

At their core, all Teaching Assistant roles exist to support student learning, growth, and well-being.

Core Message

Teaching Assistants are essential members of our educational teams, ensuring safe and supportive environments.

Mutual Appreciation

We deeply appreciate the requests brought forward by the Association.

Strategic Alignment

Our goal is to clearly outline district priorities and operational needs to build a shared understanding.

Together, we must provide high-quality educational services in a **sustainable, student-centered way**.

Our Goals

We enter this process with highest respect for the work of our Teaching Assistants and a shared commitment to students. Our intent is to engage in a productive and transparent bargaining process where both parties clearly understand each other's priorities.

We look forward to working collaboratively toward an agreement that:



Focused on Students and Meeting evolving student needs



Respect and recognize the important contributions of Teaching Assistants



Balance fiscal responsibility with appropriate financial compensation

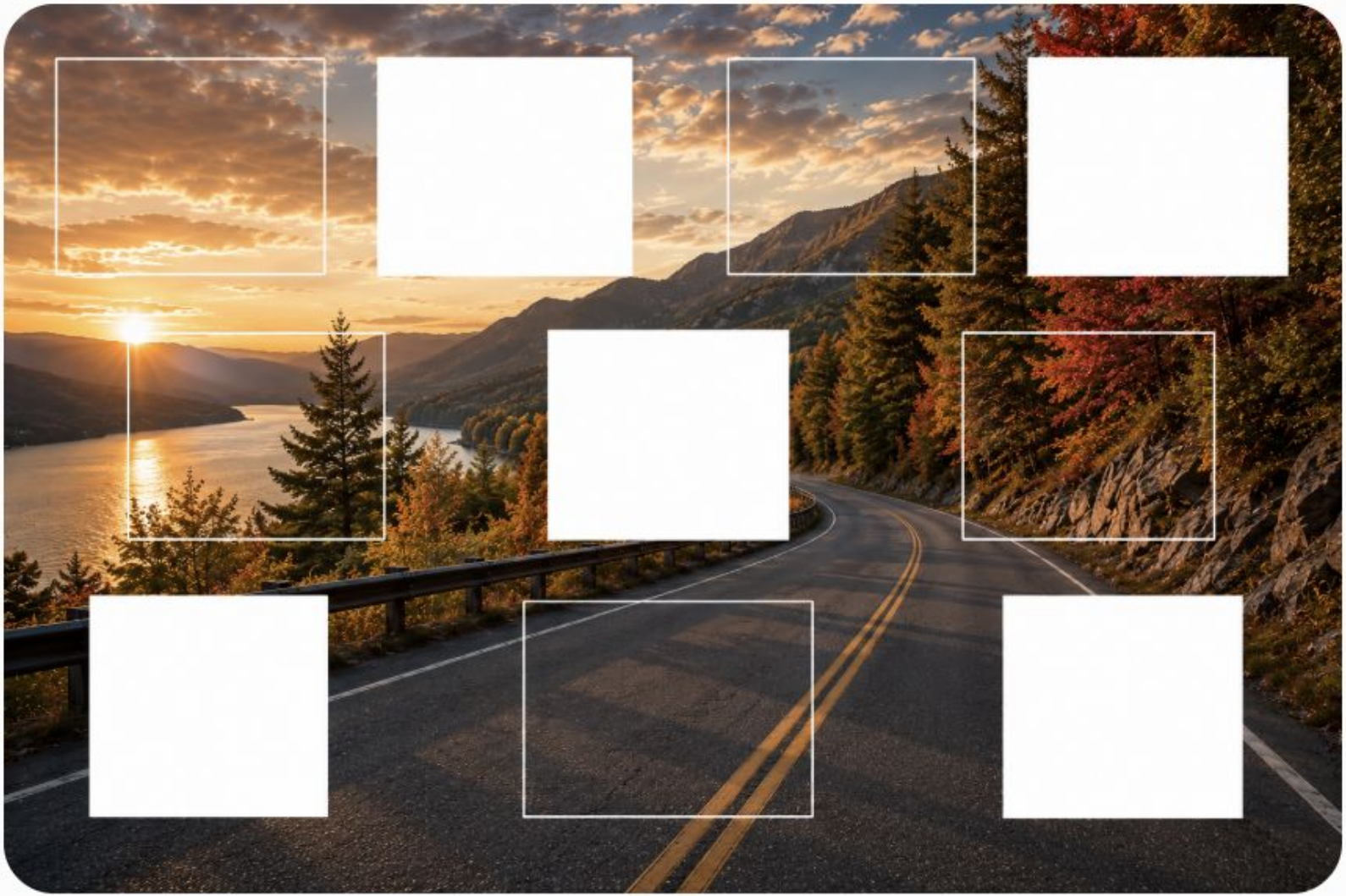
A shared commitment to **productive and transparent bargaining.**

Agenda

Response to Association Requests

New Proposals from the Committee

Slideshow Format-Will follow up with written proposal
Order Given



Agenda

Response to Association Requests

New Proposals from the Committee

Together, we must provide high-quality educational services in a **sustainable, student-centered way**.

