



# Framingham Public Schools

Robert A. Tremblay, Ed.D. Superintendent of Schools

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## **Notice of Intent to Reappoint the Assistant Superintendents and Executive Director of Finance and Operations**

September 30, 2020

Pursuant to the General Bylaws, Article I, Section 5.14, the purpose of this notification is to report that the Superintendent of Schools is currently in contract negotiations with the Director of Finance and Operations Lincoln Lynch, the Assistant Superintendent for Elementary Education Amy Bright, Assistant Superintendent for Secondary Education Anne Ludes, Assistant Superintendent for Human Resources Inna London, and Assistant Superintendent for Equity, Diversity and Community Development Joseph Corazzini for the purposes of extending their contracts for four years.

I am proud to work with such a high performing and competent team of professionals and could not imagine doing the work that we are doing as a school district over the last few years and now, during a global pandemic, without the skills and talents that each member brings.

This team of five brings a tireless work ethic and passion for the Framingham Public Schools and the greater Framingham community. Apart from the nearly 100 hours of bargaining with the Framingham Teachers Association (FTA), the most recent evidence of Cabinet dedication and commitment to cause, Amy Bright and Anne Ludes have transformed the work of teaching and learning across the district in a way that is more inclusive and rigorous than it has been in decades; The ways in which we onboard personnel and support the professional growth of our staff has never been more consistent and well-designed than it has under the leadership of Inna London and her HR Team. That is in addition to the tremendous benefit that our district enjoys from Attorney London who offers her legal expertise to inform much of our district decision-making, saving the district tens of thousands of dollars or more each year; Our focus on equity, our collective willingness to combat racism, and the articulation of an unprecedented number of agreements with community partners that afford opportunities to our students and families has never been more intentional than it has in the last few years with Joseph Corazzini

leading the Office of Equity; The financial health and reporting from the Framingham Public Schools Business Office has reached a new level of efficiency and transparency under the leadership of Lincoln Lynch.

I could go on for pages about how much value each member of my team brings to our district each day and I am pleased to advocate on their behalf and on behalf of the students, families, and staff who depend on their expertise and commitment.

At this time of challenge and complexity in education, I know how essential it is to have good and experienced administrators, and of course funding is needed to recruit and retain them with competitive compensation. To ensure we are balancing all budgetary requirements and needs with the talent I want to be next to me leading this district, I am pleased that budget reductions were made elsewhere to support their next phase of contracts. This includes:

- Ceasing the annual \$512,000 lease for the Central Office by more strategically utilizing shared space at FPS sites, and teleworking.
- Over the last few years since I became Superintendent the Central Office Salary budget has been reduced on an annual basis by approximately \$400,000 2018-2019, and now with an additional recent \$220,000 reduction, that number is at \$620,000 annually.

These examples more than cover any and all potential performance based increases over the course of the next four years of employment contracts.

As seasons go, now is the time for district level leaders to find their place in communities where they feel valued and appreciated. We have much work to do and they are up to the challenge! I look forward to our continued work together and offering much-needed consistency of leadership to the Framingham Public Schools.