

NORTH ANDOVER PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

Executive Session

DATE: Tuesday, January 18, 2005

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 – Superintendent Harry Harutunian

Chairman Dan Murphy called the meeting to order at 8.10 p.m.

1. Payroll Supervisor

Dr. Harutunian said he was looking for direction from the Board. He stated that there were two finalists for Pat Kenneally's position. Dr. Harutunian also noted that this was a key position in moving the School District forward, and asked the Committee to authorize up to \$61,000. to hire the outstanding candidate.

On motion was made by Charles Ormsby and seconded by Tim Pybus, it was voted to give the Superintendent the latitude to offer up to \$61,000. for the position of Payroll Coordinator. The vote was 4-0; Mr. Murphy, Mr. Perry, Dr. Ormsby and Mr. Pybus voted yes, and Dr. Baker abstained.

2. Ronald Binkney Retirement

Dr. Harutunian asked that the Committee approve the program previously presented and discussed concerning the retirement of Ronald Binkney.

On motion made by Al Perry and seconded by Bruce Baker, it was voted to approve the program as presented concerning the retirement of Ronald Binkney. The vote was 5-0; Mr. Murphy, Mr. Perry, Dr. Baker, Dr. Ormsby and Mr. Pybus voted yes.

3. Assistant Superintendent Position

Dr. Harutunian advised the Committee that the Assistant Superintendent's position would be advertised, and asked for permission from the Committee for the salary to be quoted at between \$105,000. to \$110,000. He stated that he has chosen Jackie McVeigh, Director of Special Education, as Chair of the Search Committee for the new Assistant Superintendent. Dr. Harutunian advised the Committee that the major responsibility of the Assistant Superintendent will include safeguarding the integrity and implementation of the curriculum, in addition to grant writing, complying with the requirements of No Child Left Behind, overseeing MCAS Testing and the day-to-day personnel issues, including long-term illness, evaluations, firing, etc.

Motion was made by Al Perry and seconded by Tim Pybus to set the salary for the posting of the new Assistant Superintendent at \$105,000. to \$110,000.

A discussion followed regarding the salary as it compares to other similar communities. Dr. Harutunian stated that he had surveyed 15 other communities, and the average salary was \$101,000.

The motion carried. The vote was 5-0; Mr. Murphy, Mr. Perry, Dr. Baker, Dr. Ormsby and Mr. Pybus voted yes.

4. Other

Dr. Harutunian stated that the NATA was expecting the School Committee to draft a response tonight to their letter regarding the Unfair Labor Practice issue. He stated that he would speak to their representative and ask for more time. Dr. Harutunian indicated that it would be necessary to hire counsel to determine the personal exposure, if any, involved in the legal action of the NATA and exactly what the road map would look like if the NATA continues to pursue the issue. Due to Attorney Kulak's illness, Dr. Harutunian stated he would consult with Nathan Katz of Morgan, Brown and Joy because of his experience in these matters. Dr. Harutunian advised the Committee that he would be in touch with each of them after speaking with legal counsel on Wednesday.

Dr. Ormsby's role on the negotiating team was brought up for discussion. Dr. Harutunian stated that it would be important to have the teacher's contract settled by April 1 because there were 5 other bargaining units waiting in abeyance, and he did not want anything to jeopardize the Committee's ability to get this done. Each Committee member weighed in on the matter of Dr. Ormsby's continuing role on the negotiating team. The Committee reached consensus that no change in the negotiating team would be made at this time.

5. Approval of Minutes

On motion made by Al Perry and seconded by Tim Pybus, it was voted to approve the Executive Session Minutes of August 31, September 7, November 30, and December 14, 2004. The vote was 5-0; Mr. Murphy, Mr. Perry, Dr. Baker, Dr. Ormsby and Mr. Pybus voted yes.

On motion made by Al Perry and seconded by Tim Pybus, it was voted to adjourn at 9:05 p.m. The vote was 5-0; Mr. Murphy, Mr. Perry, Dr. Baker, Dr. Ormsby and Mr. Pybus voted yes.

Respectfully submitted,

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