

Kenneth R. Lepage



November 26, 2024

The Lincoln School Committee
via email: schoolcomm@lincnet.org

Re: Statement of Interest in Serving on the Lincoln School Committee

Dear Members of the Lincoln School Committee:

I am writing to express my interest in filling the open position on the Lincoln School Committee. Our family moved to Lincoln in 2021 and we have developed a deep attachment to this town that has made me desire to make a more significant contribution to our community. We have a son, Ian, who will be starting kindergarten in Lincoln Public Schools next year and having a role in helping to shape the goals and policies of the Lincoln Public Schools in order to continue to provide excellent and equitable education for Lincoln's students is of great interest to me.

I am a lawyer and currently serve as General Counsel, Chief Compliance Officer and Chief Sustainability Officer for Watts Water Technologies, Inc. based in North Andover, Massachusetts. I have worked at Watts for over 21 years and during that time I have also twice served as Chief Human Resources Officer in addition to my other roles. Watts Water Technologies is a New York Stock Exchange-listed global manufacturer of plumbing, heating and water quality products with over \$2 billion in annual revenues. Prior to joining Watts, I was a Junior Partner at the law firm of Hale and Dorr LLP (now known as WilmerHale) in Boston where I practiced corporate and securities law.

At Watts, I regularly provide guidance to, and meet and interact with, our Board of Directors and I am familiar with the distinctions between the role of management, such as a school superintendent, and the role of a governing board, such as the School Committee, and I respect that distinction. I have reviewed the recently adopted School Committee goals for 2024-2025 and am supportive of those goals and I appreciate that they are clear, achievable and trackable. I am collegial, a team player and I believe that to be most effective and do our best work that the members of the School Committee should support each other and work together for the common good of Lincoln's students and families. I am respectful of the opinions of others and do not believe that differences of opinion should be taken personally. Finally, I believe that my work commitments are manageable and that I will be able to dedicate sufficient time and attention to the work of the School Committee.

I hope this statement of interest has helped you get a sense of my potential contributions to the School Committee and I look forward to having an opportunity to meet with you in person on December 12th.

Sincerely,



Kenneth R. Lepage