

FOR IMMEDIATE RELEASE

December 7, 2017

The Lincoln-Sudbury Regional School Committee today announced that it has reached an agreement in principle on the key financial and structural terms of a new contract with the Lincoln-Sudbury Teachers' Association. The terms reflect the aligned objectives of the School Committee and the Teachers Association to strengthen the educational and extracurricular program for students, provide opportunities for innovation in teaching, and manage compensation growth in a responsible manner. The agreed upon terms are set forth in a Memorandum of Understanding (MOU) entered today by the School Committee and Teachers Association following the unanimous vote of the School Committee. The MOU will be incorporated into a definitive collective bargaining agreement for the 2018-2021 academic years that is expected to be finalized in the coming weeks.

The key features of the new contract will include:

- Flexibility to implement potential changes in school start time through an agreement to shift the schedule later by up to 25 minutes without needing reopen the contract for further negotiations;
- An increase in the length of the school year for faculty in order to conduct critical professional development programs;
- Mid-year deferrals of cost-of-living adjustments in each of the three years of the contract to manage the district's operating expense, with total compensation increases (cost of living adjustments (COLA) plus increases associated with seniority (known as "step" increases)) averaging 3.6% per year in the aggregate over the contract term;
- Additional financial support for activity and athletic stipends, directed to those activities with the greatest student impact, and which are to be funded primarily through user fees and not operating budget.

"We are pleased to have achieved the key goals established by the School Committee at the outset of negotiations, and that we reached resolution on terms quickly and collaboratively," said Kevin Matthews, chair of the Lincoln-Sudbury School Committee. "The shared priorities of the School Committee and Teachers Association – providing a rigorous and purposeful education to all students – were evident throughout our negotiations."

In addition to the provisions regarding the start of the school day and the lengthening of the school year for faculty, the Memorandum provides for COLA increases in half-year increments of 0.5%, 1.5%, 0%, 3%, 0.5% and 2%, representing an aggregate COLA increase over three years totaling 6.5%, or approximately 2.17% per year on average. More than 60% of Lincoln-Sudbury faculty are not eligible for step increases due to their seniority and, therefore, total compensation expense to the district for the three years of the contract are estimated to be no greater than 2.6%, 3.9% and 4.4%, respectively.

Once the definitive agreement is finalized, a copy of it may be obtained on the website of the Massachusetts Department of Elementary and Secondary Education (DESE) at <http://educatorcontracts.doemass.org> when it is made available by DESE, or on the School Committee page of the Lincoln-Sudbury website at <http://www.lsrhs.net/sites/schoolcommittee/resources>.

Contact:

Kevin Matthews

Chair, Lincoln-Sudbury Regional School Committee

kevin_matthews@lsrhs.net