



Cathy Sheehan, Executive Director

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**MINUTES OF THE
SPECIAL BOARD OF DIRECTORS MEETING
WEDNESDAY, JUNE 17, 2026
6:00 p.m.**

I. Called Meeting to Order at 6:04 p.m.

This meeting was a hybrid meeting.

II. Roll Call

Present

Romell Kidd (Virtual)
Veronica Miranda
Patricia Morsillo
Aaron Paternoster
Emily Ullman

Absent

Also Present: Also Present: Cathy Sheehan, Executive Director, Anne Cameron, Executive Assistant, Gary Dean, Director of Operations, Maureen Thomas, Director of Public Housing, Jacqueline Guzman, Director of Leased Housing and Massiel Garcia, Finance Director, Luis Lopez, Director of Maintenance and Patric Bishop, Facilities Manager

III. Tenant/Public Engagement

IV. Minutes of Previous Meeting(s)

Emily Ullman moves to approve the minutes of the Special Board Meeting of April 29, 2026..
Patricia Morsillo seconded the motion and the roll call vote was as follows:

Ayes

Romell Kidd
Veronica Miranda
Patricia Morsillo
Aaron Paternoster
Emily Ullman

Nays



Veronica Mimoves to approve the minutes of the Regular Board Meeting of May 13, 2026.
Patricia Morsillo seconded the motion and the roll call vote was as follows:

Ayes

Nays

Romell Kidd
Veronica Miranda
Patricia Morsillo
Aaron Paternoster
Emily Ullman

V. Executive Director Report

- Executive Director Report – June 2026

VI. Communications

- Mass NAHRO Newsletter – May/June
- Updated Waitlist
- SHA Department Reports (Vacancy Report, CHAMP Report, Modernization Report, Voucher Report, Family Self-Sufficiency Program Report (Quarterly), Future Forward Report, Resident Service Coordinator Reports and Maintenance Report for the Month of May 2026)
- Mandatory Board Member Training Reminder (Veronica Miranda, expires 9-16-2026, Romell Kidds expires 7-24-26, Aaron Paternoster, expires 4-26-27, Emily Ullman expires 10-8-27 and Patricia Morsillo expires 2-21-28)

New Hire – Part-Time Receptionist

There were three (3) candidates chosen to be interviewed for the open position of Part-time Receptionist. Cathy presented the candidate of choice.

Veronica Miranda moved to make a conditional offer of employment to Chanell Familia with a six (6) month probationary period for a part-time position as receptionist at an annual salary of \$44,000.00 with a start date TBD. Employment is also conditioned upon receipt of a passed SHA paid physical examination including drug test (there is no testing for marijuana) and a favorable Criminal Offense Record Information (CORI) check. Patricia Morsillo seconded the motion and the **roll call** vote was as follows:

Ayes

Nays

Romell Kidd
Veronica Miranda
Patricia Morsillo
Aaron Paternoster

Emily Ullman
New Hire – Repair Person Tier 1

There were two (2) candidates chosen to be interviewed for the open position of Repair Person Tier 1. Gary Dean, Director of Operations and Luis Lopez, Director of Maintenance interviewed the two (2) candidates. Cathy Sheehan presented the candidate of choice.

Veronica Miranda moved to make a conditional offer of employment to Kevin Antonio Vazquez Saez for a full-time position as Repair Person Tier 1 at an hourly wage of \$35.18 with a start date TBD. Patricia Morsillo seconded the motion and the **roll call** vote was as follows:

Ayes

Romell Kidd
Veronica Miranda
Patricia Morsillo
Aaron Paternoster
Emily Ullman

Nays

VII. Reports of the Committees

There were no reports of the committees.

VIII. Recommendations of the Chair

Mr. Paternoster recommended that the SHA develop an elevator protocol. He said that it seemed that the SHA has done that and stated that the SHA should keep doing what they are doing.

IX. Report of the Treasurer

Bills

Cathy Sheehan presented the Bills for the period May 1, 2026 through May 31, 2026 to the Board of Directors.

Emily Ullman moved to acknowledge receipt of the bills for the period May 1, 2026 through May 31, 2026 as presented. Romell Kidd seconded the motion and the **roll call** vote was as follows:

Ayes

Romell Kidd
Veronica Miranda
Patricia Morsillo
Aaron Paternoster
Emily Ullman

Nays

Balance Sheet and Statements of Revenues and Expenses

The Balance Sheet and Statements of Revenue and Expenses includes any variances in the budget at this point in time

Veronica Miranda moved to accept the Balance Sheet and Statements of Revenues and Expenses prepared by Paul Pavia of Fenton, Ewald & Associates, P.C. for seven (7) months ending April 30, 2026. Patricia Morsillo seconded the motion and the **roll call** vote was as follows:

Ayes

Romell Kidd
Veronica Miranda
Patricia Morsillo
Aaron Paternoster
Emily Ullman

Nays

X. Unfinished Business

Salem Housing Authority Bylaws – Amendment

Cathy Sheehan will present the amended Salem Housing Authority By-Laws as per the vote at the May 13, 2026 Regular Board of Directors Meeting.

