



Cathy Sheehan, Executive Director

2026 APR 23 PM 5: 10

CITY CLERK
SALEM, MASS

Main Office and Public Housing Department
27 Charter Street, Salem, MA 01970

Section 8 Department & Procurement/Modernization
136 Canal Street, Suite 2, Salem, MA 01970

Telephone: 978-744-4431 Fax: 978-744-9614
Website: www.salemha.org

April 23, 2026

Ilene Simons, City Clerk
Office of the Clerk
City Hall, 93 Washington Street
Salem, MA 01970

Dear Ms. Simons:

In accordance with Chapter 30A, Section 20 of the General Laws, as amended, Notice of **SPECIAL MEETING** of the **SALEM HOUSING AUTHORITY** to be held on **WEDNESDAY, APRIL 29, 2026 at 5:30 p.m.** via Zoom Webinar only is hereby posted. This meeting may commence a little later than 5:30 p.m. as it immediately follows the Housing Opportunities of Salem Inc. meeting which commences at 5:00 p.m.

Zoom webinar invite:

When: Apr 29, 2026 05:30 PM Eastern Time (US and Canada)
Topic: Salem Housing Authority Special Board of Directors' Meeting - Wednesday, April 29, 2025 at 5:30 p.m. (This meeting may start a few minutes late)

Join from PC, Mac, iPad, or Android:

<https://us02web.zoom.us/j/81737832517?pwd=wCPlbPUJbPpQMtNFWgevIby7EEyRDf.1>
Passcode:899749

Phone one-tap:

+16469313860,,81737832517#,,,,*899749# US
+13017158592,,81737832517#,,,,*899749# US (Washington DC)

Join via audio:

+1 646 931 3860 US
+1 301 715 8592 US (Washington DC)
+1 305 224 1968 US
+1 309 205 3325 US
+1 312 626 6799 US (Chicago)
+1 646 558 8656 US (New York)
+1 253 205 0468 US
+1 253 215 8782 US (Tacoma)
+1 346 248 7799 US (Houston)
+1 360 209 5623 US
+1 386 347 5053 US
+1 507 473 4847 US
+1 564 217 2000 US

This notice posted on "Official Bulletin Board"
City Hall, Salem, Mass. on **APR 23 2026**
at **5:10 Pm** in accordance with **MGL Chap. 30A,**
Sections 18-25.



Equal Opportunity Employer



+1 669 444 9171 US

+1 669 900 9128 US (San Jose)

+1 689 278 1000 US

+1 719 359 4580 US

Webinar ID: 817 3783 2517

Passcode: 899749

International numbers available: <https://us02web.zoom.us/j/kovmWYOLr>

It is anticipated by the Chairman that the matters outlined in the attached agenda below will be discussed as well as any other unforeseen business that may lawfully come before it.

**AGENDA FOR THE
SPECIAL BOARD OF DIRECTORS' MEETING
WEDNESDAY, APRIL 29, 2026
5:30 p.m.**

- I. Call Meeting to Order**

- II. Roll Call**

- III. Discussions – Open Meeting Law Complaint by Veronica Miranda, Board Member against the Salem Housing Authority, Board of Directors.**

- IV. Other Business /Late Communications**

- V. Adjournment**

Very truly yours,



Cathy Sheehan
Executive Director

Copy: SHA Board Members
Charter Street Tenants Association
Pioneer/Bertram Terrace Tenants Organization
Dalton House Tenants Organization

2026 APR 23 PM 5:11

CITY CLERK
SALEM, MASS

23 de abril de 2026

Ilene Simons, Secretaria Municipal
Oficina de la Secretaria
Ayuntamiento, 93 Washington Street
Salem, MA 01970

Estimada Sra. Simons:

De conformidad con el Capítulo 30A, Sección 20 de las Leyes Generales, según enmendadas, se publica el Aviso de REUNIÓN EXTRAORDINARIA de la AUTORIDAD DE VIVIENDA DE SALEM, que se llevará a cabo el MIÉRCOLES 29 DE ABRIL DE 2026 a las 5:30 p. m. únicamente por Zoom. Esta reunión podría comenzar un poco más tarde de las 5:30 p. m., ya que se realizará inmediatamente después de la reunión de Housing Opportunities of Salem Inc., que comienza a las 5:00 p. m.

