August 31, 2026

VIA Email

To: David Brown, Chairperson, North Andover School Committee
CC: Kelly Cormier, Vice Chair, North Andover School Committee
Alissa Samz, Clerk, North Andover School Committee
Pam Lathrop, Superintendent, North Andover Public Schools
NAEA Bargaining Team

RE: NAEA Reconstituted Negotiating Team and Unit A Demand to Bargain

Dear School Committee Chair Brown,

On behalf of the North Andover Educators Association (NAEA), the exclusive bargaining representative for the Teachers (Unit A) and Teaching Assistants (Unit C) at North Andover Public Schools (District), please consider this notice of NAEA's intent to commence successor bargaining over the wages, hours, terms and conditions of employment for all Unit A members and continued successor negotiations for Unit C members. This demand to bargain is pursuant to M. G. L. c. 150E and NAEA's status and obligations as the exclusive representative of the Teachers and Teaching Assistants in the District.

At the Union's general membership meeting held on August 31st, 2026, by a super majority vote, the rank and file members of NAEA directed its representatives to pursue negotiating Units A and Unit C together. Subsequently, they have directed the Union to reconstitute the NAEA core negotiating team to be reflective of both units. Our core negotiating team now consists of members from both units A and C, and include the following members: Juliette Darmon (Unit A), Denise Colman (Unit A), Toni Delmonico (Unit A), Terri Donovan (Unit A), Tina Marshall (Unit A), Sean Root (Unit A), Sean Quinn (Unit A), Eric Denoncourt (Unit C), Jane Eagan (Unit C), Laura Queenan (Unit C), Alexandria Raffalli (Unit C), and Debbi Raffalli (Unit C).

The Union proposes negotiating the units together in coalition. Many of NAEA's issues, interests, and priorities are shared by Unit A and C members and the Union maintains that bargaining in coalition will be more effective and efficient for both parties. Close by districts like Tri-Town School Union (Boxford, Middleton, Topsfield) and Melrose have recently engaged in similar coalition approaches during successor negotiations with mutually beneficial results.

Accordingly, please contact me (or have a designee contact me) in the next ten (10) calendar days to make arrangements to negotiate over successor collective bargaining agreements for Unit A Teachers and continued successor negotiations for Unit C Teaching Assistants.

In accordance with Article II, Section A of the Unit A collective bargaining agreement, the Union proposes the following dates to commence successor negotiations for Unit A as well as continue negotiations for Unit C:

- September 16th at 5pm
- October 7th at 5pm

Thank you for your cooperation. Please do not hesitate to contact me if you have any questions.

Sincerely,

Kevin Tierney
MTA Field Representative-Organizer
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