

NORTH ANDOVER PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

Executive Session

DATE: Tuesday, June 14, 2005

PLACE: North Andover High School Guidance Office

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

Also present: Harry K. Harutunian, Superintendent

Chairman Daniel Murphy called the meeting to order at 5:02 p.m.

Motion was made by Al Perry and seconded by Tim Pybus to adjourn to Executive Session. The vote was 5-0; Mr. Murphy, Mr. Perry, Dr. Ormsby, Mr. Pybus and Mr. Kelly voted yes.

1. Update of Contract negotiations

Dr. Harutunian stated that the NATA had notified the Secretary of Labor Relations that it was withdrawing its claim of unfair labor practice. He was asked by Dr. Ormsby to determine if it was withdrawn with prejudice.

Dr. Harutunian advised the Committee that although Jim Xenakis could not attend tonight's meeting because of scheduling conflicts, Jim had indicated to him that he supported the agreements reached with the paraprofessionals, custodians and cafeteria workers.

Dr. Harutunian advised the Committee that the Cafeteria Workers had accepted an agreement for a 2.5% raise each year for the next three years, and that the clothing allowance went from \$130 to \$150 per year. He also stated that every contract now includes a 180-day probationary period.

Motion was made by Al Perry and seconded by Tim Pybus to accept the contract negotiated by the North Andover Cafeteria Workers Association and the North Andover School Committee. The vote was 5-0; Mr. Murphy, Mr. Perry, Dr. Ormsby, Mr. Pybus and Mr. Kelly voted yes.

Dr. Harutunian advised the Committee that the Paraprofessionals had agreed to 2.5% on base each year for the next three years and another one-half percent on longevity. In addition, Dr. Harutunian noted that the retirement benefit went from \$1,000 to \$1,500 once an employee reaches the age of 60 with a minimum of 20 years service. A discussion ensued concerning the retirement clause for paraprofessionals.

Motion was made by Tim Pybus and seconded by Al Perry to accept the contract negotiated by the North Andover Professional Support Association and the North Andover School Committee. The vote was 4 yes and 1 abstention; Mr. Murphy, Mr. Perry, Mr. Pybus and Mr. Kelly voted yes; Dr. Ormsby abstained.

Dr. Harutunian advised the Committee that the North Andover Custodial Association had agreed to 2.5% on base and 2.5% on longevity, an increase from \$350 to \$400 annually clothing allowance, and a minimum of four hours for snow removal.

Motion was made by Al Perry and seconded by William Kelly to accept the contract negotiated by the North Andover Custodial Association and the North Andover School Committee. The vote was 5-0; Mr. Murphy, Mr. Perry, Dr. Ormsby, Mr. Pybus and Mr. Kelly voted yes.

2. Administrative Salaries

Dr. Harutunian advised the Committee that he had overlooked the following three employees when putting together the list of administrative personnel recommended to receive a 3% raise, Cathy Entsminger and her assistant, Karen Conlon, and Head Nurse Katie Vozeolas, who Dr. Harutunian advised is being moved out of the bargaining unit. Dr. Harutunian stated that with the exception of the Certified

E.S.L. Tutors, other nonunion personnel would be receiving a 2.5 percent increase. When questioned by Dr. Ormsby, Dr. Harutunian provided justification for his recommended raises for certain principals.

3. Jackie McVeigh

Dr. Ormsby and Dr. Harutunian discussed the recommended raise for Jackie McVeigh, and Dr. Harutunian explained that the bump would only be for half a year as Jackie is retiring in January. Dr. Harutunian advised the Committee that Jackie will be training the Middle School Assistant Principal, Cheryl Raimondo, who will be certified as a Special Education Director in a few months, as her potential replacement. Dr. Harutunian advised the Committee that Cheryl will let him know in March, 2006, if she is interested in assuming the position permanently.

Motion was made by Tim Pybus and seconded by William Kelly to accept the Administrative and non-administrative salaries recommended by Superintendent Harutunian. The vote was 5-0; Mr. Murphy, Mr. Perry, Dr. Ormsby, Mr. Pybus and Mr. Kelly voted yes.

4. Mentor Stipend

Dr. Harutunian requested that the Committee approve a stipend of up to \$4,000 to be paid to Jack Stephenson for assisting and mentoring the new Athletic Director, Frank Millerick in his move to North Andover.

Motion was made by Charles Ormsby and seconded by Tim Pybus to approve the \$4,000 stipend to be paid to Jack Stephenson, Director of Athletics for mentoring Frank Millerick, the new Athletic Director. The vote was 4 yes and 1 abstention; Mr. Murphy, Mr. Perry, Mr. Pybus and Dr. Ormsby voted yes; Mr. Kelly abstained.

5. Personnel Issues

Dr. Harutunian and the recording secretary were requested to leave the meeting at 5:35 p.m. while the Committee discussed Dr. Harutunian's salary and other contract adjustments. They were invited to return to the meeting at 5:50 p.m.

Motion was made by Al Perry to approve an increase of 3% in Dr. Harutunian's base salary, increase accumulated sick days from 185 to 225, increase the travel allowance from \$5,500 to \$6,000, and issue a one-time merit bonus of \$10,000. The motion was seconded by Tim Pybus.

Further discussion resulted in an agreement that Bill Kelly and Tim Pybus would work on an evaluation tool to be submitted to the Committee in draft form. Dan Murphy requested that a mechanism be put in place that would measure forward performance and tie future bonuses to the attainment of the academic goals of the system.

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

Dr. Harutunian thanked the Committee. He cited improvements since his tenure, noting that the three contracts voted on earlier had been done quickly, that absenteeism had been reduced and that personal day use had dropped. He also stated it was his opinion that the relationship between the School Department, the Town and the community had improved.

Motion was made by Al Perry at 5:55 p.m and seconded by William Kelly to adjourn. The vote was 5-0; Mr. Murphy, Mr. Perry, Dr. Ormsby, Mr. Pybus and Mr. Kelly voted yes.

Respectfully submitted,

Harry K. Harutunian, Superintendent of Schools
Secretary of the North Andover School Committee