Invitación al seminario web de Zoom:

Fecha: 29 de abril de 2026, 17:30 (hora del este de EE. UU. y Canadá)
Tema: Reunión extraordinaria de la Junta Directiva de la Autoridad de Vivienda de Salem - Miércoles, 29 de abril de 2025, 17:30 (Esta reunión podría comenzar con unos minutos de retraso)

Únase desde PC, Mac, iPad o Android:
<https://us02web.zoom.us/j/81737832517?pwd=wCPlbPUJbPpQMtNFWgevlby7EEyRDf.1>
Código de acceso: 899749

Acceso telefónico con un toque:
+16469313860,,81737832517#,,,*899749# (EE. UU.)
+13017158592,,81737832517#,,,*899749# (EE. UU., Washington D. C.)

Únase por audio:
+1 646 931 3860 (EE. UU.)
+1 301 715 8592 (EE. UU., Washington D. C.)
+1 305 224 1968 EE. UU.
+1 309 205 3325 EE. UU.
+1 312 626 6799 EE. UU. (Chicago)
+1 646 558 8656 EE. UU. (Nueva York)
+1 253 205 0468 EE. UU.
+1 253 215 8782 EE. UU. (Tacoma)
+1 346 248 7799 EE. UU. (Houston)
+1 360 209 5623 EE. UU.
+1 386 347 5053 EE. UU.
+1 507 473 4847 EE. UU.
+1 564 217 2000 EE. UU.

+1 669 444 9171 EE. UU.
+1 669 900 9128 EE. UU. (San José)
+1 689 278 1000 USD
+1 719 359 4580 USD
ID del seminario web: 817 3783 2517
Código de acceso: 899749
Números internacionales disponibles: <https://us02web.zoom.us/j/81737832517>

El Presidente prevé que se tratarán los asuntos descritos en el orden del día adjunto, así como cualquier otro asunto imprevisto que pueda presentarse legalmente.

ORDEN DEL DÍA DE LA
REUNIÓN EXTRAORDINARIA DE LA JUNTA DIRECTIVA
MIÉRCOLES, 29 DE ABRIL DE 2026
17:30 h

I. Apertura de la reunión

II. Lista de asistencia

III. Debates: Queja por violación de la Ley de Reuniones Públicas presentada por Veronica Miranda, Miembro de la Junta Directiva, contra la Autoridad de Vivienda de Salem, Junta Directiva.

IV. Otros asuntos / Comunicaciones tardías

V. Clausura

Atentamente,



Cathy Sheehan
Directora Ejecutiva

Copia: Miembros de la Junta Directiva de SHA
Asociación de Inquilinos de Charter Street
Organización de Inquilinos de Pioneer/Bertram Terrace
Organización de Inquilinos de Dalton House



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**DISCUSSIONS FOR THE
SPECIAL BOARD OF DIRECTORS' MEETING
WEDNESDAY, APRIL 29, 2026
5:30 p.m.**

- I. Call Meeting to Order**

- II. Roll Call**

- III. Discussions** – Open Meeting Law Complaint by Veronica Miranda, Board Member against the Salem Housing Authority, Board of Directors. The Open Meeting Law Complaint is attached hereto for reference.

- IV. Other Business /Late Communications**

- V. Adjournment**



Equal Opportunity Employer



Anne Cameron

From: Aaron Paternoster
Sent: Wednesday, April 22, 2026 6:38 PM
To: Cathy Sheehan; Anne Cameron; Emily Ullman
Subject: Fwd: OML Complaint SHA
Attachments: OML Complaint - Mediation Services 325.pdf

Aaron Paternoster
917-513-2964
Chair/Commissioner - Labor Appointee
Salem Housing Authority

Begin forwarded message:

From: Veronica Miranda <VMiranda@salemha.org>
Date: March 25, 2026 at 8:45:19 AM EDT
To: Aaron Paternoster <APaternoster@salemha.org>
Cc: Ilene Simons <ISimons@salem.com>
Subject: OML Complaint SHA

Description may be difficult to read if you don't click on it:

I am filing this Open Meeting Law (OML) complaint regarding a decision made outside of a public meeting to discontinue a mediation and relationship-building engagement that had previously been approved by the Salem Housing Authority Board.