Article 10, Section 3 (A, B)

Parental Leave (Birth, Non-Birth & Adoptive/Foster Parent)
General Policies and Rules

A. Any unit member may apply for a parental leave of absence of ~~12~~ **sixteen (16)** consecutive **work** weeks for both birth, and non-birth parents (for either newborn parents; adoptive parents; and foster parents).

B. The first ~~four (4)~~ **twelve (12)** weeks of parental leave will not come from the employee's own sick time. Parental leave under this proposal must be completed within one year of the birth or placement of a child, and once begun, the leave must be completed in consecutive **work** days. Unit members are eligible for this benefit once per school year. Any unit member who intends to apply for parental leave will notify the Superintendent, Principal and Director of Human Resources of the date of commencement of such leave as early as possible, but not less than two (2) weeks prior to the leave.

Article 10, Section 3, continued (D, H)

D. In addition to the ~~four (4)~~ **twelve (12)** weeks paid leave, said member shall be entitled to utilize up to ~~eight (8)~~ **four (4) additional** week~~s~~ of accrued personal sick leave following the date of birth or adoption of the child.

H. **The parental leave may be extended by mutual agreement of the unit member and the Superintendent in order that said member may return at an appropriate time in consideration of the students' programs(s), such as at the beginning of a semester, beginning of a marking period, or after a vacation period.**

Article 10, Section 3, continued I-Adult Dependents)

Unit members who are parents involved in the placement or adoption of a physically or mentally disabled dependent between the ages of 18-23 will be entitled up to twelve (12) work weeks of paid Parental Leave, on consecutive work days, not from sick time, from the date of placement or adoption. And up to an additional four (4) paid work weeks may be taken, on consecutive work days immediately following the twelve (12) weeks noted above, to be deducted from accumulated sick leave to the extent they have sick days available, otherwise the remaining days will be unpaid.

Article 10, Section 3, continued

J. Extended Parental/Adoption/Foster Leave

1. Following the parental leave described immediately above, a member may apply for an unpaid long-term parental/adoption leave under the following conditions:

   a. The member shall apply for the long-term parental/adoption/foster leave no later than thirty (30) days prior to the beginning date of the requested leave period.

   b. The unpaid long-term leave shall extend up to a maximum of two (2) years. The date of return shall be set by mutual agreement of the unit member and the Superintendent in order that the unit member may return at an appropriate time in consideration of the students' program(s), such as the beginning of a year, the beginning of a marking period, or after a vacation period. Time spent on

The Committee is holding until it has a complete understanding of all financial requests and priorities from the Union.

Article V, Section 3

AMEND:

Upon satisfactory completion of the probationary period, unit members enter the “provisional” employment classification. The provisional classification is for the first ~~three (3)~~ **(1)** year~~s~~ of employment. During this stage of employment a unit member may be non-renewed at the end of the school year at the discretion of the Building Principal with the completion of the annual evaluation process and written notice to be given to the unit member by June 15th. Upon satisfactory completion of the provisional period of employment, a unit member will enter the “permanent” employment classification.

Article V, Section 3

NAPS does not agree to AMEND:

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Learning Curve, Consistency, Evaluation Validity, Remediation Opportunities

Sick Time

Article IX, Section 4 : Add Sick Day Incentive

Sick Days Used	Sick Days Exchanged	Payment
0	9	$1500.00
1	8	$1250.00
2	7	$1000.00
3	6	$850.00
4	5	$700.00
5	4	$550.00
6	3	$400.00

