

**The Hamilton Wenham Regional School District  
School Committee Meeting  
Buker Elementary School Multi-Purpose Room  
Tuesday, July 2, 2019 7:00 PM**

**Present:**

Michelle Horgan, Assistant Secretary  
Gene Lee (7:08 pm arrival)  
David Polito, Chairperson  
Michelle Bailey  
Stacey Metternick, Secretary  
Peter Wolczik

**1. Call to Order**

David Polito calls the meeting to order at 7:03 pm.

**2. Pledge of Allegiance**

All in attendance rise for the Pledge of Allegiance.

**3. Citizens' Comments**

None.

**4. Chair's Report**

- Winthrop Elementary Principal Heath announced that he will be resigning as of August 1, 2019 in order to begin a position with Lawrence School District. Mr. Heath will be greatly missed in Hamilton-Wenham and we wish him all the best in his continued success!
- Michelle Bailey asks if there is any information regarding Dr. Kukenberger's plans in forming a search committee, or otherwise filling this soon to be vacant role. David Polito will be meeting with Dr. Kukenberger next week, and will provide any new information regarding current open positions (including Winthrop Principal, Assistant Superintendent, etc.).

**5. Superintendent's Report**

None.

**6. Consent Agenda**

a. Minutes

- June 5, 2019
- May 15, 2019 Executive Session

Exhibit A  
Exhibit B

b. Warrants

- June 21, 2019

Exhibit C

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE ACCEPT THE CONSENT AGENDA INCLUDING MINUTES FROM 06/05/2019 (EXHIBIT A), EXECUTIVE SESSION MINUTES FROM 05/15/2019 (EXHIBIT B); THERE CAN BE NO FURTHER CHANGES TO THESE DOCUMENTS.**

**MOTION by Stacey Metternick; SECONDED by Gene Lee.  
Unanimously approved by 6 members present.**

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE AMEND THE ORIGINAL MOTION TO ADD: AND ALSO INCLUDING THE WARRANTS FROM 06/21/2019 (EXHIBIT C); THERE CAN BE NO FURTHER CHANGES TO THESE DOCUMENTS.**

**MOTION by Stacey Metternick; SECONDED by Gene Lee.**  
**Unanimously approved by 6 members present.**

**7. New Business**

**A. Custodial Collective Bargaining Agreement**

**Exhibit D**

Stacey Metternick inquires as to the process of providing the agreement and suggested changes; explaining that the original agreements are usually provided with changes indicated through "red-lining" of such document.

Michelle Horgan reviews the district suggested changes in language regarding union dues, (Section 2.1) and changes in language regarding sick leave (Section 11.4). Michelle Horgan elaborates that the many, if not most, of the changes outlined in Exhibit D are aligned with the Office Personnel contract changes previously approved. The changes suggested to the custodial agreement will help keep the contracts consistent.

Discussion regarding process of negotiations and suggesting changes to be approved by School Committee, lack of full contract provided in Exhibit D, etc. Michelle Horgan states that these changes were emailed on Friday, and a full contract could have been requested earlier.

Michelle Horgan provides a detailed review of changes suggested, including: union dues, wages, sick leave, clothing allowance/ attire, trainings, holidays, vacation, insurance, and performance evaluations.

Discussion regarding / versus & within the context of performance evaluations: "members will be evaluated by their supervisor/principal/director". Clarified: one of the three listed positions will perform the evaluation, *not* all three positions provide a review.

Further discussion regarding sick time policies and changes made to contract: Michelle Horgan notes that the union asked for 3 separate salaries and salary tables for the maintenance crew, which would have made little sense for the District and caused a great burden to comply with such a request.

School Committee clarifies the process by which to provide changes to negotiated agreements: existing contracts provided as exhibit, with changes indicated via red-lining.

Attorney Naomi Stonberg provided the document attached as Exhibit D.

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE ACCEPT THE CUSTODIAL COLLECTIVE BARGAINING AGREEMENT AS SHOWN IN EXHIBIT D (PAGES 23-33 OF THE SCHOOL COMMITTEE PACKET), AND ADD IT TO THE ORIGINAL CUSTODIAL AGREEMENT.**

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

Michelle Horgan extends her gratitude to the custodial staff for the cleanliness of our schools (imperative to an excellent education!) as well as the union's patience in waiting for over 1 year for this agreement.

**8. Other**

**Topics for next meeting, 07/31/2019**

- Closing of the Books;
- Football Boosters;
- Approve Capital Sub-Committee chair and charge;
- Approve contracts for Don Gallant, District Treasurer and Kevin Mahoney, Assistant District Treasurer;
- Possible Workshop

***Follow up discussions and planning:***

Michelle Bailey provided Dr. Kukenberger and Dorothy Presser with each other's contact information. David Polito will provide status on workshop scheduling once he hears from Dr. Kukenberger and Ms. Presser.

School Committee will reach out to Dorothy Presser for her assistance in ensuring Jeff Sands attends 7/31/19 School Committee meeting for closing of the books.

Michelle Horgan says she opened the document attached to Craig Genuardo's email, and was only able to access the first page. Stacey Metternick will send the entire document to Michelle Horgan, a copy of which will also be available on Dropbox. Discussion: technological issues, email issues, applications used to open attachments, etc..

**9. Vote to Adjourn into Executive Session**

**9:30 PM**

**I MOVE THAT THE HAMILTON WENHAM REGIONAL SCHOOL COMMITTEE ADJOURN INTO EXECUTIVE SESSION AT 8:34 PM FOR THE PURPOSE OF DISCUSSING STRATEGY RELATIVE TO THE PURCHASE OF NUMBER 1, 3 & 5 LONGMEADOW WAY, HAMILTON, MA; AN EXECUTIVE SESSION IS NECESSARY BECAUSE I, THE CHAIR, HAVE DETERMINED A DISCUSSION IN OPEN SESSION MAY BE DETRIMENTAL TO THE SCHOOL COMMITTEE'S NEGOTIATING POSITION (EXECUTIVE SESSION PURPOSE #6) AND NOT RETURN TO OPEN SESSION.**

**MOTION by David Polito.**

**Peter Wolczik - Yes;**

**Stacey Metternick - Yes;**

**Michelle Bailey - Yes;**

**David Polito - Yes;**

**Michelle Horgan - Yes;**

**Gene Lee - Yes.**

**Unanimously approved via roll call vote.**

*Respectfully submitted July 25, 2019 by Mahala Lettvin, Recording Secretary.*