



**MEMORANDUM OF AGREEMENT BETWEEN
NORTH ANDOVER TEACHERS ASSOCIATION
AND
NORTH ANDOVER SCHOOL COMMITTEE**

This memorandum of agreement is entered into by and between the North Andover Teachers Association, Unit A (hereinafter the "Union"), and the North Andover School Committee (hereinafter the "Employer") to outline modifications as part of an agreement to integrate Clinical Support Staff into the bargaining unit.

RECITALS

1. The Employer and the Union are parties to a collective bargaining agreement for the period of September 1, 2023, through and including August 31, 2027.
2. The duly authorized representatives of the Employer and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate the accretion of Clinical Support Staff into the teacher collective bargaining agreement.
3. The said representatives of the Employer and the Union have, subject to ratification by the membership of the School Committee and the Union, agreed to this amendment of the successor agreement for the period of July 1, 2025 through and including August 31, 2027.

AGREEMENT

In consideration of mutual promises and covenants, the parties hereto agree as follows:

1. PRIOR AGREEMENT

- The Collective Bargaining Agreement in effect for the period of September 1, 2023, through and including August 31, 2027, shall be in full force and effect for the period of July 1, 2025, through and including August 31, 2027, except as modified by this MEMORANDUM OF AGREEMENT.
- The changes set forth herein are effective July 1, 2025, unless otherwise specified.

- *Deletion of language from the prior collective bargaining agreement is indicated by ~~strikethrough font~~; additions are indicated by a **bold font**.*

2. RECOGNITION

- a. **AMEND - ARTICLE I, Recognition**, as follows:

The Committee recognizes the Association for the purpose of collective bargaining as the exclusive representative of all teaching employees, Nurses, **Licensed Practical Nurses**, and Department Coordinators, **Certified Occupational Therapy Assistants, Physical Therapy Assistants, Speech and Language Pathology Assistants**, long-term permanent substitutes, and up to but not including Curriculum Coordinators, Coordinators or Administrators of Special Education, Director of Guidance, Director of Health Services, Director of Athletics, Director of Technology, Preschool Coordinator, full and part-time Assistant Principals, Principals, Assistant Superintendents, and the Superintendent.

Unless otherwise indicated, the employees will be referred to as "teachers."

3. WORK DAY

- a. **ADD NEW - ARTICLE IX, section M**, as follows:

M. Clinical Support Staff. Clinical Support Staff are those educators in the bargaining unit whose primary duties include assisting in delivering clinical services to students. They include **Certified Occupational Therapy Assistants (COTAs), Physical Therapy Assistants (PTAs), Speech and Language Pathology Assistants (SLPAs) and Licensed Practical Nurses (LPNs)**.

1. **Work Hours.** A work week of seven (7) work hours per day for a total of thirty-five (35) work hours per week shall be considered full time equivalent (1.0 FTE). The work day will include a 30-minute lunch break and two (2) 15-minute breaks within those 7 hours. Unless determined otherwise via consultation with their direct supervisor, Clinical Support Staff shall report for work at least ten minutes prior to the start of the student day.
2. **On early release days, Clinical Support Staff shall not have assigned duties during the release time, and shall use the time for administrative and preparatory tasks. When requested, CSS will meet with the special education department for updates.**

4. HOME SERVICES

- a. ADD NEW - ARTICLE IX, section M, subsection 3, as follows:

3. Home Visits. Home visits may occur during or outside of the normal school day hours as appropriate to an employee's position. Absent exceptional circumstances, Home Visits shall be scheduled at least one week in advance. Clinical Support Staff shall be compensated for home visit services at the employee's standard rate of pay unless they fall under the "extra time" provisions.

Clinical Support Staff will be paid at the mileage rate allowed by the IRS as of each September 1 for the then current school year if they use their own means of transportation for the purpose of conducting home visits or traveling between schools. Mileage reimbursements will be payable semi-annually. Requests for reimbursement for the second half of the school year are to be submitted by the last day of school.

5. SUMMER WORK

- a. ADD NEW - ARTICLE IX, section M, subsection 4, as follows:

4. Each year the District will post openings for summer work internally. If there are no qualified applicants the District may post for summer work externally.

Unit members will be paid at the teacher hourly rate for summer work.