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Article IX, Section 2

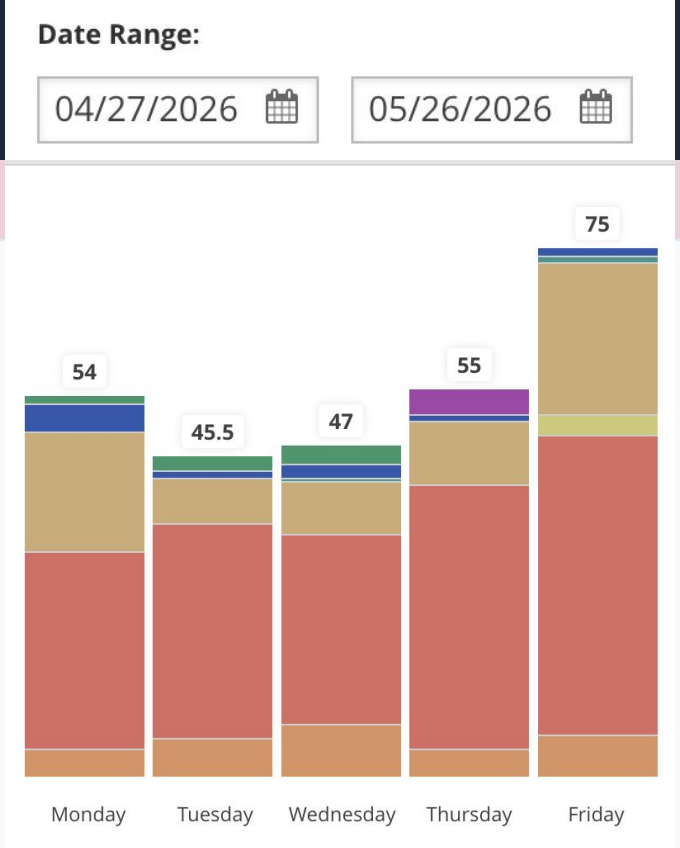
2. Family Leave

Sick leave shall be taken for a unit member's personal illness, except that a unit member may use ~~a maximum of ten (10)~~ sick days ~~per school year~~ for attending to a family member who is dependent on the unit member for care or emergencies. The definition of "family member" is ~~the same used by the Massachusetts Paid Family and Medical leave Law, which is:~~ spouse or domestic partner; children; parents; spouse or domestic partner's parents; grandchildren; grandparents; siblings**, children of siblings, and other dependents**. ~~In the event of a critical illness in the immediate family, a unit member may request the use of additional sick days with the approval of the Superintendent and documentation of the need.~~

Our Current Attendance Data

Teaching Assistant Attendance Data

Wednesday May 27, 2026
18 Teaching Assistants Absent
(11.7% total teaching assistant staff absent)



Article IX, Section 2 (Proposed)

2. Family Leave

Sick leave shall be taken for a unit member's personal illness, except that a unit member may use **a maximum of 12 sick days per school year** for attending to a family member who is dependent on the unit member for care or emergencies. The definition of "family member" is spouse or domestic partner; children; parents; spouse or domestic partner's parents; grandchildren; grandparents and siblings**.** **In the event of a critical illness in the family member per this paragraph, a unit member may request the use of additional sick days with the approval of the Superintendent and documentation of the need.**

Together, we must provide high-quality educational services in a **sustainable, student-centered way**.

Article XV and XVI

Article XVI, Section 7, Subsection C (p.6)

Safe and Healthy Working Environment

We respectfully request further clarification regarding the specific gaps these proposals aim to address that are not currently covered by existing District and/or School Committee policies

Article XVI, new section 9 (p.8)

Emotional Distress in the Classroom

We respectfully request further clarification regarding the specific gaps these proposals aim to address that are not currently covered by existing District and/or School Committee policies

Article XVI, Section 10 (p.11)

Workplace Dignity and Respect

We respectfully request further clarification regarding the specific gaps these proposals aim to address that are not currently covered by existing District and/or School Committee policies

Article XV, Add Section 13

B. Unit members will be entitled to full rights of citizenship, and no political or religious activities of any unit member or the lack thereof will be grounds for any discipline or discrimination with respect to the professional employment of such member.

We respectfully request further clarification regarding the specific gaps these proposals aim to address that are not currently covered by existing District and/or School Committee policies

Article XV, Add Section 13

C.The private and personal life of a unit member is not within the appropriate concern or attention of the Committee except as it may interfere with the member's responsibilities to and relationships with students.

We respectfully request further clarification regarding the specific gaps these proposals aim to address that are not currently covered by existing District and/or School Committee policies

Article XIV Section 7, Add subsection D

D. <u>HEAT PROTOCOLS</u>

If classroom temperatures are above 85 degrees Fahrenheit or below 60 degrees Fahrenheit, the Employer shall have a student half day. Bargaining unit employees shall have no loss of pay.

Article XIV Section 7, Add subsection D

The District declines the inclusion of subsection D. We remain committed to following the professional guidance and established protocols of the Police, Fire, and Facilities Departments to ensure optimal school safety and building appropriateness.

