

**LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT COMMITTEE
MINUTES OF MEETING
Tuesday, September 22, 2009**

7:30 p.m.

**Conference Room A
L-S Regional High School**

Present: Radha Gargeya, Chair, Mark Collins, Vice Chair, Nancy Marshall, Patty Mostue, Jack Ryan and Berne Webb

Also present: Scott Carpenter, Superintendent/Principal, Judy Belliveau, Director of Finance & Operations, Rami Alwan, Teachers' Association President, David Sackstein, Student Representative, and Mary Whittemore, School Committee Secretary. Representatives from the Sudbury Finance Committee were present, as were other visitors listed on the sign-in sheet attached to the approved copy of these minutes.

Agenda Enclosures/Handouts

- Unapproved Minutes of September 8, 2009 meeting
- FY10 School Committee Agendas, Information & Votes
- Memo dated September 17, 2009 from Judy Belliveau re FY10 Budget Adjustments
- Memo dated September 17, 2009 from Judy Belliveau re Proposed FY10 Tuition Rates
- Salary Comparison: FY09 Compared to FY10 for Steps at which Teachers are Often Hired

I. Call to Order: Radha Gargeya, Chair, called the public meeting to order at 7:35 p.m.

II. Presentation on the Agreement between the L-S School Committee and the Teachers' Association

Mr. Gargeya noted that the Lincoln Finance Committee was not present as they had determined that their questions had been answered. Radha also requested that the public hold their questions until the members of the Sudbury Finance Committee had completed their questions.

Mr. Gargeya further noted that the goal of the negotiation process was to preserve the excellence of Lincoln-Sudbury and its teaching staff while at the same time facing the challenge of saving costs in this difficult economic time. He thanked the members of both negotiating groups for their diligence and willingness to create a contract in the best interests of all. He reminded those present that the document titled "Questions about the Negotiated Settlement between the L-S Teachers' Association and the L-S School Committee" which includes the Questions and Answers from and to the Sudbury Finance Committee is on the school's web site, www.lsrhs.net. On the web site it is titled "Collective Bargaining Agreement Information". It had been a handout at the September 8, 2009 meeting and was the basis for initial questioning at this meeting.

Mark Collins provided an overview of the major changes in the 2009-2012 Agreement which are:

1. A reduction in the District's contribution to health insurance coverage from 75% to 70%.

2. Establishment of a Health Insurance Savings Plan Incentive which provides a portion of the savings to those teachers who choose a plan that is less expensive than the one they currently use.
3. Deletion of the Early Retirement Incentive plan which had been in effect for a number of years.
4. Cost of Living Adjustments of .75% in 2009-2010, 1.75% in 2010-2011, and 2.00% in 2011-2012, with an additional .75%, 1.0% and 1.0% respectively for those teachers on top step who do not receive a step increase.
5. Establishment of a Master Teacher Stipend program that recognizes teachers with advanced degree status, long tenure and an excellent current evaluation.

Bob Jacobson, member of the Sudbury Finance Committee, then read the questions posed by the Finance Committee as they appeared in the handout. Judy Belliveau summarized the answers to those questions also as they appeared in the handout. Judy and/or Scott Carpenter provided additional points of information or clarification:

