



Contact your retirement board

Choose an official date

Write a formal intent letter

Meet with Payroll-Benefits

Complete retirement forms

Collect your pension & enjoy!

NAPS Retirement Contract Incentives & Benefits

Consult your specific bargaining agreement for more detail.

Teachers

(p. 40)

A Teacher, having attained the age of sixty (60) years or more, and with a minimum of twenty (20) years teaching in the North Andover Public Schools, after submitting notice of intent to retire within three years or less, will receive an additional \$1,000.00 per year until retirement. The benefit will only be paid for a maximum period of three (3) years.

A Teacher on maximum step who has attained the age of fifty-five (55), but has not reached sixty (60) years of age, and who has a minimum of fifteen (15) years teaching in the North Andover Public Schools shall be eligible for a one-year salary adjustment of \$4,000.00. The Teacher must give written notice to the Superintendent of Schools of his/her retirement one (1) school year in advance (prior to September 1 of his/her final school year).

Teaching Assistants

(p. 19)

A unit member who has attained the age of fifty-five (55) years or more and has a minimum of fifteen (15) years of service, upon retirement will receive a lump sum payment of \$3,500 in her last paycheck. A unit member who has attained the age of fifty-five (55) years or more and has a minimum of twenty (20) years of service, upon retirement will receive a lump sum payment of \$4,500 in her last paycheck. If the unit member announces her retirement prior to August 15th of her last year of service, then she can have the benefit divided over her number of paychecks.

NAPS Retirement

Contract Incentives & Benefits

Consult your specific bargaining agreement for more detail.

Administrative Assistants

(p. 12)

Any member of the Unit on the maximum salary step at the age of fifty-five (55) years, and who has completed a minimum of twenty (20) years of service in the North Andover Public School System, shall be eligible for a salary adjustment during her final year of service in the amount of \$3,500.00. This adjustment will be payable in one installment during said final year. To be eligible for said benefit, the Unit member must submit to the Superintendent of Schools, by June 30 of the year prior to the start of the final full year of employment (July 1 to June 30), his/her written notice of intent to retire.

Custodians

(p. 29)

Any full-time (12 month) unit member, having attained the age of sixty (60) years or more and with a minimum of twenty (20) years in the North Andover School System, and after submitting notice of intent to retire within three (3) years or less, will receive an additional \$1,000 per year until retirement. The benefit will only be paid for a maximum period of three (3) years.

Any unit member of the unit on the maximum salary step at the age of fifty-five (55) years, but who has not attained the age of sixty (60) years, and who has completed a minimum of twenty (20) years of service in the North Andover Public School System, shall be eligible for a salary adjustment during his/her final year of service in the amount twenty-five hundred dollars (\$2,500.00), payable in bi-weekly installments. To be eligible for said benefit, the unit member must submit to the Superintendent of Schools, at least one (1) year in advance, his/her written notice of intent to retire.

Food Services

(p. 15)

Any cafeteria employee having attained the age of sixty (60) years or more and with a minimum of twenty (20) years in the North Andover School System after submitting notice of intent to retire with three (3) years or less, will receive an additional \$833 per year until retirement. The benefit mentioned above (\$833) is for full time employees (7 hours/day). It will be pro-rated by hours for other employees. Payment of this incentive is not included in base pay for the purposes of retirement.