Article IV Section 7 (p. 7)

7. The District shall assign a Teaching Assistant to each Pre-K, Kindergarten, 1st Grade, and small learning group classes for the full school day. These Teaching Assistants will be in addition to any required One-on-One Teaching Assistant assignments for students that may already exist (i.e. those required by IEPs etc…).

Article IV Section 7 (p. 7)-Proposed

Student Centered Priorities

Flexibility in Staffing

Assign staff based on evolving student needs.

- Flexible notice assignments
- Non-uniform FTE
- 1.0 equivalencies

Workday Structure

Align schedules for optimal support.

- Flexible start and end times

Attendance & Clarity

Clarify role expectations and attendance standards.

- Define essential roles
- Predictable staffing
- Supportive environments

Goal: **Sustainable and student-centered educational services.**

Add 20-30 positions

+20% more

Not Sustainable Or fiscally responsible

Stipends

Article VIII Toileting Stipends (p.9)

Proposed: $4000

Current: Toileting Rate
+$1.00/hr

This has financial implications as we wait for the full financial picture

Article VIII, Section 5 (p.10)

Specialized Programs and Duties Stipend

Proposed: $6000

Current Program Stipend $1200
Program and Toileting $1800

This has financial implications as we wait for the full financial picture

Article XV, Add Section 13

A. **<u>VOLUNTARY COPE AND SCHOLARSHIP DEDUCTIONS:</u> For any bargaining unit employee who voluntarily participates in the Union's scholarship or Committee on Political Education (COPE) program, the Employer shall provide payroll deductions from those bargaining unit employees and transmit funds accordingly to the Union.**

More information needed:

Could the union clarify the rationale for this?

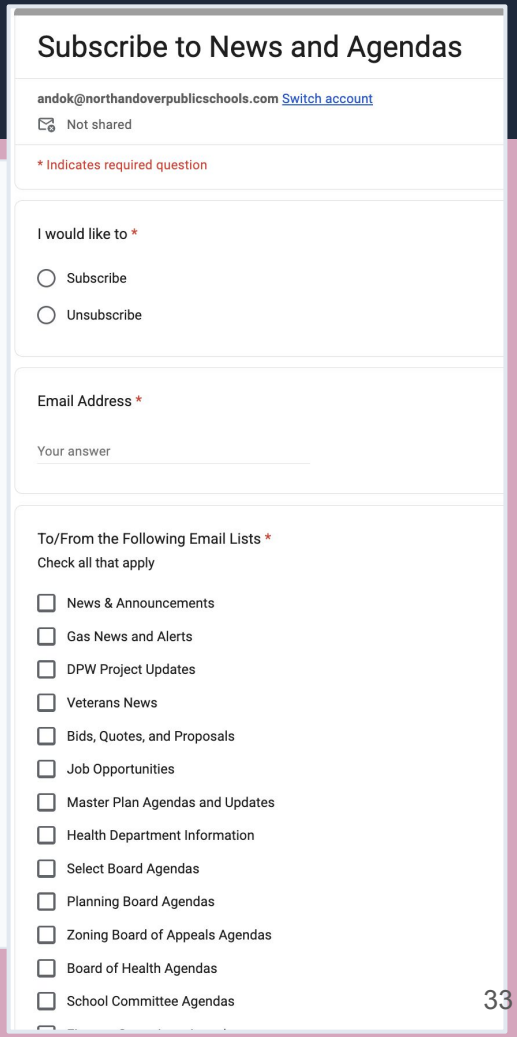
Article XV, Add Section 13

D. The Committee will provide the Union with an advance copy of the agenda, and any attached documents, for each official Committee meeting.

Article XV, Add Section 13

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All School Committee Agendas are posted publicly 48 hours in advance of all meetings. Anyone can have agendas sent to their inbox by adding themselves to this list: https://www.northandoverma.gov/190/Connect-With-Us



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andok@northandoverpublicschools.com Switch account

Not shared

* Indicates required question

I would like to *

- Subscribe
- Unsubscribe

Email Address *

Your answer

To/From the Following Email Lists *

Check all that apply

- News & Announcements
- Gas News and Alerts
- DPW Project Updates
- Veterans News
- Bids, Quotes, and Proposals
- Job Opportunities
- Master Plan Agendas and Updates
- Health Department Information
- Select Board Agendas
- Planning Board Agendas
- Zoning Board of Appeals Agendas
- Board of Health Agendas
- School Committee Agendas

Article XV, Add Section 13

E. <u>Evergreen Clause:</u> The Committee agrees that current policy relating to wages and hours not otherwise changed by this Agreement, will remain in force, and further agrees that to the extent reasonably feasible, policies relating to working conditions will also continue in force.

