

NORTH ANDOVER PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

Executive Session

DATE: Tuesday, June 22, 2004

PLACE: Guidance Office, North Andover High School

PRESENT: Daniel Murphy, Chairman, Alfred Perry, Assistant Chairman, Bruce Baker, Charles C. Ormsby, and Tim Pybus
Also present: Harry K. Harutunian, Superintendent

Chairman Daniel Murphy called the meeting to order at 7:55 p.m.

Dr. Harutunian gave the Committee a sample of an evaluation form and asked that they consider using it for his evaluation.

Administrators' Salaries:

Chairman Murphy asked the Committee to call Dr. Harutunian's secretary and let her know which mornings they would not be available to meet. Mr. Murphy said it was necessary to call a meeting at 7:30 a.m. to discuss administrators' salaries because he and others were not available in the evening. Dr. Harutunian reported that he would be looking for a 3.5 percent increase in administrator's salaries, but noted there were approximately seven administrators whose salaries needed a larger adjustment.

Teachers' Contract:

Bruce Baker made a motion to accept the Memorandum of Agreement between the North Andover Teacher's Association and the North Andover School Committee.

Dr. Harutunian noted that the terms included a 2 percent salary increase the first half of the year and a two percent increase the second half of the year which established a 4 percent base. He added that the conversation regarding performance-based compensation was moved out of negotiations. Dr. Baker said there was an agreement to engage with the School Committee in areas of School Committee interest, so long as it was not binding on either party. Dr. Baker said it would be a side letter of agreement to recognize and reward superior performance. Mr. Murphy then asked for the second to the motion to ratify the Teacher's Contract as presented.

Al Perry seconded the motion to accept the Memorandum of Agreement between the North Andover Teacher's Association and the North Andover School Committee. The vote was 5-0; Mr. Murphy, Dr. Baker, Dr. Ormsby, Mr. Perry and Mr. Pybus voted yes.

After the vote for ratification was taken, Dr. Harutunian said he accepted full responsibility for any misunderstanding that occurred relative to the discussion of performance-based compensation.

On motion made by Bruce Baker and seconded by Tim Pybus, it was unanimously voted to adjourn at 8:10 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

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