

**Richmond Consolidated School - School Committee**  
**Meeting Minutes**  
Friday April 17, 2020 at 3:00 PM

**APPROVED**

Present: Dewey Wyatt and Adeline Ellis; Peter Dillon. Absent: Susan Benner

Also present: Cristina Lenfest, Jill Pompei, Jenevra Stock, Joy Mullen, Bob Gniadek, Megan Babich, Lauren Broussal, Doug Bruce, Andy Lecco, Peter Smith

1. Call to order: 3:01 pm.

Per MGL Chapter 30 section 20f, DW stated that the meeting is recorded.

Due to Covid-19, the meeting is held remotely, according to the revised Open Meeting Law requirements.

2. Early retirement incentive for RCS staff

PD explained that the early retirement plan to be offered to RCS staff was very similar to that of two years ago except:

Includes paraprofessionals; Staff member must have worked at RCS for >15 years; Staff must be older than 60; and Incentive increased from \$15,000 to \$20,000 for teachers and from \$7,500 to \$10,000 for paras.

PD said increase to incentive is possible because positions won't be filled leaving room in the budget.

AE stated her questions were answered previously in conversations with PD.

DW looked back in records: current offer was in-line with previous and seemed fair.

DW sought comments from the public:

Joy Mullen asked whether any paras older than 60. PD: yes, one. Policy is to not discuss personnel as individuals.

Bob Gniadek of the Town's Budget Advisory Committee and Chairman of the Finance Committee asked whether a financial analysis was prepared and expressed skepticism that buy outs would save the school money. PD said analysis was simple: anyone taking a buyout would be veteran at a high salary (\$80-90,000); anyone hired would be hired at a substantially lower salary (\$40-50,000 or perhaps \$50-60,000). Promised to provide a memo with analysis for Tuesday (April 21).

BG asked how many staff eligible and what would happen if all staff took buy out. PD said 3 or 4 teachers and one para. Anticipates that all will consider and expects that one will take the offer. If only 1 takes the buy out, no replacement will be hired. If 2 take the offer, there might be a preplacement. If all 5 took offer (unlikely), it would be necessary to fill positions, but there would still be a savings. In year one, substantial savings, though as staff gain experience they rise in cost.

BG asked about health costs. PD said factoring in health costs still results in a savings.

BG asked how the incentive would be paid. PD said he would need to check on details of how RCS did this in the past. Would be from FY21 budget.

BG reminded the Committee that the BAC advises on the school budget but does not officially advise how the school spends money.

AE: would like to have endorsement of BAC. BG would like to feel confident that it makes sense for the school and the Town.

Motion: DW: To approve the buyout offer, as amended for years of service, for the Superintendent to proceed with offer to the teacher and para unions with the intent to reduce costs for the District. AE second. Passed unanimously (SB not present).

PD will reach out to JM to make sure union ok with change from 20-15 years.

DW this incentive will be a discussion point next at next Thursday's meeting (with BAC).

3. Motion to adjourn AE at 3:21pm; DW second. Passed unanimously (SB not present).