

**The Hamilton Wenham Regional School District  
School Committee Meeting  
Buker Elementary School Multi-Purpose Room  
Tuesday, May 10, 2019 6:00 PM**

**Present:**

Michelle Horgan, Assistant Secretary  
Gene Lee (telephonic 6:00pm; present 7:00pm)  
David Polito, Chairperson  
Michelle Bailey  
Stacey Metternick, Secretary  
Peter Wolczik

**Also Present:**

Mahala Lettvin, Recording Secretary  
Glenn Koocher, MASC representative

**1. Call to Order**

David Polito calls the meeting to order at 6:07 pm.

**1A. Pledge of Allegiance**

All in attendance rise for the pledge of allegiance.

**2. Discussion on next steps regarding Interim Superintendent position** (before amending agenda, this item was *Select Interim Superintendent*)

David Polito provides a brief overview of tonight's meeting: determine School Committee's next steps in this process. Glenn Koocher, MASC, is present this evening to help guide this discussion and advise as necessary.

Stacey Metternick asks David Polito to provide a brief explanation regarding last meeting's events (05/08/2019).

David Polito explains that on Wednesday, May 8th, at about 9:30am, he received an email from Stacey Metternick stating that finalist William McAlduff withdrew. Jeff Sands, about 1 hour after, withdrew as well, due to the fact that he only felt comfortable proceeding if 100% of the School Committee backed him (this is not the case). Between 2:00pm - 3:00pm, David Polito was made aware of an article in the Marblehead Patch regarding finalist Herbert Levine. The article informed readers that Mr. Levine was no longer being considered for Marblehead's interim superintendent search due to statements Mr. Levine made during his interview. At this point, David reached out to Dr. Michael Harvey, spoke to Glenn Koocher, and attempted contact with School Committee counsel regarding the events and the scheduled meeting later that same evening. At the meeting, he suggested not interviewing Dr. Levine. He left the meeting as he was uncomfortable with the interview moving forward.

Michelle Bailey asks how David Polito became aware of the article. David explains that a few people brought this to his attention, elaborating that he was on a phone call when the speaker informed him of the news article.

Michelle Bailey clarifies that this was the article David texted to the School Committee. David confirms this, adding that he wished he had reached out to the Marblehead School Committee as well, to receive further information.

Discussion regarding contact with School Committee counsel. Discussion regarding amended agenda, compliance with time requirements,  $\frac{2}{3}$  vote needed to amend tonight's agenda due to failure to comply with 48 hour notice.

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE AMEND THE 5/10/2019 AGENDA TO *DISCUSS NEXT STEPS FOR INTERIM SUPERINTENDENT SEARCH.***

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

**I MOVE THAT WE AMEND THE CURRENT MOTION ON THE FLOOR TO: AMEND THE 5/10/2019 AGENDA TO DISCUSS NEXT STEPS FOR INTERIM SUPERINTENDENT SEARCH, DUE TO CIRCUMSTANCES NOT KNOWABLE TO CHAIR 48 HOURS IN ADVANCE.**

**MOTION by Michelle Bailey; SECONDED by Michelle Horgan.**

**Those in favor of amending the motion:**

**Michelle Horgan: Yes**

**David Polito: Yes**

**Gene Lee (telephonic): Yes**

**Michelle Bailey: Yes**

**Stacey Metternick: Yes**

**Peter Wolczik: Yes**

**Motion to amend motion PASSES via unanimous roll call vote.**

**Those in favor of original motion to amend agenda:**

**Michelle Horgan: Yes**

**David Polito: Yes**

**Gene Lee (telephonic): Yes**

**Michelle Bailey: Yes**

**Stacey Metternick: Yes**

**Peter Wolczik: Yes**

**Motion to amend agenda PASSES via unanimous roll call vote.**

Glenn Koocher explains the School Committee must now consider Plan B:

- 1) School Committee may reconsider candidates interviewed but who were ruled out for not-discrediting factor(s).
- 2) Glenn can reach out to qualified candidates who did *not* apply, and determine whether they have interest in the position.
- 3) School Committee can make a motion to repost the position and work with responses received.

Discussion regarding school administrators suffering backlash, and the associated consequences leaving a district before locating another job. Discussion regarding whether interim position will be considered for the permanent superintendent role, possibility of losing more leaders than anticipated.