Following an investigation into allegations of a hostile work environment involving board conduct in Summer 2024, "professional coaching" was recommended as a step to address board dynamics with SHA staff. At that time, all parties expressed interest in repairing relationships in order to move forward. In May 2025, the Board approved engaging consultants from Conditioning Leaders to facilitate this work.

On March 11, 2026, I learned that this engagement had been discontinued following discussions between Conditioning Leaders and Board leadership. The consultants explained that in early February, Board leadership suggested stopping the work due to scheduling challenges and competing priorities. As a sitting Board member, and one of the intended participants in the mediation, I was surprised to learn that this decision had been made without communication, deliberation, or a vote of the full Board. I was also not contacted regarding scheduling availability, despite scheduling being cited as the reason for discontinuing the engagement.

Because this engagement was formally approved by the Board as part of addressing governance and conduct concerns, the decision to discontinue it appears to constitute an action taken on behalf of the Board without deliberation or authorization in a properly

noticed public meeting. Additionally, the contract language specifies that termination may be made by the awarding authority, which in this case was the full Board.

I do not believe any potential violation was intentional. However, I respectfully request that the Board review this matter to ensure compliance with Open Meeting Law requirements and to clarify the process by which this decision was made.

Actions:

I respectfully request that the Salem Housing Authority Board take the following actions:

- Review and discuss this matter in a properly posted public meeting to determine whether Open Meeting Law requirements were violated
- Clarify and document the process by which the decision to discontinue the mediation engagement was made, including the roles of Board leadership and any staff involved/influencing the process
- Determine whether the discontinuation of the engagement should be reconsidered or formally ratified by a vote of the full Board in an open meeting.
- Ensure that future decisions involving Board-approved contracts or initiatives are made only through proper deliberation and voting in compliance with Open Meeting Law
- If a violation is found, take appropriate remedial steps, including acknowledging the violation and committing to corrective practices moving forward



The Commonwealth of Massachusetts
Office of the Attorney General
One Ashburton Place
Boston, Massachusetts 02108

OPEN MEETING LAW COMPLAINT FORM

Instructions for completing the Open Meeting Law Complaint Form

The Attorney General's Division of Open Government interprets and enforces the Open Meeting Law, Chapter 30A of the Massachusetts General Laws, Sections 18-25. Below is the procedure for filing and responding to an Open Meeting Law complaint.

Instructions for filing a complaint:

- o Fill out the attached two-page form completely. Sign and date the second page. File the complaint with the public body within 30 days of the alleged violation. If the violation was not reasonably discoverable at the time it occurred, you must file the complaint within 30 days of the date the violation was reasonably discoverable. A violation that occurs during an open session of a meeting is reasonably discoverable on the date of the meeting.
- o To file the complaint:
 - o For a local or municipal public body, you must submit a copy of the complaint to the chair of the public body **AND** to the municipal clerk.
 - o For all other public bodies, you must submit a copy of the complaint to the chair of the public body.
 - o Complaints may be filed by mail, by email, or by hand. Please retain a copy for your records.
- o If the public body does not respond within 14 business days and does not request an extension to respond, contact the Division for further assistance.

Instructions for a public body that receives a complaint:

- o The chair must disseminate the complaint to the members of the public body.
- o The public body must meet to review the complaint within 14 business days (usually 20-22 calendar days).
- o After review, but within 14 business days, the public body must respond to the complaint in writing and must send the complainant a response and a description of any action the public body has taken to address the allegations in the complaint. At the same time, the body must send the Attorney General a copy of the complaint and a copy of the response. The public body may delegate this responsibility to an individual member of the public body, its counsel, or a staff member, but only after the public body has met to review the complaint.
- o If a public body requires more time to review the complaint and respond, it may request an extension of time for good cause by contacting the Division of Open Government.

