



SCHOOL COMMITTEE AS EMPLOYER

A. APPOINTMENTS

1. [The School Committee, through the budgeting process, establishes the staffing of the Lincoln Public Schools.](#)
2. [The School Committee is directly responsible for hiring a superintendent of schools.](#)

B. SALARIES

1. Salaries for teachers, [secretaries and administrative assistants](#), and custodians are determined through the collective bargaining process. The resultant contracts are voted in open session.
2. The School Committee may enter executive session "to conduct strategy sessions in preparation for negotiation with non-union personnel." (Ch. 291, Acts of 1988)
3. Salaries and hourly rates for employees who are not members of bargaining units are determined by range. Discussions to set such ranges may be held in executive session when such discussions are "collective bargaining sessions or contract negotiations with non-union personnel" (Ch. 39, Sec. 23B). Salary ranges and hourly rates for non-union employees are voted in open session.

See also FILE: AC

Approved at School Committee Meeting of July 18, 1983
 Revised at School Committee Meeting of December 17, 1984
 Revised at School Committee Meeting of October 16, 1989
[Revised at School Committee Meeting of](#)

Jennifer Glass 12/30/15 11:37 AM
Deleted: votes the establishment of all positions – by title and number. - ... [1]

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Jennifer Glass 12/29/15 8:06 AM
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2. Upon the recommendation of the Superintendent, the School Committee votes appointments of teachers when hired and each successive year thereafter until tenure is granted or occurs by operation of law. Once tenure is achieved, these individuals “serve at the discretion” of the School Committee and are no longer appointed on a yearly basis. A list of those staff members is presented to the School Committee annually for its information.

Legal Reference: Ch. 71, Sec. 38, Page 2

3. School Committee votes appointments of administrators when hired and every year thereafter. Although certain of these individuals may be granted tenure, such tenure is to the system and not to the individual administrative position. The Committee, therefore, must continue to appoint these individuals to these positions annually, even after tenure is reached.
4. The School Committee need not make appointments to the following positions:

Secretarial Staff	Cafeteria Manager
Instructional Support Staff:	Other Cafeteria Employees
Electives Coordinator	School Nurse
Library Assistants	Custodians
Teacher Resource Room Coord.	Aides and Tutors

B. REDUCTIONS

Reductions in force of tenured staff members are based upon a 2/3's vote of the full Committee.

C. SALARIES

1. Salaries for teachers and custodians are determined through the collective bargaining process. The resultant contracts are voted in open session.
2. The School Committee may enter executive session “to conduct strategy sessions in preparation for negotiation with non-union personnel.” (Ch. 291, Acts of 1988)
3. Salaries and hourly rates for employees who are not members of bargaining units are determined by range. Discussions to set such ranges may be held in executive session when such discussions are “collective bargaining sessions or contract negotiations with non-union personnel” (Ch. 39, Sec. 23B). Salary ranges and hourly rates for non-union employees are voted in open session.

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