

**The Hamilton Wenham Regional  
School Committee  
Meeting**

Wednesday, November 21, 2017 7:00pm  
Buker School Multi-Purpose Room

**Present:**

David Polito  
Joshua Liebow, Chair  
Gene Lee  
Michelle Bailey  
Jeanice Berstrand  
Stacey Metternick

**Also Present:**

Michael Harvey, Superintendent  
Jeffrey Sand, Assistant Superintendent for Finance and Administration

Michelle Bailey brings up that the motion to move to executive session did not specify attendance of others including the minute taker, Jeff Sands, and Michael Harvey. Asks for an amendment to original motion made to enter into executive session.

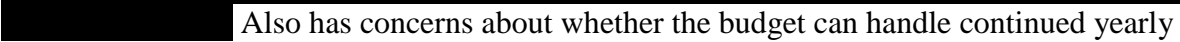
Joshua Liebow speaks about the purpose of executive session: an increase in administrator salaries in general, and proposes a 2.5% increase for Michael Harvey's salary in line with others.

Michelle Bailey inquires about whether the motion specified who the salary negotiation was regarding.

Joshua Liebow clarifies that the motion did specify that this discussion was for salary negotiations for Dr. Michael Harvey, superintendent. Again proposes 2.5% increase.

Michelle Bailey inquires as to whether this is a strategy meeting or a negotiation.

Discussion regarding budget and built in salary increases being included in budgets.

 Also has concerns about whether the budget can handle continued yearly increases of this percentage. Asks School Committee to be cautious about this.

Michelle Bailey inquires as to any other benefits tied to this salary. Jeff Sands explains the only benefit is a 403B match, where the district matches up to \$2,500, along with standard vacation, and sick days.

Stacey Metternick inquires about stipends. Jeff Sands clarifies that Michael Harvey is reimbursed for mileage used, and that there is no "stipend".

Michelle Bailey notes that the towns will have issues with this increase, as the towns settled at 1% and thus will see the committee's decision at 2.5% as being far too generous. Discussion regarding this topic. Michelle Bailey asks for clarification on the monetary amounts equivalent to the percentage increase.

Jeff Sands: \$179,476.00 to \$183,963.00 which is a \$4,500 increase.

**I MOVE THAT THE SCHOOL COMMITTEE INCREASE SUPERINTENDENT MICHAEL HARVEY'S SALARY RETROACTIVELY TO JULY 1ST FROM \$179,476.00 TO \$183,963.00.**

**MOTION by David Polito, SECONDED by Jeanice Berstrand.**

Michelle Bailey asks how Michael Harvey will receive his retroactive pay, and Jeff Sands explains that he will get a lump sum of retroactive pay, and then from that point forward his paychecks will reflect new salary.

**Jeanice Berstrand, Yes; Gene Lee, Yes; Joshua Liebow, Yes; David Polito, Yes.  
Michelle Bailey, No; Stacey Metternick, No.  
The motion carried by majority roll call vote.**

Stacey Metternick and Michelle Bailey point out that the School Committee ask Naomi for a revised contract.

Discussion about timeline aligning with Town Meeting.

**I MOVE TO ADJOURN THE EXECUTIVE SESSION AT 7:22 PM AND RETURN TO OPEN SESSION.**

**MOTION by Gene Lee; SECONDED by David Polito.  
The motion unanimously carried by roll call vote.**

Respectfully submitted Mahala Lettvin