Administration Supports Evergreen Clause Language

Article XV, Add Section 13

<u>F. Union President Release Time:</u> Recognizing the goal of maintaining harmonious labor-management relations and the need for mutual concerns to be addressed timely and professionally, the parties agree the position of the Union President shall have full release time. In the event that the Union has co-presidents, such time will be divided equally. The Union will reimburse the district for the first twenty-five thousand dollars ($25,000) of the total cost of the position annually.

Article XV, Add Section 13

Currently: NAEA President works 1.0 with 0.8 paid by NAPS and 0.2 release time paid by the union.

The district declines the proposal of full time release time.

Would consider discussing additional time in extenuating circumstances on a case by case basis

Article XIV

Rename: Professional Development and the TA to teacher Pipeline

A. The district will budget the sum of fifty thousand dollars ($50,000.00) per fiscal year for a Tuition Reimbursement Fund for employees in positions represented by Units A, B, and C.

Article XIV

A. The district will budget the sum of fifty thousand dollars ($50,000.00) per fiscal year for a Tuition Reimbursement Fund for employees in positions represented by Units A, B, and C. (Unclear?)

In FY26, there was $7000 funds available for TA Tuition Reimbursement, $0 was used.

In FY25, there was $7000 in funds available for TA Tuition Reimbursement, $4970 was used (2 TAs, 5 total courses)

District declines the changes to the existing tuition reimbursement structure in place

Article XIV

C. In the event that the $50,000 is not depleted for courses, the remainder may be used to reimburse bargaining unit members for registration fees at approved seminars and professional development courses leading to PDPs that are tied to the members' content area or special education/ELL relicensure requirements taken during the school year. All requests for reimbursement must be submitted by June 1 along with proof of attendance. The remainder of the money will be divided equally among the members who submit such a request.

District declines the changes to the existing tuition reimbursement structure in place

Article XIV (D) TA to Teacher Pipeline

1. **The Employer shall create and maintain a Teaching Assistant to Teacher program to support bargaining unit members in the pursuit of positions as certified educators.**

2. **The employer shall provide a minimum of one (1) MTEL preparation course per year open to bargaining unit members at no cost.**

3. **If a Teaching Assistant Unit member is hired full time for another bargaining unit position within the NATA (i.e. Teacher Unit or Administrative Assistant Unit), then all accrued time, benefits, longevity, and seniority will be preserved and recognized in their new role.**

Article XIV (D) TA to Teacher Pipeline

TA to Teacher Pipeline

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Many areas of agreement, district has some additional questions, specifically about part 3.

Career Awards

E. Career Awards

1. A Teaching Assistant who has completed pre-approved professional development activities outside of the work day during the term of one fiscal year shall be entitled to an additional $500.00 to be added to base pay for every 5 credits earned, up to a cumulative total of 25 credits and $2,500.00 as illustrated below:

Upon satisfactory completion of 5 credits: $500
Upon satisfactory completion of 10 credits: $1,000
Upon satisfactory completion of 15 credits: $1,500
Upon satisfactory completion of 20 credits: $2,000
Upon satisfactory completion of 25 credits: $2,500

Credit for Professional Development

F. Professional Development

1. **Unit members will receive one (1) credit for every three (3) hours of in-service training and/or professional development, two (2) credits for every six (6) hours of in-service training and/or professional development, etc…**

2. **Teaching Assistants will be provided with professional development on early release days. The schedule and content of the professional development will be developed to align with district and school goals as well as maintaining relevance to the professional responsibilities of bargaining unit members.**

3. **Professional development activities outside of the work day and/or work year must be approved in advance by the Superintendent or designee. During the months of July and August teaching assistants may sign up for pre-approved professional development activities that will be used toward the contract year that commences on September 1st of the next school year.**

The district declines at this time.

Professional development takes place during paid time

Tuition reimbursement structures are in place

Teaching a Course

G. <u>Teaching a Course</u>

Unit members who are certified teachers, and are teaching a course to District staff after normal school hours shall be compensated at the same rate of pay as teachers covered under the Professional Development Plan. Compensation may be in the form of ‘PDP’ s if the unit member elects such compensation in writing**.**

Already exists: Member can use Educator Led Learning Initiative (ELLI) open to all educators

Holiday Pay-Increase from 12 to 15 days

Beginning in the 2026-2027 School Year, all unit members will receive fifteen (15) paid holidays per year in addition to their regular compensation and regardless of their FTE status. Holiday pay is included in the amounts shown in the salary schedule.

