



NORTH ANDOVER PUBLIC SCHOOLS

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MEMORANDUM OF AGREEMENT

Adding "Health Aide" to Collective Bargaining Agreement

The purpose of this Memorandum of Agreement (MOA) is to formalize an agreement between the North Andover School Committee and the North Andover Professional Support Association regarding the inclusion of a new position under the terms of the CBA. The new position will be called "Health Aide."

ARTICLE II RECOGNITION

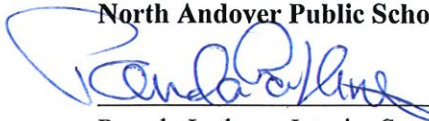
1. The Committee hereby recognizes the Association for the purpose of collective bargaining (as provided by Chapter 150E of the General Laws of the Commonwealth of Massachusetts) as the sole and exclusive bargaining representative for all Library Assistants, Speech Language Pathologist Assistants (SLPA's) Teacher Aides and Health Aides regularly employed by the Committee as described in the Agreement for Consent election filed with the Massachusetts Labor Relations Commission in Case No. MCR-3544, dated May 8, 1985. This Unit is Unit C of the North Andover Teachers Association.

ARTICLE VIII COMPENSATION

13. Health Aide Stipend: The annual health aide stipend will be \$2,500 (inclusive of toileting) based on the responsibilities and training necessary to provide appropriate services to students identified as needing a health aide in school. The determination of need will be made by the Superintendent in collaboration with the Principal, Directors of Nursing and Special Education. This stipend will be prorated for those who qualify for the stipend for less than the full school year. If a student requiring a health aide leaves the district mid-year, the health aide will maintain their status and compensation for the rest of the school year, but may be subject to a reduction in force beyond that term.

The terms and conditions set forth here shall remain in the collective bargaining agreement for the period of September 11, 2024, through and including August 31, 2026

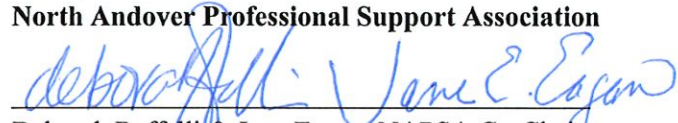
North Andover Public Schools



Pamela Lathrop, Interim Superintendent

Date

North Andover Professional Support Association



Deborah Raffalli & Jane Eagan, NAPSA Co-Chairs

9.23.24

Date