

NORTH MIDDLESEX REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE  
Ashby - Pepperell - Townsend, Massachusetts

POLICY REVIEW SUBCOMMITTEE MINUTES

Tuesday, November 20, 2012  
Educational Support Center

**PRESENT**

Chairperson	Randee Rusch	Member, At Large (via remote participation)
	Susan Robbins	Member, Townsend
	Anne Adams	Member, Pepperell

**ALSO PRESENT**

Joan Landers	Superintendent of Schools
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1. The meeting was called by Susan Robbins to order at 9:35 AM
2. Approval of Minutes  
A motion was made by Anne Adams and seconded by Randee Rusch to approve the November 14, 2012 minutes.

The motion passed unanimously.

**OLD BUSINESS**

1. Salary and Qualifications for Non-Represented Personnel

The Subcommittee discussed the process for approval of Policy GCBA: Salary and Qualification Criteria for Non-Represented Personnel. The subcommittee agreed to present non-represented personnel salary ranges as an Exhibit to policy for notification purposes.

A discussion on the salary ranges to be included in Exhibit GCBA-E ensued. The subcommittee set the following salary ranges:

Supt. of Schools	\$130,000 - \$165,000
Asst. Superintendent	\$100,000 - \$125,000
Director of Special Education	\$ 90,000 - \$115,000
Business Manager (new title)	\$ 80,000 - \$110,000
Director of Human Resources	\$ 80,000 - \$110,000
Director of Technology	\$ 80,000 - \$110,000
Director of Buildings/ Grounds	\$ 75,000 - \$105,000
Network Technician	\$ 50,000 - \$65,000
Technology Technician	\$ 45,000 - \$60,000
Senior Staff Accountant	\$ 65,000 - \$80,000
Exec. Asst. to Superintendent	\$ 45,000 - \$70,000
Administrative Assistants (Human Resources/ Special Education/Curriculum & Instruction/ Technology)	\$ 35,000 - \$60,000
Accountant/Clerk	\$ 35,000 - \$60,000
Payroll	\$ 35,000 - \$60,000
Athletic Trainer	\$ 25,000 - \$40,000

Supervisor of students	\$ 25,000 - \$35,000
Athletic Director	\$ 75,000 - \$90,000
High school Principal	\$ 90,000 - \$120,000
Headmaster	\$ 80,000 - \$105,000
Middle school principal	\$ 85,000 - \$115,000
Elementary School Principal	\$ 80,000 - \$110,000
School Physician	Stipend TBD

A motion was made by Randee Rusch and seconded by Anne Adams to approve Policy GCBA and GCBA-E as amended and forward to the full committee for approval.

The motion passed unanimously.

### **ADJOURNMENT**

A motion was made by Randee Rusch and seconded by Anne Adams to adjourn.

The motion passed unanimously.

The meeting adjourned at 11:25 AM.

Respectfully submitted,

Nancy Landry, Secretary