Paid Holidays
Labor Day
Indigenous People's Day
Veteran's Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Eve
Christmas Day
New Years Eve
New Years Day
Presidents Day
Martin Luther King Jr. Day
Patriots Day
Memorial Day
Juneteenth
Independence Day

Currently have 12 Days Holiday Pay

The Committee is holding until it has a complete understanding of all financial requests and priorities from the Union.

Vacation Days

AMEND - Article VIII, by adding new Section 13, Vacation Days, as follows:

13. Vacation Days

Beginning in the 2026-2027 School Year, all unit members will receive fifteen (15) paid vacation days per year in addition to their regular compensation and regardless of their FTE status. Vacation pay will be paid in a lump sum by June 15th each year.

Paid Vacation Days

4 Days for December Holiday Vacation
4 Days for February Winter Vacation
4 Days for April Spring Vacation
3 Days for July Summer Vacation

The Committee is holding until it has a complete understanding of all financial requests and priorities from the Union.

Total 30 days Holiday and Vacation Combined

Longevity

AMEND - Article VIII, Section 4, Longevity, as follows:

[Delete sections A.-F in their entirety and replace with the following]

Completed Years of Service in North Andover

Years	2026-2027	2027-2028	2028-2029
5-9	$2000	$2250	$2500
10-14	$2750	$3000	$3250
15-19	$3250	$3500	$3750
20-24	$3750	$4000	$4250
25-29	$4250	$4500	$4750
30+ YEARS	$4750	$5000	$5250

Current Longevity

Qualified Years of Service	2023–2024 Longevity Pay	2024–2025 Longevity Pay	2025–2026 Longevity Pay
6-10	$1,410	$1,465	$1,525
11-15	$2,085	$2,170	$2,255
16-20	$2,345	$2,440	$2,540
21-25	$2,605	$2,710	$2,820
26-29	$2,865	$2,980	$3,100
30	$2,970	$3,090	$3,215

The Committee is holding until it has a complete understanding of all financial requests and priorities from the Union.

Article VII, Section F

AMEND - Article VII, by adding new Section F, as follows:

F. In the event a teaching assistant is notified after June 15th of an involuntary transfer to another building, the teaching assistant will be compensated one/one hundred eighty-second (1/182) of the teaching assistant's annual salary (one (1) day's pay).

In the event a teaching assistant is notified after August 15th of an involuntary transfer to another building, the teaching assistant will be compensated two hundred dollars ($200)

403(b)

The Committee agrees to provide a 403(b) Plan for members of the bargaining unit. The employer will match the employee contribution to the plan, dollar for dollar up to a maximum of the amount of five hundred dollars ($500) pre-tax per year. A unit member wishing to participate in the program must notify the payroll coordinator in writing consistent with the present policy. To the extent permitted by law, any participant in this plan may designate annually any amount to be contributed to his/her account in this plan by payroll deduction before taxes, said amount shall not exceed that established by federal law and/or IRS tax code. All employee contributions and the employer match up to the amount listed above shall be made in equal amounts using payroll deductions for each pay period.

