



**Memorandum of Agreement**  
**North Andover Teachers Association NATA and North Andover Professional Support**  
**Association (NAPSA) with North Andover School Committee**  
**Pertaining to Stipends**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the North Andover School Committee (hereinafter, the "Committee") and the North Andover Teachers Association (hereinafter, the "Union").

**WHEREAS**, the Committee and the Union are parties to a Collective Bargaining Agreements for Teachers in North Andover Public Schools that are effective through August 31, 2027 (the "Union CBA"); and,

**WHEREAS**, the duly-authorized representatives of the Committee and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate over stipends in the Union CBA; and

**WHEREAS**, said representatives of the Committee and the Union have agreed to amendments to Article VII, Section B of the Union CBA;

**NOW, THEREFORE**, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. **AMEND** - Article VII Stipends, section B, **ADD NEW sub section 10.**

**10. Stipend Advisory Task Force**

In order to establish and maintain an accurate and successful catalog of clubs, coaches, advisories and other Article VII section B stipended positions, the parties agree to establish the Stipend Advisory Task Force (SATF). The SATF will be composed of up to three (3) representatives from the Association and up to three (3) from the Administration. The SATF will meet at least twice throughout the school year and be responsible for:

1. Maintaining an up to date and accurate appendix of all Article VII, B stipends;
2. Creating, reviewing, and when necessary, recommending changes for amendments or deletions to Article VII, B job descriptions;
3. Developing and implementing a proposal and amendment process for stipend positions for NATA members and administrators to utilize.

The SATF will make formal recommendations whenever necessary, though all changes will still be subject to the approval of both NATA and the School Committee.

2. **AMEND** - Article VII Stipends, Section B, **ADD NEW sub section 11.**

**11. Job Descriptions**

The Stipend Advisory Task Force will develop and maintain a catalog of job descriptions and

expectations for all Article VII, B positions. Annually, the District will provide all NATA members a digital catalog of all Article VII, B stipend positions job descriptions.

3. **AMEND** - NATA Article VII Stipends, Section B (Athletic & Extracurricular Activities) and Appendix A-2 of the NAPSA contract as follows:

**Stipend General Wage Increases (GWI)**

- 24-25 SY - 1% increase and addition of choir director  
(One-time funding of \$10K from NATA tuition reimbursement account)
- 25-26 SY - 6% increase
- 26-27 SY - 7% increase

4. **AMEND** - Article VII Stipends, Section B, **ADD NEW stipend title.**

**"NAHS Choir Director"** at same stipend amount as HS Band Director: \$7,669

5. **AMEND**-The changes in stipends detailed above, pertaining to Article VII, Stipends of the Agreement between the Committee and the Union, shall also be applied to the Collective Bargaining Agreement for Teaching Assistants in North Andover Public Schools, effective through August 31, 2026.

**6. COUNTERPARTS**

This Memorandum of Agreement may be signed in counterparts, which together shall constitute an original. The parties agree that signatures by fax and/or scanned and sent via email are acceptable as originals.

**7. RATIFICATION**

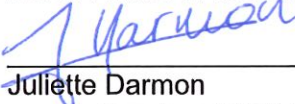
This Memorandum of Agreement is subject to ratification by the Committee and NATA.

**WHEREFORE**, the Committee and the Union have caused this MEMORANDUM OF AGREEMENT to be executed by their duly-authorized representatives on the dates set forth below. Signed on the 11th day of October 2024.

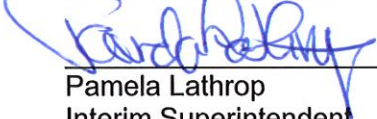
**North Andover School Committee**

  
\_\_\_\_\_  
Alissa Koenig  
School Committee Chair


**North Andover Teachers Association**

 10/24/24  
\_\_\_\_\_  
Juliette Darmon  
Teacher, NATA President

**North Andover School Committee**

  
\_\_\_\_\_  
Pamela Lathrop  
Interim Superintendent

**North Andover Support Personnel Assoc.**

 10/24/24  
\_\_\_\_\_  
Deborah Raffalli and/or Jane Eagan  
Teaching Assistants, NAPSA Chairs