Proposed Ground Rules
from the North Andover Educators Association
to the North Andover School Committee

November 12, 2026

1. All bargaining meetings shall be held in open session and digitally streamed. All meetings will last no more than two (2) hours from the designated starting times unless an extension is mutually agreed upon.

2. Parties have been given authority to reach tentative agreements by their respective membership/body.

3. The parties will mutually agree on bargaining meeting times and dates; sessions will begin at the agreed to times.

4. At the end of each bargaining session, the parties will establish or confirm the dates and times for three (3) subsequent meetings. Agenda items for bargaining will be shared between the parties ahead of the meeting.

5. The parties agree to introduce issues, interests, and proposals during the first three sessions after ground rules are agreed upon. No new issues proposals will be introduced after the ~~three~~ third bargaining session.

6. Each side reserves the right to caucus. However, the parties agree to inform one another if a caucus longer than thirty minutes is anticipated. The School Committee will utilize executive session for caucus time pursuant to MGL c.30A, section21(a)(2).

7. All proposals shall be in writing. All agreements shall be tentative until a final agreement is reached. All agreements shall be in writing and initialed. The final agreement shall be signed and then ratified in order to be executed.

8. All bargaining shall take place at the bargaining table. Any "off the record" discussions or proposals will remain "off the record" until they are reduced to writing and presented to the parties.

9. No official notes shall be taken. Each party shall be responsible for their own notes.

10. The parties agree to recommend the final tentative agreement for ratification.

11. Any of the aforementioned provisions may be waived or additions made by mutual consent.

NAPS Committee Chair

Nov 12, 2026

NAEA Bargaining Chair

November 12th 2026