

NORTH ANDOVER PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

Executive Session

DATE: Tuesday, April 27, 2004

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 Daniel Murphy called the meeting to order at 8:05 p.m.

Negotiable Benefit – Staff Members’ Children/grandchildren attending North Andover Public Schools:

Dr. Harutunian reported to the Committee that a situation had been brought to his attention where the former Superintendent had given the grandson of a custodian authorization to attend first grade at the Atkinson School even though the child is living in Lawrence. Dr. Harutunian advised the Committee that this was not a privilege extended to custodians according to their contract. In addition, he advised that a paraprofessional would be asking for the same benefit, although her contract also does not extend this benefit. The matter was discussed among members of the Committee and the consensus was to authorize Dr. Harutunian to get the advice of counsel to see if this practice should continue.

Administrators’ Vacation Pay:

Dr. Harutunian discussed with the Committee the practice of paying administrators for unused vacation days. He reported that the Administrators’ Contract allows for only five vacation-day rollovers per year, but added that the Superintendent has the discretion to authorize payment for vacation days due to extenuating circumstances. He added that the last 12 to 15 administrators had been paid for all unused vacation days. Dr. Harutunian asked the Committee to authorize payment according to the memo attached, but also asked the Committee to consider putting language into the Administrators’ Contract offering a yearly cash-out of up to 10 unused vacation days.

On motion made by Bruce Baker and seconded by Al Perry, it was unanimously voted to authorize the payment of vacation accruals as follows: Bette Ann Coyle - \$6,905.; Joan Desmond - \$5,294; Bert Noyes - \$12,911.; and Lou Reste - \$5,394. The vote was 5-0; Mr. Murphy, Dr. Baker, Dr. Ormsby, Mr. Perry and Mr. Pybus voted yes.

Update on Teachers’ Health Coverage:

Dr. Harutunian distributed a health insurance cost comparison sheet to North Andover of surrounding cities and towns noting that the Town of Andover reimbursed employees for health coverage at the rate of 65 percent.

Update on Teachers’ Contract Negotiations:

Dr. Harutunian highlighted a few of the contract changes that he had worked out with the Association including job sharing, the evaluation instrument, work year, assignment and transfers. He suggested that he and the Committee put together a comprehensive list of issues in an effort to finalize the one-year contract with teachers.

On motion made by Charles Ormsby at 8:45 p.m. and seconded by Tim Pybus, it was unanimously voted to adjourn. 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