

NORTH ANDOVER PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING

EXECUTIVE SESSION

DATE: Sunday, May 16, 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: Superintendent Harry K. Harutunian

- I. Call to Order: Dan Murphy, Chairman, called the meeting of the North Andover School Committee to order at 12:00 noon.
- II. Executive Session: The Chair asked for a motion to enter into Executive Session to discuss strategies relevant to negotiations with custodians and teachers.

On motion made by Tim Pybus and seconded by Charles Ormsby, it was unanimously voted to enter into Executive Session at for the purpose of conducting strategy sessions in preparation for negotiations with the North Andover Teachers' Association and not return to regular session. The vote was 5-0; Mr. Murphy, Dr. Baker, Dr. Ormsby, Mr. Perry and Mr. Pybus voted yes.

Teacher Negotiations:

This was a follow-up discussion based on a motion made by Dr. Ormsby at the previous School Committee meeting regarding compensation for teachers based on performance that would be built into the teachers' contract. After review by Dr. Ormsby of his motion, which was included in the packet, Mr. Murphy moved the gavel and talked for a short period of time about a proposal that he had put together. That proposal included the following:

Comparability

- with like communities
- with other departments within the town
- with other bargaining units in the school system
- within the teachers' salary structure

Fairness

Performance Related

- a. Request for participation in meaningful teacher evaluation model and process; and for
- b. Participation in compensation system that will reward performance

Affordability

Members of the School Committee gave input on Mr. Murphy's proposal.

On motion made by Dan Murphy and seconded by Tim Pybus, it was voted to accept Mr. Murphy's proposal. The vote was 5-0; Mr. Murphy, Dr. Baker, Dr. Ormsby, Mr. Perry and Mr. Pybus voted yes.

The question was asked whether there are any other items the School Committee would like to include in their negotiations. Mr. Pybus brought up the issue of sick days. Superintendent Harutunian indicated that at this point sick days did not appear to be as big a problem as personal days. The Superintendent reviewed with the Committee a sidebar agreement that had been negotiated in December with a sunset clause for June 30, 2004. The Superintendent indicated that this is part of the contract negotiations with the teachers to make this part of the contract. Further discussion took place by both Dr. Baker and Dr. Ormsby regarding cost-of-living increases. The Committee agreed that the starting point would be between 2.5% and 2.9% but that the

negotiations with the teachers would start under 3%. Dr. Ormsby stated that the state cost of living indicator is 2.9%.

Custodian Negotiations:

A short summary was done by the Superintendent about contract negotiations with the custodians.

Superintendent's Evaluation:

The Superintendent discussed his evaluation. The Committee indicated that they are still working on it.

On motion made by Dr. Baker and seconded by Mr. Pybus, it was voted to adjourn at 12:58 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