School Committee's Comprehensive Financial Response
November 4, 2026

Union Proposal #10: TOILETING

AMEND - Article VIII, Section 6 Toileting, as follows:

[Delete current language and replace with the following]

Section 1: Toileting or Daily Diapers. Bargaining unit employees who are required to support students with toileting, daily diapering, or personal hygiene support (i.e. menstruation etc..) shall be paid by NAPS a lump sum representing the gross amount of $4,000, less applicable withholdings and deductions. This lump sum will be divided up evenly, $2,000 to be paid in December, and $2,000 to be paid in June.

Section 2: NAPS, when posting positions requiring toileting or daily diapers responsibility, will include diapering responsibility clearly outlined prior to hiring.

Section 3: If a unit member currently works in the district and a new child entering the district who needs toileting/diapering is assigned to them, then the unit member will be given the option to perform diapering responsibilities. If the unit member declines the responsibility, the unit member will be reassigned to another unit assignment.

Section 4: If a unit member is receiving a toileting stipend but their work assignment changes mid-year (based on operational needs or adjustments by the District), then they will still receive the Toileting stipend for that year.

> ***The Committee Response of 11/4/26:***
> Members who are classified as inclusion or language-based paraprofessionals and who are assigned to students ages seven (7) and above who require regular toileting assistance per their IEP will be paid an additional $1500 a year.

Union Proposal #11: SPECIALIZED PROGRAM/DUTIES STIPEND

AMEND - Article VIII Section 5 as follows:

Change title to "Specialized Programs and Duties Stipend": FURTHER AMEND as follows:

A. Unit members assigned to specialized programs and/or duties shall receive a stipend of six-thousand dollars ($6000.00) in addition to their regular compensation. This lump sum will be divided up evenly, $3,000 to be paid in December, and $3,000 to be paid in June.

B. Unit members can receive either the Toileting Stipend (TS) or Specialized Program and Duties Stipend (SPDS) but never both. If they are qualified to receive both stipends then they will receive the SPDS.

C. Specialized programs/duties shall refer to the following:

1. Any unit member working in a substantially separate and/or special

program where the students are out of the general classroom at least forty percent (40%) of the day.

2. **Any unit member working with a medically fragile student where specialized feeding, toileting (post pre-school incontinence), or lifting of students is required.**

3. **Any employee who is required to regularly implement ABA or similar behavior interventions in their work with their assigned one-to-one, one-to-two student(s), or in a substantially sub separate learning environment.**

The Committee Response of 11/4/26:
See financial response of the Committee

Union Proposal #14: TUITION REIMBURSEMENT

AMEND - Article XIV and rename to "Professional Development and the TA to Teacher Pipeline" as follows:

[DELETE CURRENT LANGUAGE AND REPLACE WITH BELOW]

Reimbursement for Courses:

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.

The following rules apply to the Tuition Reimbursement Fund

1. **The maximum reimbursement per member per fiscal year shall be for four (4) classes at the Salem State University rate for tuition and fees**.

1. **Members must receive a grade of "B" or better or a "Pass" in a course only offered on a pass/fail basis. If the course is offered for optional grading, members must complete all coursework for the highest grade offered.**

2. **The member will pay the tuition/fees themself and compensation provided in this section will be in the form of reimbursement.**

3. **Members must submit an official course/grade transcript and a receipt from the institution detailing the tuition bill expenses paid by the member.**

Reimbursement for courses shall be distributed in a June payroll. Those seeking reimbursement should submit all required paperwork to the Superintendent or their designee as soon as the course is completed but no later than the third Monday in May.

B. In the event that a unit member is required by the Superintendent to attend a course, the School District will pay for the cost of the member's attendance at such course.

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.

B. <u>TA to Teacher Pipeline</u>

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.**

C. <u>Career Awards</u>

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

2. **Such professional development activities must be approved in advance by the Superintendent or designee and must relate to the field of education or be taken as part of a degree-granting program in which the employee is enrolled.**

3. **If a teaching assistant has completed enough credits to earn the Career Award, or a subsequent increase, during the school year, and if the superintendent is presented with evidence of completion of the credits prior to February 1, a teaching assistant shall receive the increased Career Award as of February 1. If evidence of completion of credits is submitted after February 1 of the school year, the teaching assistant will receive the increased Career Award as of September 1 of the next school year.**

D. <u>Professional Development</u>

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.**

E. <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**.**

The Committee Response of 11/4/26:
<u>Reimbursement for Courses</u>:

<u>For FY 2028</u>, The district will budget the sum of ~~fifty~~ <u>forty</u> thousand dollars <u>($40,000.00)</u> per fiscal year for a Tuition Reimbursement Fund for employees in positions represented by Units A, ~~B~~, and C.

