

School Committee Chair Contract Overview Introduction

Prepared Remarks

September 4, 2019

After the most recent evaluation by the School Committee on June 19, 2019, the School Committee voted unanimously to enter into contract negotiations for the purposes of reappointment. Over the last few months the Superintendent and the School Committee discussed his intention to remain in Framingham and worked through a formal process to come to an agreement on these terms. Both the Massachusetts Association of School Committees and the Massachusetts Association of School Superintendents supported the parties during this process.

Notice of the School Committee's intent to reappoint the Superintendent was posted on the City of Framingham's Municipal Bulletin Board, announced at a City Council Meeting, and multiple opportunities for public participation were offered at School Committee meetings since June.

While under the law the only requirement was to post notice on the agenda of a vote on a contract, the School Committee took the additional step to release the contract up for a vote five days before the meeting.

Thank you to our media partners for choosing to publish information so as many people as possible could be notified.

I will now summarize the current and new contract.

The Superintendent's current contract from 2017 to June 30, 2020 has a base salary of \$215,000 with no option for increases, a \$6000 car allowance, \$2500 reimbursement option for professional conferences, 20 vacation days with 30 available for annual carryover, and 15 sick days.

The new contract runs from July 1, 2020 to June 30, 2026. Contract provisions include:

- \$225,000 base salary
- On July 1 of each year a minimum percent increase equal to the percentage increase in the Consumer Price Index as established by the U.S. Department of Labor for the Boston area over the previous twelve (12) months, with an annual cap at 3%
- The Superintendent shall be evaluated by the Committee on an annual basis, before June 30th of each year. Each school year, the Superintendent will receive a 0% increase if the Superintendent is rated “Needs Improvement”, 1.5% if the Superintendent is rated “Proficient,” or 3% if the Superintendent is rated “Exemplary” by the majority of the Committee Members in the annual evaluation
- 25 annual vacation days, and up to 25 days can be carried over per year, with no option for vacation leave buyback
- 15 sick days, with no option for sick leave buyback
- \$6000 annual car allowance
- \$3000 annual reimbursement option for professional conferences
- The Superintendent shall furnish and maintain throughout the term of this contract a valid and appropriate certificate qualifying him/her to act as Superintendent of the District in the Commonwealth, as required by law
- If the Superintendent resigns or is removed for cause the district does not owe any funds for the remaining years
- The contract may be reopened for any purpose by the joint agreement of both parties

The total current year salary and benefits for Dr. Tremblay equals \$221,000. The total first year salary and benefits for Dr. Tremblay’s new contract equals \$231,000. The previous Framingham Superintendent Dr. Stacy Scott’s salary and benefits were \$268,531 in his final year.