Patricia Morsillo moved to approve the Salem Housing Authority By-Laws as presented. The SHA By-Laws have been amended to wit: Article III, Section 1: the Annual Meeting will held on the second Wednesday in October of each year and the addition of the Report of the Tenant Representative (Article III, Section 5 of the SHA By-Laws).

Veronica Miranda seconded the motion and the roll call vote is as follows:

Ayes

Romell Kidd
Veronica Miranda
Patricia Morsillo
Aaron Paternoster
Emily Ullman

Nays

Vote-Termination of Contract between Conditioning Leaders and the Salem Housing Authority

As a follow-up to the Open Meeting Law Complain, by Veronica Miranda against the Salem Housing Authority Board of Directors. The Board Agreed at the Special Meeting of the Salem Housing Authority held on April 29, 2026 that the following vote should be taken:

Veronica Miranda moved to formally terminate the Contract between Conditioning Leaders and the Salem Housing Authority dated May 15, 2025. Patricia Morsillo seconded the motion and the roll call vote was as follows:

Ayes

Romell Kidd
Veronica Miranda
Patricia Morsillo
Aaron Paternoster
Emily Ullman

Nays

Salem Housing Authority's Draft Internal Control Policy

Cathy Sheehan presented and discussed the Salem Housing Authority's Draft Internal Control Policy with the Board. of Directors.

Emily Ullman moved to approve the Salem Housing Authority's Internal Control Policy as presented. Patricia Morsillo seconded the motion and the roll call vote was as follows:

Ayes

Romell Kidd
Patricia Morsillo
Aaron Paternoster
Emily Ullman

Nays

Veronica Miranda

XI. New Business

Paper Check Signature Stamp Use and Security Agreement

Cathy Sheehan presented the Paper Check Signature Stamp Use and Security Agreement to the Board of Directors. The Policy was amended to remove staff who no longer are employed by the SHA and to add new staff members in their place.

Patricia Morsillo moved to approve the Paper Check Signature Stamp Use and Security Agreement as presented. Emily Ullman seconded the motion and the roll call vote was as follows:

Ayes

Romell Kidd
Veronica Miranda
Patricia Morsillo
Aaron Paternoster
Emily Ullman

Nays

XII. Other Business/Late Communications

There was no other business or late communications.

XIII. Adjournment

Emily Ullman moved that the Board adjourn the Special Board of Directors Meeting of Wednesday, June 17, 2026 at 8:30 p.m. Romell Kidd seconded the motion and the vote was follows:

Ayes

Romell Kidd
Veronica Miranda
Patricia Morsillo
Aaron Paternoster
Emily Ullman

Nays

SUMMARY OF ARTICLES IV THROUGH XII OF THE MINUTES OF THE SPECIAL MEETING OF THE BOARD OF DIRECTORS OF JUNE 17, 2026

The board approved minutes from both the April 29th special meeting and May 13th regular meeting, with minor corrections needed for the April meeting regarding the timing of contracting with condition leaders.

Cathy Sheehan presented the Executive Director's report for June, highlighting updates on new hires, the 2026 audit, and draft policies. She announced that the federal public housing conversion is expected to close in July 2026 and shared details on new reporting formats to increase transparency, including maintenance operations, public housing performance, and modernization updates. Cathy also discussed the Housing Now program expansion, funding awards, and development updates at Leefort Terrace and 17/27 First Street, and addressed questions about compliance inspections versus regular inspections.

The meeting focused on discussing maintenance programs and data reporting improvements. Gary Dean, Maintenance Operations explained that the resident satisfaction calls are conducted weekly with 2 calls per week, and the team discussed implementing monthly elevator downtime reports including response times from contractors. The group explored ideas for tenant engagement campaigns around elevator safety and maintenance, with plans to develop better signage and educational materials. The Board and Cathy also discussed quarterly reporting of resident satisfaction survey results and the possibility of including eviction data in future reports, while noting that state-wide housing authority comparative data is available biennially through resident satisfaction surveys.

The board discussed changing project completion percentage on the modernization report to estimated completion dates, with Cathy and Gary agreeing to use projected timelines from the original notice to proceed. Romell Kidd raised concerns about timing of board member training alerts, which Cathy Sheehan explained come from EOHLC and cannot be easily changed, though the monthly report now includes mandatory training dates.

