

NORTH ANDOVER PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

Executive Session

DATE: Monday, May 11, 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: Dr. Harry Harutunian, Superintendent

I. Call to Order: Dan Murphy, Chairman, called the meeting of the North Andover School Committee to order at 6:00 p.m.

On motion made by Al Perry and seconded by Tim Pybus, it was voted to go into Executive Session. The vote was 5-0. Mr. Murphy, Mr. Perry, Dr. Baker, Dr. Ormsby and Mr. Pybus voted yes.

Dr. Harutunian reported to the Committee that there is one candidate for Principal at Sargent and one candidate for Principal at Thomson and that each will visit their respective school on June 1.

Dr. Harutunian reported to the Committee that there was a very good candidate on staff at the High School who had applied for the Assistant Principal position being vacated by Bert Noyes.

Dr. Harutunian reported to the Committee that there were approximately 27 to 28 candidates who had applied for the Middle School Principalship.

I. Teacher Negotiations

Dr. Harutunian stated his desire to have a conceptual conversation regarding the teacher contract. Dr. Baker said he would like to achieve a bridge to a successor agreement. A discussion commenced among members of the Committee concerning the amount each percentage point of a raise would cost and whether there would be adequate funds available for a performance-based or merit pay system. Dr. Ormsby passed out to members of the Committee a four-point Recommendation in moving towards a performance based compensation system, and the concept was discussed among all members of the Committee. During the discussion, Dr. Harutunian asked the Committee to consider what other tools could be used to improve performance. He expressed his concern about the number of years a performance-based compensation system would take to implement and the fact that the process could be confrontational. Mr. Murphy suggested that the concept be used to engage the process and not be confrontational. He suggested that teachers be asked for their input as to how to improve performance across the District. Dr. Baker expressed concern with the performance-based model. He noted that it puts too much load on merit. He added that it would be very hard to administer in any fashion and becomes a contentious matter. Dr. Harutunian also cautioned the Committee regarding the complexity of trying to develop the system, and asked if there were some other methodology which should be developed first.

Dr. Ormsby made a motion that the School Committee direct the negotiating team to introduce the Recommendation (attached) and to keep the School Committee informed of the progress. Mr. Perry seconded the motion for further discussion. Mr. Pybus then expressed concern about a new Superintendent having to deal with a major conceptual change. Dr. Baker added that the focus on performance-based compensation was over the top. Dr. Harutunian suggested that the Committee consider the rest of the contract, and Mr. Murphy suggested meeting next week to finish the discussion. Mr. Murphy also suggested seeking participation of the NATA in developing mechanisms that would reward outstanding results. The above motion was tabled.

On motion made by Tim Pybus and seconded by Bruce Baker, it was voted to adjourn at 6:55 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

cp