

**LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT COMMITTEE  
Meeting Minutes**

**Tuesday, January 17, 2012**

**5:30 p.m. Public Session**

**Conference Room A**

Nancy Marshall called the meeting to order at 5:35 pm.

**Present:** Nancy Marshall, Chair, Radha Gargeya, Vice-Chair, Patty Mostue, Elena Kleifges, Mark Collins, Kevin Matthews and Larry O'Brien.

**Also Present:** Scott Carpenter, Superintendent/Principal and Judy Belliveau, Director of Finance & Operations.

**Executive Session**

On a motion by Patty Mostue, seconded by Elena Kleifges, a roll call vote was taken and all members voted in the affirmative to enter into Executive Session for the purpose of discussing matters related to collective bargaining which, if not discussed in Executive Session, could be detrimental to the District's position.

**7:30 p.m. Public Session**

**Conference Room B**

**I. Call to Order**

Nancy Marshall called the meeting to order at 7:35 pm.

**Present:** Nancy Marshall, Chair, Radha Gargeya, Vice-Chair, Patty Mostue, Elena Kleifges, Mark Collins, Kevin Matthews..

**Also Present:** Scott Carpenter, Superintendent/Principal, Judy Belliveau, Director of Finance & Operations, and Atty. Marc Terry of Mirick O'Connell, the District's legal counsel.

**II. Public Comment**

There was none.

**III. Chairman's Report**

Nancy Marshall read a prepared statement regarding health care decisions made to curtail spiraling costs based on MA legislative reform. She explained the process by which the School Committee examined its options and engaged the services of EBS Foran, a health care consulting firm, to develop cost comparisons based on the health reform benchmarks. She thanked the members of the School Committee Negotiating Team and the Teachers' Association for their hard work in reaching an agreement outside of adopting Section 21 of the MA health reform legislation, especially at such a difficult time with the holidays and approaching the end of the semester.

Radha added that, while they used the new legislation as the guiding framework, they went further and negotiated directly with the TA by settling all health insurance related areas, including contribution percentages.

#### IV. Information & Discussion

- Health Insurance Reform

Mark Collins reviewed the main points of the agreement reached with the Teachers' Association:

1. Lincoln-Sudbury will remain in the Minuteman Nashoba Health Group, accepting the GIC benchmark plans established by Minuteman Nashoba.
2. A Health Reimbursement Account (HRA) in the amount of \$100,859 will be established with employee healthcare subscriber access to the account over a 3-year period. The exact terms of the HRA are being determined.
3. There will be a one-time, one-year incentive for staff currently on health plans other than Fallon (ie, more expensive plans) to move to Fallon plans. The incentive will be \$250 for an individual and \$800 for a family.
4. Current percentage contributions remain at 30% with the exception of any staff member who moves to an indemnity, i.e. POS or PPO plan. That percentage contribution will be 40% effective with the new plan year on June 1, 2012 and 49% effective with the plan year beginning on June 1, 2013.

Mark commented on the long history of working well with the Teachers' Association. There was a collective understanding of the constraints caused by health insurance, demonstrated by the change in staff contribution to health care to 25% almost 12 years ago – long before the Sudbury and other communities achieved similar percentage contribution changes. In addition, the TA agreed to move to 30% three years ago and also voluntarily encouraged its members to consider a move to the less costly Rate Saver and Fallon plans.

#### V. Action Items

- Vote on Health Insurance

On a motion by Mark Collins, seconded by Patty Mostue, the School Committee voted unanimously to ratify the agreement on health care negotiated with the Teachers' Association.

Nancy Marshall explained that the Teachers' Association had ratified the Agreement earlier in the afternoon and the School Committee voted in Executive Session to accept the Agreement. Larry O'Brien, representing both Lincoln and Sudbury, was in attendance at the Executive Session and was in favor of the Agreement.

#### VI. Other Business

Scott Carpenter distributed a handout of a PowerPoint presentation on the FY13 Budget. He had reviewed this with the Academic Council earlier in the day and would be presenting it to staff during two different sessions on Wednesday. Based on Sudbury's 2.5% guideline Scott explained that the assumptions in developing the budget were level staffing, no cost of living increase since negotiations were currently in process, movement of staff on steps, level funding of general expense categories for supplies, materials, etc., budgeted costs for Special Education, transportation, and other contractual services based on what is known now, and level State Aid. With that, the District is short \$511,000 for a level staff budget – not even level service. The hope is that we will get the maximum estimated for Extraordinary Relief this fiscal year for our Special Education costs, which would allow us to carry approximately \$200,000 in Circuit Breaker funds

over into FY13 to bring the gap down to \$311,000. This also assumes that the Extraordinary Relief will allow us to Reapportion the funds from FY11 as we normally would.

Kevin Matthews recalled a discussion brought up a number of years ago about looking at fixed costs in the budget and considering a different way to allocate those costs rather than the straight formula based on enrollment. He thought it made sense to look at costs that would be incurred to run the school regardless of the number of students attending from each town, such as the facility operations, utilities, etc., and consider more of a 50/50 sharing of those costs. It was understood that this would require re-opening the Regional Agreement and that this would have to begin at the Selectmen level.

Nancy Marshall commented on the efforts of Rep. Tom Conroy to support L-S in getting Extraordinary Relief as well as his efforts to possibly increase the total funds available for the Extraordinary Relief. Radha noted that he had met with Rep. Markey and spoke with his aide, Mark Gallagher, about our Special Education issues to make him aware of the impact on districts.

## VII. **Bill Schedules**

## VIII. **Calendar**

	Tuesday	01-24-2012	7:30 pm	Regular School Com	Conf Rm B
Tentative	Thursday	01-26-2012	7:30 pm	Lincoln Budget Mtg	Hartwell
	Tuesday	01-31-2012	Deadline	Sudbury Town Meeting	Warrant Articles
	Thursday	02-02-2012	7:30 pm	Joint FinCom Mtg	TBD
	Monday	02-06-2012	7:30 pm	Sudbury CIPC Hearing	TBD
	Thursday	02-09-2012	7:00 pm	Sudbury Level Staff	Town Hall
	Monday	02-13-2012	7:00 pm	Sudbury No Override	Town Hall

## IX. **Executive Session**

The School Committee did not go into Executive Session.

## X. **Adjourn**

On a motion by Mark Collins, seconded by Elena Kleifges, the School Committee voted unanimously to adjourn at 8:35 pm.