The Board discussed and approved with a motion to hire Chanel Familia as a part-time bilingual receptionist with a \$42,000 annual salary and 6-month probationary period, contingent on passing a physical examination including drug tests.

The board also discussed and approved a conditional offer for Antonio to become a full-time Tier 1 repair person at \$35.18 per hour.

Gary Dean explained the details of recent elevator-related expenses, including generator wiring work and lighting updates that were required before inspections could be completed.

~~The board also reviewed and approved various bills, including payments to contractors, IT services, and employee parking reimbursements.~~

The board voted to accept amendments to the Salem Housing Authority bylaws as presented. During the discussion, Veronica Miranda noted that the bylaws should specify a vote to accept the agenda as presented, which hadn't been done previously, and clarified that the annual meeting would be held in October without specifying a particular Wednesday. The board discussed whether to vote on the amendments immediately or wait for a cleaner copy, ultimately deciding to proceed with the vote on the amended version.

The board discussed terminating the contract with Conditioning Leaders due to scope and timeline issues, as well as an open meeting law violation. Veronica Miranda explained that the investigation began in August 2024, mediation started in November 2024, and the contract was voted on in May-June 2025. The board agreed to move forward with formally terminating the contract, but Veronica Miranda requested to continue the mediation process with a third-party mediator to address relationship and trust issues. Aaron Paternoster asked Veronica to prepare a memo for the next meeting regarding how to proceed with mediation. Veronica suggested they could work with the Resolution Center in Beverly, MA who the Housing Authority is familiar with.

The board discussed and approved the Salem Housing Authority's internal controls policy after addressing concerns about its detailed procedures.

Patti Morsillo and other Board Members expressed comfort with the document's content and structure, noting it outlines standard operating procedures without requiring frequent updates.

The board also reviewed the paper check signature stamp use and security agreement, discussing whether to approve specific individuals or positions, with Veronica Miranda suggesting a yearly notice approach to maintain transparency while allowing for staff changes without requiring new board approvals each time.

The board approved the paper check signature stamp use and security agreement.

Veronica Miranda provided a tenant representative report addressing concerns about maintenance staff training and certifications, congratulated the new Rainbow Terrace LTO officers, and discussed elevator issues. (See attached report of Tenant Representative)

The board clarified that board members can communicate with auditors and oversight agencies as individuals, but any official board business requires full board awareness and vote.

The conversation ended with discussions about including language in the Board Code of Conduct regarding any member of the board initiating investigations and additional costs associated with audits would require a board vote.

June 17th 2026
Minutes

Anne Cameron

From: Aaron Paternoster
Sent: Wednesday, June 17, 2026 3:39 PM
To: Anne Cameron
Cc: Cathy Sheehan; Judith Reilly
Subject: Fwd: Public Comment for Tonight
Attachments: image.png; Salem HA Proposal May 2025 V3 (1).pdf

Hi Anne,

Can you include Ms. Reilly's email below into the minutes for this evening's meeting under public comment?

Thank you

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

Begin forwarded message:

From: Judith Reilly <judith.reilly.77@gmail.com>
Date: June 17, 2026 at 12:28:14 PM EDT
To: Aaron Paternoster <APaternoster@salemha.org>, Emily Ullman <EUllman@salemha.org>, Romell Kidd <RKidd@salemha.org>, Veronica Miranda <VMiranda@salemha.org>, Patricia Morsillo <pmorsillo@salemha.org>
Subject: Public Comment for Tonight

Public Comment:

I am not asking that this statement be read aloud at tonight's meeting, but I would ask that you include it with the meeting minutes.

I am writing as an individual. My views are my own and not those of any organization to which I am or have been affiliated.

If the Board votes tonight in relation to its contract with Conditioning Leaders for mediation services and board relationship- and trust-building services, and in relation to Commissioner Miranda's Open Meetings Law complaint, I hope you will do so only after public discussion establishing what the facts are.

I am attaching and including as an image the proposal that the board voted to accept in May 2025. The contract in your board packet was prepared by Ms. Sheehan after that vote,

to implement the vote. Neither the board nor Conditioning Leaders set the August 29, 2025 expiration date in that contract. The board voted to undertake the scope of work in the proposal, with no set expiration date, although the implication was that the work would be completed by the end of 2025.

The services in the proposal (mediation and board relationship- and trust-building) were supposed to help heal the turmoil at SHA, between and amongst Ms. Miranda, the ED, the staff, and the board.

Apparently, in September 2025, Conditioning Leaders cautioned Ms. Sheehan against skipping the full mediation process and moving on to the board sessions. It seems their caution was valid, as you are once again in turmoil.