School Committee members discuss the possibility of revisiting the original list of applicants, with Michelle Bailey pointing out there were applicants she was interested in speaking with that did not make the semi-finalist list.

Peter Wolczik mentions Anthony Colannino, stating he has received positive feedback. Glenn states that he is certain Mr. Colannino would attend an interview, but points to the fact that he is looking permanent position.

Michelle Horgan points out that Jeff Sands is a known entity, and remarks on the impressive feat of a budget level funded for the last 5 years despite the very tough environment. Michelle Horgan asks if there is a strategy to reconsider Jeff Sands for this role. David Polito agrees, adding that he has thought about the possibility of making an offer to see if he would be willing to accept it. Michelle Horgan points out that in order to do so, the committee would have to be unanimous in their support.

Glenn Koocher recommends that internal candidate conflicts/disagreements resolve quickly, as it places an unfair burden and risk to non internal applicants.

Discussion regarding interviews, considerations, etc. Glenn agrees to set up interviews with 3 additional applicants, and further suggests that a *Motion to Invite Further Candidates* is written into the agenda for the night of the interviews.

### **Discussion - applicants reconsidered**

Names in bold were discussed with interest in pursuing. Names in strikethrough font cannot be considered, with the reason indicated parenthetically.

**Colannino, Anthony**

Dias, Sally

**Gallivan, Lori**

**Joseph Matthew**

**Kukenberger, Julie**

**Kustka Susan**

~~Levine, Herbert (controversy)~~

~~McAlduff, William (Marblehead)~~

~~McGee, Eric 'Chip' (position accepted elsewhere)~~

Ruggere, Timothy

~~Sands, Jeffrey (withdrew, not 100% support)~~

Stellar, Arthur

Zaleski, Karen

**Joseph Matthew:** Michelle Bailey expressed initial interest, Michelle Horgan reiterates concern that he has no classroom experience.

**Jeff Sands:** Gene Lee is fully supportive of Jeff Sands; David Polito agrees but points out unfortunately there is not support from the full committee.

Discussion regarding applicants who possess regional experience, instruction experience, director experience, superintendent experience.

**Julie Kukenberger** is the only applicant with superintendent experience.

Glenn recommends inviting candidates to interview as soon as possible.

*Gene Lee enters the meeting at 7:00pm.*

**Anthony Colannino:** Peter Wolczik reiterates that he has received feedback from many community members about this applicant.

Discussion regarding procedure, timeline, process, etc. School Committee will intend to pick a finalist following the interviews, with the understanding that a decision may not be reached.

**Susan Kustka** will not be re-interviewed, however, she will be re-considered.

Michelle Bailey: Lori Gallivan and Julie Kukenberger.

Stacey Metternick: Lori Gallivan and Julie Kukenberger.

Michelle Horgan: Lori Gallivan, Julie Kukenberger, and Anthony Colannino.  
Peter Wolczik: Anthony Colannino and Julie Kukenberger.  
Gene Lee: Susan Kuska is his choice; but will not object to interviews suggested.  
David Polito: Lori Gallivan and Julie Kukenberger.

Discussion regarding Wednesday interviews, quorum (4 people needed in room), scheduling conflicts, time availability, etc. School Committee will allot 1 hour for the interviews, using interview questions determined for second round interviews.

Michelle Horgan suggests subcommittees ask questions relating to their charges.

Interviews with Julie Kukenberger, Lori Gallivan, and Anthony Colannino to be scheduled beginning at 6:00pm on Wednesday 05/15/19 in 1 hour increments. Mahala Lettvin, Recording Secretary, will coordinate with Glenn Koocher and fill in to meet and wait with candidates if needed.

**I MOVE THAT HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE MOVE FORWARD THREE (3) CANDIDATES TO INTERVIEW ON MAY 15TH AT 6:00PM: ANTHONY COLANNINO, LORI GALLIVAN, AND JULIE KUKENBERGER.**

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

Discussion regarding structure of interview, 05/22/2019 agenda.

### **3. Vote to Adjourn**

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN AT 7:17 PM.**

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

*Respectfully submitted May 11, 2019 by Mahala Lettvin, Recording Secretary.*