- The chart on page three shows the expected costs and savings in FY10 for each of the items listed. The figures in the FY11 and FY12 columns are the increases (or decreases) from the prior year. The estimated aggregate increase for all three years combined is \$1,200,902.
- Teachers and staff are currently making decisions about their health care coverage and so the data about how many are moving to lower-cost plans are not yet available. Also the sharing of savings for those who choose a lower cost plan is for each year so that there is an incentive for employees to stay on the lower cost plan.
- Scott estimates that about 90% of those teachers who have the tenure and educational credentials to be eligible for the “Master Teacher” designation will receive excellent evaluations and hence will qualify for the Master Teacher stipend.
- “Labervisors” are usually teachers who work additional hours on computer-related issues and the integration of technology with instruction. There is the need to compensate two staff members equally.
- Approximately 40% of the teachers are at the top step on the salary scale. The average teacher salaries listed under item B2 do not include stipends, nor do they include the reduction in take-home pay due to the higher cost of health care premiums to the employee.
- The reduction of 9.08 FTE’s from the budget included 5 actual layoffs. The remainder was achieved by normal attrition, reduction of hours and the elimination of one House Master and one House Assistant.
- There are 21 part-time employees who work 20 hours or more and are taking health insurance. Sixteen of those are faculty, out of the 27 total faculty members who are not full-time.
- The student/professional staff ratio in the collective bargaining agreement of 13.75 to 1 has never been exceeded and serves primarily as a benchmark statistic.
- Transition leave may be granted to a faculty member who needs some financial support while they are in some kind of personal transition and who will resign at the end of the leave period. Scott is aware of only one such case during his tenure at L-S.
- Although the parameters for sabbatical leave are identified in the contract, L-S has not been able to fund sabbatical leaves in recent years and the language change was to reflect that.
- Children of teachers or other staff who live outside of the District may attend L-S.

III Public Comment

L-S parent Rick Johnson asked for clarification on why there appears to be a liability in FY10 for the Early Retirement Incentive when the new contract states that prior contracts are null and void and that Incentive is not in the new contract. Jack Ryan responded that those who announced their intention to retire early, in accordance with the December 1st deadline outlined in the prior contract, will receive their pay upon retirement at the end of FY10 because under labor law this provision from the prior contract must be honored.

Rami Alwan asked how many out-of-district students are children of teachers. Judy estimated that there are about seventeen in the Lincoln and Sudbury K-8 and L-S grades 9-12. She will have a full enrollment report at an October meeting.

Scott noted that the *Town Crier* had published recently that the new contract saved approximately \$200,000 in the budget. He is planning to be conservative in how that is spent. He also noted that the L-S salary scale, compared with five well-ranked Metrowest schools, places L-S either at the bottom or second from the bottom on a sampling of Step scales. That makes it harder to attract good teachers and in some cases costs the district more because he has to hire at a higher step. The Salary Comparison chart also notes that L-S is falling further behind as one compares FY10 to FY09.

In answer to a question, Scott confirmed that we have a formal mentoring program for new teachers. Indeed it is required by law.

Radha closed this portion of the agenda by inviting public comment.

IV. Approval of Minutes

Patty Mostue moved to approve the minutes of September 8, 2009 as presented with minor corrections identified by Nancy Marshall and herself. Seconded by Berne Webb. The motion carried unanimously.

V. Recognitions

Scott Carpenter highlighted the following:

- Volunteers Beth Berkman and others for organizing the career center.
- Susan Shields, Wellness Coordinator, has been named to receive the MIAA Coordinator of the Year award.
- Judy Katalina will be inducted into the Volleyball Coaches Hall of Fame on October 8th.
- Student Jonathan Weinstein has had his 39 page article on “HIV/AIDS in China” published in *The Concord Review*, a journal of history essays written by students. Jonathan had originally written the paper for a history class taught by Sandy Crawford. Rami Alwan subsequently noted that *The Concord Review* accepts only about 50 essays from thousands of submissions.

VI. Student Report

David Sackstein reported that an “Activity Shop Around” event had been held for students to decide what activity(ies) they might like to join. Members of the Student Senate will actively participate in “Back to School” night on September 23rd. The Senate is starting to work on some possible policy issues. One relates to how students might be able to join the Senate after school has begun. There is interest in this so that the Senate can be fully representative of the student body. They are also considering a system of providing varsity letters for club participation. They are also creating a calendar of standard deadlines, e.g., signing up for SAT’s.

VII. Teachers' Association Report

Rami Alwan also highlighted the achievement of Jonathan Weinstein for his entry in *The Concord Journal*. He and other teachers are looking forward to "Back to School" night. Lastly, Rami attended the lecture by Travis Roy in Lincoln. He was pleased to see a lot of residents from Sudbury. Mr. Roy's message to young people was clear: set realistic goals, set some "dream" goals and then go after those goals. He also commented on the blogs and encouraged the audience to practice respect in their relationships and that will lead to tolerance.

VIII. Superintendent's Report

Scott shared his observations on the notable differences between his former position as a Housemaster and his new one as Principal/Superintendent. In his new position, his decisions impact a lot of people, not solely one or two. Where prior decisions usually sat well with the relevant parties, now he knows that he cannot satisfy everyone no matter what he decides. He gets 150 e-mails a day. He also now lives in a world of regular rumors, including several about his "superpowers", and is considering instituting a rumor-dispelling forum.

The first football game of the season is scheduled for this weekend. The protocols for ensuring safety and good behavior will be the same this year as last, but with the addition of a police detail at the gate and half-time.

He thanked LSPO for hosting both a morning and evening "meet and greet" opportunity for him. He used his time with parents to invite their active participation and support in the life of Lincoln-Sudbury Regional High School.

At "Back to School" night his remarks will focus on the results of the MetroWest Adolescent Health Survey. There will also be a table set up for questions about flu precautions. He also would like to establish a School Council, made up of about 20 parents, students and staff. Their purpose will be to develop a School Improvement Plan for presentation to the School Committee at the end of the year. Ballots for suggesting members of that group will be available at "Back to School" night.

IX. Information and Discussion

- Flu Clinics

Scott reported that preparing for providing both seasonal and H1N1 flu vaccines is work in progress planned in collaboration with Lincoln and Sudbury K-8 Superintendents with updates provided by the Mass. Department of Public Health and the Department of Education. The goal is to assure that parents who want their children vaccinated can do so through the schools although they are welcome to use their pediatricians. He keeps parents updated via e-mail. There will be no cost to L-S for providing the vaccines and the nurses to administer them.

- FY 10 Budget Adjustments

Judy Belliveau reviewed the contents of her memo on FY10 Budget Adjustments. The net savings to the budget is \$168,542. Given one adjustment related to the cost of electricity for the Community Field, it was agreed that Judy should review the agreement with the Town of Sudbury to confirm the financial arrangements for the Community Field costs.

X. Action Items

- Vote to authorize FY10 Budget adjustments
Berne Webb moved that the School Committee vote to authorize the FY10 budget adjustments as outlined, with the net savings placed in the Contingency account. Seconded by Patty Mostue. In the discussion period Jack Ryan noted that if money remains in the Contingency account at the end of FY10, it then moves to the Excess and Deficiency Fund. He also pointed out that the net savings is the direct result of hard work by the School Committee and the staff, and not as a result of extra State aid or some resource outside of the school system. The motion carried unanimously.
- Vote to establish FY10 tuition rates
Nancy Marshall moved that the School Committee vote to adopt the Regular Day tuition rate based on the Department of Education’s calculation for FY09, when published, and to adopt the proposed tuition rates for the Central Program at \$24,565; the Link Program at \$27,580 and the Reach Program at \$33, 525. Seconded by Jack Ryan. The motion carried unanimously.

XI. Bill Schedules – none at this meeting

Judy reminded the Committee that they will be requested to come in and sign warrants later in the month.

XII. Calendar of School Events

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| Wednesday, Sept. 23 rd , 6:30 p.m. | Back to School Night |
| Wednesday, Oct. 7 th , 7:00 p.m. | Presentation/Discussion of Youth Risk Behavior Survey Results |

Scott reported that he has notified the clergy in both towns and invited them to attend and to let their congregants know of this event.

Radha noted the calendar of School Committee meetings and expected agenda items. Scott encouraged members to let him know about what department(s) they might like to have provide a presentation to the Committee. Judy noted that the November agenda would include a review of the cafeteria contract.

XIII. Adjourn

Jack Ryan moved that the meeting be adjourned at 9:45 p.m. Seconded by Patty Mostue. The motion carried unanimously.

Respectfully submitted,

Mary Whittemore
Secretary