

NORTH ANDOVER PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING

Executive Session

DATE: Tuesday, February 15, 2005

PLACE: Lecture Hall, North Andover High School

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

Also Present: Harry Harutunian, Superintendent

Chairman Murphy called the meeting to order at 7:15 p.m.

I. NATA Negotiations

Dr. Harutunian gave the School Committee members a copy of a letter from Attorney Nathan Kaitz advising the Massachusetts Labor Relations Commission that he would be representing the North Andover School Committee in the Unfair Labor Practice matter. He also gave the members a copy of the Proposal for the Agreement between the NATA and the School Committee, together with a list of comparable communities, a salary survey and a health insurance survey.

Dr. Baker advised the Committee that a counter proposal was due by February 21. Mr. Murphy requested that Dr. Harutunian begin to draft recommendations so the Committee could see if it agreed. Dr. Baker said the meeting with the Association began by his making it clear the School Committee had no interest in negotiating merit pay in any form or fashion and that the School Committee was interested in an expeditious and fair conclusion to negotiations. Dr. Baker asked the negotiating team how the figures of 8%, 6% and 6% were determined, and the Association asserted it was the "average of the average" for comparable communities. Dr. Baker continued his presentation to the Committee with a point by point explanation of the items Dr. Ormsby and he discussed with members of the NATA negotiating team.

Dr. Harutunian then requested that the Committee review each article in the Proposal again to give him direction. Mr. Murphy suggested that the NATA be asked, in the School Committee's written response, how hard they are willing to fight for a certain percentage pay increase in light of the likely layoffs. The Committee then went through the proposal item by item:

Item 1 is supported by the Committee.

Item 2A is off.

Item 2B is supported by the Committee.

Item 2C is supported by the Committee.

Item 3A – Dr. Harutunian said he does not recommend reduction in the number of meetings, and the Committee supported his recommendation.

Item 3G – Dr. Harutunian said the Administration does not support a change, and the Committee supported his recommendation.

Item 3H – Dr. Harutunian said he will support a common prep time and the Committee supported his recommendation.

Item 3I – Dr. Harutunian said this is not supported by the Administration, and the Committee supported his recommendation.

Item 3J – Dr. Harutunian advised that he will reduce to writing that 3:15 p.m. is the start time, which will be used to compute pay for district-wide initiatives, and the Committee supported his recommendation.

Item 4 – Dr. Harutunian advised he does not support the cumulative buy back sick time, and the Committee supported his position.

Item 5A – Dr. Harutunian recommended no change in the language negotiated two years ago. A lengthy discussion ensued. It was agreed that, conceptually, the School Committee is prepared to discuss this further.

Item 5B – The Committee did not support a change in the language.

Item 6 – The Committee does not support the new language.

Item 7 – It was agreed that, conceptually, the School Committee is prepared to discuss this further.

Item 8A and B – The Committee supports this language.

Dr. Harutunian passed out a document entitled "The Ellington Policy" to members of the Committee to review relating to substitute teachers. If agreed to by the parties, Dr. Harutunian said he would add it as an addendum to the NATA contract.

On motion made by Al Perry at 8:05 p.m., and seconded by Tim Pybus, it was voted to adjourn. 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