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Subcontracting Restrictions

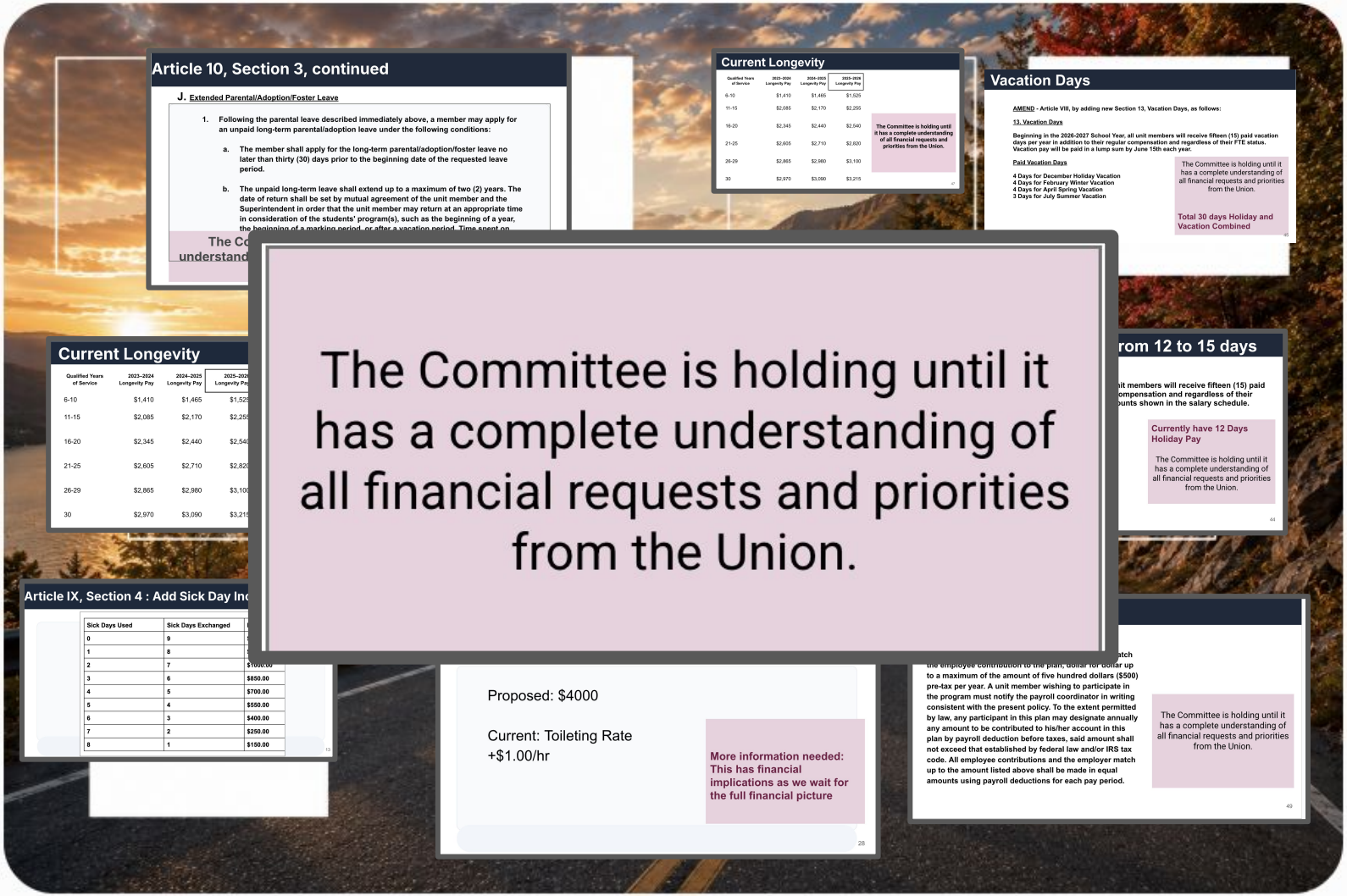
1. **SUBCONTRACTING RESTRICTIONS**

   <u>ADD NEW</u> - Article called “Subcontracting Restrictions" as follows:

   The Employer recognizes NATA’s status as the exclusive representative for all four bargaining units. As such, the Employer will cease, desist, and in the future refrain from subcontracting out bargaining unit work without the express consent and approval of NATA. In cases of exigent circumstances the Employer may request the use of subcontractors by contacting the NATA president in order to negotiate the terms, conditions, and timeline of such a request.

District is able to notify NATA in Mutual concerns

Parameters currently exist to address this


Article 10, Section 3, continued
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Qualified Years of Service
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Current: Toileting Rate
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More information needed: This has financial implications as we wait for the full financial picture
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Agenda

Response to Association Requests

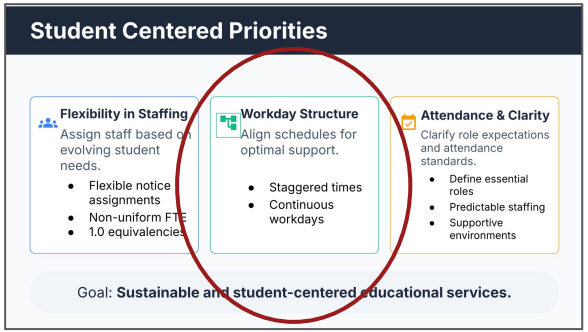
New Proposals from the Committee

Together, we must provide high-quality educational services in a **sustainable, student-centered way**.

District Propsals



Student Centered Priorities-Workday Structure



Current Challenges for Students

Workday Structure

- Student needs don't all happen at the same time of day.
- We need flexibility with start/end times and schedules.
- This is about aligning staffing to when students need support most.

Goal: **Sustainable and student-centered educational services.**

Workday Structure: Scheduling Challenges

100% of Administrators struggle with coverage for students due to current TA Schedules.