Apparently, based on public records (emails), Ms. Sheehan canceled the remaining mediation sessions on behalf of the board in October 2025, following the October 8, 2025 board meeting. (4-minute video:

<https://drive.google.com/file/d/1uNrl764wdFoQNXVRZLK4sHW4k-g7hgxn/view?usp=sharing>)

Apparently, Ms. Ullman did not cancel the mediation sessions in February 2026, but rather agreed with Conditioning Leaders that the firm had performed \$9,999 worth of work at that point ("planning meetings, holding times in our calendar, emailing, creating and sending agendas and prework"). Ms. Ullman, on behalf of the board, agreed the board would require no more work from Conditioning Leaders under that contract.

Here are questions to establish very important facts:

1. Were Commissioners Paternoster, Ullman, and Kidd aware in October 2025 that Ms. Sheehan was going to cancel the remaining mediation sessions on behalf of the board? If yes, how and when did they become aware? (How and when they became aware is important for Open Meetings Law purposes.) Clearly Commissioner Miranda was not aware of the cancellation until months later.
2. Why was the topic of the contracted mediation sessions not on the October 2025 agenda? Why was no formal vote taken to amend the contract by canceling the mediation sessions? Why was Mr. Paternoster absent from such an important meeting, if he was aware of what would be "discussed"? Why were the words "cancel" and "mediation sessions" not uttered at the October 8, 2025 board meeting?
3. Was the staff informed of the cancellation of the mediation sessions in advance of the cancellation?
4. Did the staff, especially the 5 complainants, agree to the cancellation of the mediation sessions? If so, why? Do they feel their workplace conditions have improved?

At this point, I think the board has to ratify Ms. Ullman's February 2026 decision. I don't see how the SHA board could in good conscience ask Conditioning Leaders to do more work under the original contract, considering how they were treated by SHA. First you asked for a large proposal including strategic planning. Then you asked them to submit a new

proposal just for mediation services and board development sessions, to come in under the \$10,000 mark. Then you canceled the mediation sessions after the first one. Then you had them reserve time to conduct the board session at the "January 13 meeting" - a Tuesday, not your actual meeting date. Then you canceled that after realizing the error. Then you wanted to wait until a new board member came on board. Then you "parted ways" and publicly insulted the quality of their work.

However, although the past can't be undone, the entire Salem community needs an explanation of why SHA spent somewhere in the vicinity of \$17,000* on investigating "hostile workplace" complaints and then another \$10,000 on mediation and board trust- and relationship-building services, only to end up in more turmoil.

What went wrong?

Judith Reilly
Salem, MA
(Ms./she)

*\$9,450 for the investigation. Approximately \$2,000 for transcripts. An unknown, but substantial, amount for legal advice, from 2024-2026 on various topics, from how to hold an executive session DIY investigation to the ongoing public records dispute.

Proposal V3 for Salem Housing Authority Phase I: Mediation and Relationship Building

May 9, 2025

Submitted by Rebecca Jackson and Madeline McNeely

The initial proposal was for 3 streams of work proposed in Winter 2024-25: Strategic Planning, Board Code of Conduct and Relationship Building & Mediation. Rebecca and Madeline met with Cathy, Veronica, Doneeca and Anne to discuss the initial proposal and potential partnership between the Salem Housing Authority (SHA) and Conditioning Leaders on April 1. During this meeting it was shared that a proposal for \$10,000 or less was necessary to initiate work based upon housing authority guidelines. Below describes how we would approach this work with future phases to follow to complete the Board Development and Strategic Planning activities. This proposal is for the initial piece of work known as Phase I: Mediation and Relationship Building.

Based on the initial April 1 and second April 22 meetings, it became clear there is significant work to do to repair relationships and trust so that a solid foundation is laid for Strategic Planning with board and staff as well as Board Development. Trusting relationships are a prerequisite to successful strategic planning and implementation and effective board leadership overall, therefore we propose the following process:

Planning and Design

Purpose: to determine best implementation plan for this phase of work

1. 1 one hour mtg each with Cathy and Veronica.

Implementation Phase

Purpose: to rebuild trust and create the foundation for honest open collaboration between different constituents for next phases of work: Board of Conduct and Strategic Planning

1. Consultants Facilitate Relationship Repair Sessions based on Planning and Design Conversations. This phase will include
 - a. Cathy and Veronica mediation sessions (1-2 virtual meetings)
 - b. Veronica and complainants (1-2 virtual meetings)
2. Board Relationship and Trust Building Session (1-2 virtual 1.5 hours sessions)

Completion/Evaluation/Wrap Up

1. 1 hr meeting with the group to complete this phase

TOTAL: \$10,000 includes support from a team of multi-racial and multicultural consultants, Madeline McNeely, Rebecca Jackson and Lucy Ponciano for administrative support (scheduling and other duties as they arise).