**The Hamilton Wenham Regional School District**

**School Committee Executive Session Meeting**

**Buker Elementary School**

**Wednesday, July 31, 2019**

**Present:**

Gene Lee (6:30pm arrival)

Michelle Horgan, Assistant Secretary

David Polito, Chairperson

Michelle Bailey

Stacey Metternick, Secretary

Peter Wolczik

**Also Present:**

Dr. Julie Kukenberger, Superintendent

Mahala Lettvin, Recording Secretary

Dr. Julie Kukenberger recommends that the School Committee appoint **Vincent Leone**, *Director of Accounting & Payroll*, as the replacement to Jeffery Sands, former *Assistant Superintendent for Finance & Administration*. Dr. Kukenberger speaks about redefining roles and responsibilities with the overall goal of the District moving toward more sustainability.

Discussion: position title change, candidate pool for *Assistant Superintendent* role, qualifications of candidate Vincent Leone, reporting structure, salary adjustments for position, support role beneath Assistant Superintendent position, position sustainability, etc.

Dr. Kukenberger recommends that the School Committee appoint **Thomas Geary** to the *Director of Facilities, Maintenance, and Operations* position.

Discussion: candidate pool, attracting sufficient pool for position, changes made to requirements (*preferred* rather than *required* to attract a more diverse and relevant skill set), salary range, Mr. Geary’s experience/qualifications, other changes to position (addition of safety, security, transportation), salary negotiation, contract negotiation, etc.

*Gene Lee enters the meeting at 6:28 pm.*

Discussion regarding terms of both contracts and strategy moving forward. Dr. Kukenberger and the School Committee discuss benefits of 5 year contracts - (1) to encourage stability and (2) to encourage short/long term goal development and fulfillment. Further discussion comparing 5-year contracts to 3-year contracts, including detailed discussion regarding previous attempts to buy out contracts, fiscal responsibility of District, risks of redundant positions, annual performance reviews, decisions on salaries and lengths of contract for each position.

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE DIRECT DR. JULIE KUKENERGER TO ENTER INTO NEGOTIATIONS WITH VINCENT LEONE TO SECURE A 5- YEAR CONTRACT FOR THE POSITION OF ASSISTANT SUPERINTENDENT FOR FINANCE & ADMINISTRATION, WITH AN ANNUAL SALARY NOT TO EXCEED $150,000; AND FURTHER FOR DR. JULIE KUKENBERGER TO ENTER INTO NEGOTIATIONS WITH THOMAS GEARY TO SECURE A 3-4 YEAR CONTRACT, WITH THE OPTION TO EXTEND AN ADDITIONAL YEAR PENDING PERFORMANCE AT THE END OF YEAR ONE, FOR THE POSITION OF DIRECTOR OF FACILITIES, MAINTENANCE, & OPERATIONS, WITH AN ANNUAL SALARY NOT TO EXCEED $120,000.**

**MOTION by Stacey Metternick**

**David Polito: Yes;**

**Michelle Bailey: Yes;**

**Stacey Metternick: Yes;**

**Gene Lee: Yes;**

**Peter Wolczik: Yes.**

**Unanimously approved by 6 members present, via roll call vote.**

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN EXECUTIVE SESSION AT 6:40PM AND RETURN TO OPEN MEETING.**

**MOTION by Michelle Horgan.**

**David Polito: Yes;**

**Michelle Bailey: Yes;**

**Stacey Metternick: Yes;**

**Gene Lee: Yes;**

**Peter Wolczik: Yes.**

**Unanimously approved by 6 members present, via roll call vote.**

*Respectfully submitted August 7, 2019 by Mahala Lettvin, Recording Secretary.*