6. EXTRA TIME

- a. ADD NEW - ARTICLE IX, section M, subsection 5, as follows:

5. Extra Time. Work performed at the behest of the Committee beyond 35 hours in one calendar week shall be compensated at the teacher hourly rate. Unless otherwise specified in this agreement, any assignment of extra work beyond regular work hours is voluntary.

7. JUST CAUSE AND PROBATION

- a. ADD NEW - ARTICLE XII, Teacher Rights, section I, as follows:

I. Clinical Support Staff Probationary Period.

Notwithstanding the provisions this article, COTAs, PTAs, SLPAs, and LPNs, who were employed as of June 30, 2025 and are new to the bargaining unit shall be subject to non-renewal without cause at any time up to the end of their first three consecutive years of employment in the district.

COTAs, PTAs, SLPAs, and LPNs, first hired as new employees to the district as of FY26 or thereafter, shall be subject to non-renewal without cause up to the end of their first three consecutive years of employment as bargaining unit members.

8. LONGEVITY ACCRUAL

a. **AMEND - ARTICLE VI Salaries, section C.**, as follows:

C. All longevity payments are based solely upon qualified years of service as a teacher in the North Andover Public Schools. For the purpose of longevity, a year of qualified service is defined as any school year during which a teacher works as a teacher for ninety-three (93) teacher work days or more. **Clinical Support Staff who were employed in NAPS before June 30th, 2025 will have all their qualified years of service in NAPS counted towards longevity.**

9. WAGES

a. **ADD NEW - APPENDIX A2**, as follows:

2025-2026 Salary Schedule for Clinical Support Staff

LPN	FY2025-2026	
	LPN Cert	Bachelor
Step 1	40,150.00	45,150.00
2	41,636.00	46,821.00
3	43,177.00	48,553.00
4	44,775.00	50,349.00
5	46,432.00	52,212.00
6	48,150.00	54,144.00
7	49,932.00	56,147.00
8	51,779.00	58,224.00
9	53,695.00	60,378.00

COTA/PTA/SLP	FY2025-2026	
A		
Step	Associates	Bachelor
1	45,000.00	50,000.00
2	46,665.00	51,850.00
3	48,392.00	53,768.00
4	50,183.00	55,757.00
5	52,040.00	57,820.00
6	53,965.00	59,959.00
7	55,962.00	62,177.00
8	58,033.00	64,478.00
9	60,180.00	66,864.00

-Unit Members will be placed on the next highest salary step on the appropriate column based on educational attainment. Such step placement cannot be less than \$2000 greater than their salary in the 24-25 SY.

2026-2027 Salary Schedule for Clinical Support Staff

LPN	FY2026-2027	
Step	LPN Cert	Bachelor
1	41,756.00	46,956.00
2	43,301.00	48,694.00
3	44,904.00	50,495.00
4	46,566.00	52,363.00
5	48,289.00	54,300.00
6	50,076.00	56,310.00
7	51,929.00	58,393.00
8	53,850.00	60,553.00
9	55,843.00	62,793.00

COTA/PTA/SLPA	FY2026-2027	
	Associates	Bachelor
Step		
1	46,800.00	52,000.00
2	48,532.00	53,924.00
3	50,328.00	55,919.00
4	52,190.00	57,987.00
5	54,122.00	60,133.00
6	56,124.00	62,357.00
7	58,200.00	64,664.00
8	60,354.00	67,057.00
9	62,587.00	69,539.00

10. ACCRUED SICK TIME

- a. **ADD NEW - ARTICLE XIV Sick Leave, section E.**, as follows:

E. Clinical Support Staff Accrual Transfer: All Clinical Support Staff following the execution of this agreement, will have their sick time accruals honored and recognized for years of service in NAPS preceding the inception of this agreement.

11. RATIFICATION

This Memorandum of Agreement is subject to ratification by the Committee and the Union. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

All Individual LPN, COTA, PTA and SLPA employment contracts are hereby terminated.

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 this 6th day of June 2025

For the Committee:



For the Union:

Tony Delmonico



Tony Delmonico (Jun 6, 2025 15:12 EDT)

Sean Quinn



Sean Quinn (Jun 6, 2025 17:23 EDT)