

NORTH ANDOVER PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

Executive Session

DATE: Monday, May 10, 2004

PLACE: Guidance Office, North Andover High School

PRESENT: Daniel Murphy, Chairman, Alfred Perry, Assistant Chairman, Bruce Baker, Charles C. Ormsby, and Tim Pybus

Also present was Dr. Harry Harutunian, Superintendent

Chairman Daniel Murphy called the meeting to order at 6:30 p.m.

Dr. Harutunian gave the Committee information indicating that Andover is reimbursing 80 percent for health benefits.

Dr. Harutunian gave the Committee information concerning the top four administrative salaries for fifteen comparable cities and towns. He stated when the highest and lowest salaries were taken out, there was no difference between North Andover and the other cities and towns.

Dr. Harutunian requested that the Committee determine what they will use for an evaluation instrument for his job performance. He asked the Committee to begin the process so that it would be concluded by June 30. A discussion ensued, and some members of the committee noted that they did not feel the present evaluation instrument was effective. The consensus of the Committee was to contact Lyle Kirkman and ask him to provide some samples of evaluation instruments so they could choose the most appropriate and begin the evaluation process as quickly as possible.

Mr. Murphy, who had left the Executive Session for a brief period of time to speak with members of the Finance Committee, returned. He informed the School Committee that the Finance Committee had agreed to amend their own motion concerning Article 25 so that a School Committee member, not a designee, would be part of the new committee to review and update revenues.

Update on Teachers' Contract Negotiations:

Bruce Baker informed the Committee that he and Dr. Ormsby had met to discuss ideas with regard to teacher negotiations. He stated that their analysis, which built in health benefits as part of the compensation package, showed that North Andover compared favorably with other communities. He stated that four principles could be applied to the discussion: 1) Comparability to like communities, with other departments in Town, with other bargaining units in the School system, and within the structure itself. 2) Fairness. 3) Sense that what we do should have a performance-related incentive. 4) Affordability. Dan Murphy stated that he saw the current negotiations as an opportunity to address the performance-related aspect of the contract and that teachers need to be involved in developing the criteria. Dr. Baker noted that this year's agreement would be a "bridge" to a more important successor agreement, and this was a way of introducing the concept.

It was agreed that due to time constraints, the discussion would continue into the May 11, 2004, executive session.

On motion made by Bruce Baker and seconded by tim Pybus, it was unanimously voted to adjourn at 6:55 p.m. The vote was 5-0; Mr. Murphy, Dr. Baker, Dr. Ormsby, Mr. Perry and Mr. Pybus voted yes.

Respectfully submitted,

Harry K. Harutunian, Ph.D., Superintendent
Secretary, North Andover School Committee

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