At NAMS

TAs start at 7:50

- **Homeroom: 7:40**
  Move at 7:35
- **Bus Unloads: 7:15**
  35 min before TAs

At Atkinson

TAs start at 8:30 AM

- **School Starts: 8:25**
  5 min after TAs start
- **Buses Arrive: 8:10**
  20 min before TAs arrive

At NAHS

TAs start at 7:45 AM

- **First Period: 7:40**
  TAs arrive after students
- **Buses Arrive: 7:20**
  25 min before TAs

Impact: **Gaps in supervision during critical morning arrival and transition periods.**

Location	TA Daily Hours	TA Weekly Hours	School Start	School End
ABECC Preschool	Monday-Thursday: 8:30am-3pm 6 hours, 30 minutes/day Friday: 8:30-11:30am 3 hours/day	26-29 hours/week	8:45am	2:45pm
ABECC Kindergarten	8:30am-3:10pm 6 hours, 40 minutes/day	33 hours, 20 minutes/week	8:35am	3:10pm
Elementary	8:30am-3:00pm 6 hours, 30 minutes/day	32 hours, 30 minutes/week	8:25am	3:00pm
Middle School	7:50 am-2:20pm 6 hours, 30 minutes/day	32 hours, 30 minutes/week	7:40am	2:20pm
High School	7:45am-2:15pm 6 hours, 30 minutes/day	32 hours, 30 minutes/week	7:40am	2:15pm
TOP Program	8:01am-2:51pm 6 hours, 50 minutes/day	34 hours, 10 minutes/week	8:15am	2:51pm

Workday Structure-Proposed Improvements

- Scheduling is designed to meet the unique operational needs of each district location
- Flexibility to adjust schedules as students' needs change
- Principals/building leaders can determine the support to match the needs of students

Goal: **Sustainable and student-centered educational services.**

Location	TA Daily Hours	TA Weekly Hours	School Start	School End
ABECC Preschool	Monday-Thursday: 8:30am-3pm 6 hours, 30 minutes/day Not staring before 8:20, not ending after 3:15 Friday: 8:30-11:30am 3 hours/day	26-29 hours/week	8:45am Not before 8:20am	2:45pm Not after 3:15pm
ABECC Kindergarten	Current: 8:30am-3:10pm 6 hours, 40 minutes/day Not starting before 8:10, not ending after 3:30	33 hours, 20 minutes/week	8:35am Not before 8:10 am	3:10pm Not after 3:30
Elementary	Current: 8:30am-3:00pm 6 hours, 30 minutes/day Not starting before 8am, Not ending after 3:30	32 hours, 30 minutes/week	8:25am Not before 8am	3:00pm Not after 3:30
Middle School	7:50 am-2:20pm 6 hours, 30 minutes/day Not starting before 7:15am, not ending after 2:45pm	32 hours, 30 minutes/week	7:40am Not before 7:15am	2:20pm Not after 2:45pm
High School	7:45am-2:15pm 6 hours, 30 minutes/day Not starting before 7:15 am, not ending after 2:45pm	32 hours, 30 minutes/week	7:40am Not before 7:15am	2:15pm Not after 2:45pm
LAUNCH Program	8:01am-2:51pm 6 hours, 50 minutes/day Not starting before 7:50 am, not ending after 3:15pm	34 hours, 10 minutes/week	8:15am	2:51pm

Attendance -Proposed Changes

Consistent staffing is critical to student success. The district is seeking to review and potentially revise language regarding:

Documentation

Requirements for extended or patterned absences.

Holiday Absences

Expectations around absences before or after holidays.

Accountability

Processes that ensure fairness while maintaining high standards.

Goal: **Sustainable and student-centered educational services.**

Attendance Challenges

The district currently faces significant operational hurdles regarding teaching assistant attendance, impacting educational continuity.



Unpaid Leave/Sick Time Policy

Currently, there are TAs that take unlimited amounts of days without pay or documentation for sick time



Student Impact

Inconsistency for students is a concern, disrupting the learning environment.

Goal: **Sustainable and student-centered educational services.**

Absence Notification

Absence notification -proposed to add language

Physician's Certificate: In cases of illness/injury, the teacher will provide the administration with certification of illness from the attending physician on the fifth (5) consecutive day of absence. In the event the illness extends beyond ten (10) consecutive school days, the teaching assistant will provide the administration with certification of illness, as required.

Student Centered Priorities

Flexibility in Staffing

Assign staff based on evolving student needs.

- Flexible notice assignments
- Non-uniform FTE
- 1.0 equivalencies

Workday Structure

Align schedules for optimal support.

- Flexible start and end times

Attendance & Clarity

Clarify role expectations and attendance standards.

- Define essential roles
- Predictable staffing
- Supportive environments

Goal: **Sustainable and student-centered educational services.**



At their core, all Teaching Assistant roles exist to support student learning, growth, and well-being.