach consensus that all are comfortable with Superintendent Banios’ schedule as presented above.

**I MOVE THAT THE HAMILTON - WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN THE 06/03/2020 EXECUTIVE SESSION MEETING AT 7:12 PM.**

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

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

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

*Respectfully submitted November 22nd, 2020 by Mahala Lettvin, Recording Secretary.*

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