Once the public body has responded to the complaint:

- o If you are not satisfied with the public body's response to your complaint, you may file a copy of the complaint with the Division by mail, by email, or by hand, but only once you have waited for 30 days after filing the complaint with the public body. Mail may be sent to: The Division of Open Government, Office of the Attorney General, One Ashburton Place - 20th Floor, Boston, MA 02108. Emails may be sent to: openmeeting@state.ma.us.
- o When you file your complaint with the Division, please include the complaint form and all documentation relevant to the alleged violation. You may wish to attach a cover letter explaining why the public body's response does not adequately address your complaint.
- o The Division will not review complaints filed with us more than 90 days after the violation, unless we granted an extension to the public body or you can demonstrate good cause for the delay.

If you have questions concerning the Open Meeting Law complaint process, we encourage you to contact the Division of Open Government by phone at (617) 963-2540 or by email at openmeeting@state.ma.us.



OPEN MEETING LAW COMPLAINT FORM

Office of the Attorney General
One Ashburton Place
Boston, MA 02108

Your Contact Information:

First Name: Veronica Last Name: Miranda

Address: 9 Garden Terrace

City: Salem State: MA Zip Code: 01970

Phone Number: 8573189817 Ext. _____

Email: vmiranda@salemha.org

Organization or Media Affiliation (if any): Salem Housing Authority Board

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

Individual Organization Media

Public Body that is the subject of this complaint:

City/Town County Regional/District State

Name of Public Body (including city/town, county or region, if applicable): Salem Housing Authority Board of Commissioners

Specific person(s), if any, you allege committed the violation: Emily Ullman, Aaron Paternoster

Date of alleged violation: February 2026

Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

I am filing this Open Meeting Law (OML) complaint regarding a decision made outside of a public meeting to discontinue a mediation and Following an investigation into allegations of a hostile work environment involving board conduct in Summer 2024, "professional coaching On March 11, 2026, I learned that this engagement had been discontinued following discussions between Conditioning Leaders and Board Because this engagement was formally approved by the Board as part of addressing governance and conduct concerns, the decision to dis I do not believe any potential violation was intentional. However, I respectfully request that the Board review this matter to ensure complia

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

I respectfully request that the Salem Housing Authority Board take the following actions:
- Review and discuss this matter in a properly posted public meeting to determine whether Open Meeting Law requirements were violated
- Clarify and document the process by which the decision to discontinue the mediation engagement was made, including the roles of Board leadership and any staff involved/influencing the process
- Determine whether the discontinuation of the engagement should be reconsidered or formally ratified by a vote of the full Board in an open meeting.
- Ensure that future decisions involving Board-approved contracts or initiatives are made only through proper deliberation and voting in compliance with Open Meeting Law
- If a violation is found, take appropriate remedial steps, including acknowledging the violation and committing to corrective practices moving forward

Review, sign, and submit your complaint

I. Disclosure of Your Complaint.

Public Record. Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request. However, the Attorney General's Office will not disclose your address, phone number or email address in response to a public records request.

Publication to Website. As part of the Open Data Initiative, the AGO will publish to its website certain information regarding your complaint, including your name and the name of the public body. The AGO will not publish your contact information.

II. Consulting With a Private Attorney.

The AGO cannot give you legal advice and is not able to be your private attorney, but represents the public interest. If you have any questions concerning your individual legal rights or responsibilities you should contact a private attorney.

III. Submit Your Complaint to the Public Body.

The complaint must be filed first with the public body. If you have any questions, please contact the Division of Open Government by calling (617) 963-2540 or by email to openmeeting@state.ma.us.

By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: Veronica Miranda

Date: 3/25/2026

For Use By Public Body Date Received by Public Body: For Use By AGO Date Received by AGO: