

**LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT COMMITTEE  
MINUTES OF MEETING  
Tuesday, September 8, 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, and Berne Webb

Unable to be present: Jack Ryan

**Also present:** Scott Carpenter, Superintendent/Principal, Judy Belliveau, Director of Finance & Operations, Rami Alwan, Teachers' Association President, David Saxstein, Student Representative and Mary Whittemore, School Committee Secretary. Representatives from the Lincoln and Sudbury Finance Committees 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 July 20, 2009 meeting
- 2009-2012 Agreement by and between the Lincoln-Sudbury Regional District School Committee and the Lincoln-Sudbury Regional Teachers' Association
- Questions (and Answers) about the Negotiated Settlement between the L-S Teachers' Association and the L-S School Committee
- September 8<sup>th</sup> Update from Scott Carpenter
- Draft schedule of School Committee Meeting Dates
- Memo from Judy Belliveau dated September 8, 2009 re FY09 Closing Balances
- Treasurer's Report for July 1, 2008 – June 30, 2009
- Balance Sheet dated June 30, 2009
- Memo from Judy Belliveau dated September 8, 2009 re Vote to Reapportion Funds
- Memo from Judy Belliveau dated September 8, 2009 re Annual Vote to Authorize Revolving Accounts
- Memo from Judy Belliveau dated September 8, 2009 re Request to Establish a Revolving Account
- Press Box Bid Results dated September 3, 2009
- Copy of President Obama's prepared remarks for a televised Back to School Event

**I. Call to Order:** Radha Gargeya, Chair, called the public meeting to order at 7:40 p.m.

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

Mr. Gargeya 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: Mark Collins, Eric Harris, Jack Ryan for the District and John Flynn, Bunny McClung and Seth Weiss

for the Teachers' Association. He also acknowledged the participation of Bill Keller, Sudbury Selectman, in his role as representative for the town managers of Lincoln and Sudbury. He further noted that the Agreement had been unanimously accepted by the School Committee and that the summarizing Memorandum of Understanding would be posted on the website this week.

Mark Collins provided an overview of the major changes in the 2009-2012 Agreement which are also outlined in the Questions about the Negotiated Settlement handout:

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 for 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.

Judy Belliveau identified the assumptions that were used in calculating staffing costs for the three year contract cost projection, the details of which are in the Questions about the Negotiated Settlement handout.

Radha invited Finance Committee representatives to return to the September 22<sup>nd</sup> meeting if they had more questions. Representatives from the Lincoln Finance Committee indicated that their questions had been answered. Representatives from the Sudbury Finance Committee may have more questions at the next meeting. Mrs. Mostue asked that any additional questions be forwarded in advance if possible.

### **III. Public Comment**

Michele MacDonald encouraged the School Committee to review the athletic policies that were revised in the handbook that was distributed for 2008-2009, especially the policies related to school trips. She assumes that the athletic handbook reflects school policy, but she is not certain that the Committee ever adopted the policy changes. Committee members responded that that topic would be worth their review.

### **IV. Approval of Minutes**

Nancy Marshall moved to approve the minutes of July 20, 2009 as presented with two minor corrections. Seconded by Patty Mostue. The motion carried unanimously.

### **V. Recognitions**

Scott Carpenter highlighted the following:

- Chris McDermott, Class of 2010, who is the videographer for this and future Committee meetings.
- Jane Young, Math Teacher, for her initiative of beautifying the area around the flagpole with the help of parents and other volunteers and a contribution of plants from Cavicchio's Greenhouses.

- Kevin Rossley and his grounds staff for their hard work this summer especially on improving the traffic safety in the parking lots.
- Dave Walsh and Dennis Phillips of the technology staff for their summer work on upgrading some of the computers.
- Emily Phillips for her work on summarizing the results of the MetroWest Adolescent Youth Risk Behavior Survey which will be presented to parents and broader communities on October 7<sup>th</sup>
- All the faculty and staff who worked during the summer. Scott noted that the building never felt empty.

## **VI. Student Report**

David Saxstein, President of the Student Senate, introduced himself. David reported on the success of the First Adventure Day in which 9<sup>th</sup> graders are invited for an orientation to the school without other students there. The opening days have gone well. David noted that his goal is to have the Student Senate be the students' voice on all school matters. In addition, they will continue to be the group that plans or coordinates social activities.

## **VII. Teachers' Association Report**

Rami Alwan thanked Radha Gargeya for his presentation to the teachers on the first day. He also thanked Judy Belliveau for arranging the presentation of health insurance plans and how the new system will work. J.K. Park and Ponokah Gillespie were the teachers who organized First Adventure Day with members of the Student Senate. Rami commented that it was nice to overhear students speak warmly about the school and their teachers as they gave guided tours. The Teachers' Association Executive Committee is inviting the School Committee to have dinner with them as a social/get-acquainted event and proposed the dates of either November 6<sup>th</sup> or November 13<sup>th</sup>. The Committee will confirm the date at a later time.

## **VIII. Superintendent's Report**

Scott Carpenter provided the following report:

- New staff had an orientation day which included tours of each town. The Carpenters also hosted a backyard picnic at their home for new teachers and their families as well as the mentors and their families.
- The first assemblies with students went well. Issues related to health and safety were emphasized. Results of the MetroWest Adolescent Youth Risk Behavior Survey were shared with the students, but with different emphases based on the age of the audience and the relevant survey results. Scott noted that while L-S has good results in students feeling connected with teachers which prompts healthy behavior and a sense of safety, there is also a concern of increased use of drugs and alcohol as the stress associated with 11<sup>th</sup> and 12<sup>th</sup> grades sets in.
- Scott will participate in a state-wide conference call on September 10<sup>th</sup> related to the H1N1 virus and will collaborate with the Lincoln and Sudbury K-8 Superintendents and the school nurses to craft a plan for dealing with the epidemic.
- In consultation with local clergy and others, the decision has been made to hold graduation on Sunday afternoon, June 6, 2010, instead of on Monday. It will be on campus and there are some benefits to holding it on a non-school day not only from the perspective of extended family participation, but also of logistics.

Mark Collins complimented the LSPO on its concise daily e-mail reminders to parents of upcoming events. Radha also noted that the LSPO's new website, [www.LSPO.org](http://www.LSPO.org), is also great.

## **IX. Information and Discussion**

- **Draft Schedule of School Committee Meeting Dates**

The Committee reviewed the schedule and agreed to the published dates knowing that additional meetings were likely to occur around budget decisions. Patty Mostue suggested that the Committee consider holding one meeting in Boston to accommodate METCO parents. It was agreed that this a good idea and that an April meeting might be best both from the perspective of weather, but also because budget work would presumably be completed by that time.

- **FY09 Closing Balances Report and Treasurer's Report**

Judy Belliveau reviewed the highlights of her memo regarding the FY09 Closing Balances. She explained the budget reductions created by two requests from Sudbury to reduce their assessment and the concomitant reduction in the Lincoln assessment, and how this resulted in a final FY09 budget below the one that was approved by the Town Meetings. This will make the FY10 and FY11 budget increases appear greater than those of the other Sudbury cost centers and an adjustment will have to be made to reflect the appropriate FY09 base budget for L-S.

Judy also reviewed the major categories of the operating budget and noted where there were significant over-budget or under-budget results. Those are also highlighted in her FY09 Closing Balance memo.

In reviewing the Balance Sheet for June 30, 2009 prepared by Treasurer Pauline Paste, Judy noted the \$14,324 in the Athletic Gate Receipts in the Special Revenue Fund. Historically the school has used \$5,000 to 6,000 of that as Receipts to reduce the assessment to the towns. The balance in the Athletic Gate Receipts will continue to grow during the athletic seasons in FY10. She then distributed the Press Box Bid Results, the lowest of which is \$142,685. The low bid is about \$30,000 - \$35,000 more that had been anticipated. There is money available for the press box construction from prior donations and some from the Building Fund. Judy anticipates that we still need about \$15,000 to close the gap. She recommended using \$10,000 from the Athletic Gate Receipts account, which would still allow sufficient funds to meet the revenue Receipts needed.

Patty Mostue moved that the Committee authorize the allocation of \$10,000 from the Athletic Gate Receipts fund toward the construction of the press box on the condition that the remaining balance needed can be raised by donations. Seconded by Nancy Marshall. The motion carried unanimously.

## **X. Action Items**

- Patty Mostue moved that the Committee authorize the transfer of \$325,571.99 out of Excess and Deficiency and into a Surplus Revenue reserve account for the purpose of reapportioning this amount in fiscal year 2011 to reduce the assessments to Lincoln and Sudbury. Seconded by Berne Webb. The motion carried unanimously.
- Berne Webb moved that the Committee reauthorize the Capital Outlay Revolving Account in accordance with Chapter 44, Section 53E1/2 of the General Laws. Seconded by Patty Mostue. The motion carried unanimously.

- Judy Belliveau reviewed her memo regarding the request to establish a revolving account that would accumulate the revenues associated with the School's agreement to reduce electrical usage as requested during peak periods of demand. Kevin Rossley and the maintenance staff worked very hard during FY09 to achieve ISO certification for the school and the result is a stream of payments for reducing our demand on the electrical grid. Repairs to the facility would be drawn from this fund.

Nancy Marshall moved that the Committee establish a revolving account under Chapter 44 Section 53E1/2 for the purpose of accepting capacity payments from EnerNOC and for expenditures for special building repairs and facility systems needs as may be approved by the Superintendent/Principal and Director of Finance. Seconded by Patty Mostue. The motion carried unanimously.

**XI. Bill Schedules – none at this meeting**

Judy reminded the Committee will be requested to come in and sign warrants for September 15<sup>th</sup> and the end of the month because our meetings don't coincide with the timing of the warrants. Also, we are back to the regular requirement of at least four signatures.

**XII. Calendar of School Events**

Wednesday, Sept. 9 <sup>th</sup>	9 <sup>th</sup> Grade Parents' Night
Thursday, Sept. 10 <sup>th</sup> , 9:30 a.m.	Supt. Coffee/Open House for Volunteer Opportunities
Wednesday, Sept. 23 <sup>rd</sup> , 6:30 p.m.	Back to School Night

**XIII. Adjourn**

Prior to adjournment, Patty Mostue reported that Travis Roy, who as a freshman at B.U. in 1995 was permanently injured playing in his first hockey, will be speaking on September 22<sup>nd</sup> in the Donaldson Auditorium at the Lincoln School from 6-7 p.m.

Berne Webb reported that she has been hearing nothing but high praise all week from parents about Scott Carpenter and how he is doing in his new job.

Patty Mostue moved that the meeting be adjourned at 9:30 p.m. Seconded by Berne Webb. The motion carried unanimously.

Respectfully submitted,

Mary Whittemore  
Secretary