The following rules apply to the Tuition Reimbursement Fund

1. To be eligible for tuition reimbursement, the course must be pre-approved and the course must be successfully completed. An approved course shall be defined as one which has been approved by the Superintendent or designee in advance of registration. **<u>The Superintendent's or designee's decision to approve or deny a course for tuition reimbursement shall be final and shall not be subject to the grievance procedure.</u>**
2. Unit members are not eligible for tuition reimbursement until they have reached the first anniversary to their date of hire.
3. **The maximum reimbursement per member per fiscal year shall be for <u>two classes</u> ~~four (4)~~ classes at the Salem State University rate for tuition and fees**.

4. **Members must receive a grade of "B" or better or a "Pass" in a course only offered on a pass/fail basis. If the course is offered for optional grading, members must complete all coursework for the highest grade offered.**

5. **The member will pay the tuition/fees themself and compensation provided**

in this section will be in the form of reimbursement.

6. **Members must submit an official course/grade transcript and a receipt from the institution detailing the tuition bill expenses paid by the member.**

Reimbursement for courses shall be distributed within 30 days of receipt of required paperwork and notification of approval. ~~a June payroll~~. Those seeking reimbursement ~~should~~ must submit all required paperwork to the Superintendent or their designee as soon as the course is completed but no later May 15 ~~than the third Monday in May~~.

B. **In the event that a unit member is required by the Superintendent to attend a course, the School District will pay for the cost of the member's attendance at such course.**

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.~~**

F. **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.**

G. **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 or more 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~~

2. ~~**Such professional development activities must be approved in advance by the Superintendent or designee and must relate to the field of education or be taken as part of a degree-granting program in which the employee is enrolled.**~~

3. ~~**If a teaching assistant has completed enough credits to earn the Career Award, or a subsequent increase, during the school year, and if the superintendent is presented with evidence of completion of the credits prior to February 1, a teaching assistant shall receive the increased Career Award as of February 1. If evidence of completion of credits is submitted after February 1 of the school year, the teaching assistant will receive the increased Career Award as of September 1 of the next school year.**~~

H. <u>Professional Development</u>

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 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.**~~

I. <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**.**

Union Proposal #15: PAID HOLIDAYS

<u>AMEND</u> - Article VIII, **Section 2,** as follows:

2. <u>Holiday Pay</u>

~~Beginning September 1, 2023 unit members on levels 4-12 of the 2023-2024 salary schedule will receive twelve (12) paid holidays per year, and beginning September 1, 2024 unit members on levels 1-3 of the 2024-2025 salary schedule will receive twelve (12) paid holidays per year. Holiday pay is included in the amounts shown in the salary schedule.~~

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**

The Committee Response of 11/4/26:
In year one of the contract, members shall be paid for Juneteenth if school is still in session on that holiday. In year 2 of the contract, this provision, in total, shall be struck.

Union Proposal #16: VACATION DAYS

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

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 Response of 11/4/26:
The Committee does not agree to this proposal.

Union Proposal #17: LONGEVITY

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

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**

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

Years of Service in North Andover

The Committee Response of 11/4/26:
The Committee is not agreeing to an increase in longevity.

NAEA Proposal of 8-24-22

Market Adjustment to Living Wage

Step	HQ	AA	AA+20/BA	BA+10	BA+25/MA	MA+25
1	$55,000.00	$57,000.00	$59,000.00	$61,000.00	$63,000.00	$65,000.00
2	$57,000.00	$59,000.00	$61,000.00	$63,000.00	$65,000.00	$67,000.00
3	$59,000.00	$61,000.00	$63,000.00	$65,000.00	$67,000.00	$69,000.00
4	$61,000.00	$63,000.00	$65,000.00	$67,000.00	$69,000.00	$71,000.00
5	$63,000.00	$65,000.00	$67,000.00	$69,000.00	$71,000.00	$73,000.00
6	$65,000.00	$67,000.00	$69,000.00	$71,000.00	$73,000.00	$75,000.00

27-28 5%

Step	HQ	AA	AA+20/BA	BA+10	BA+25/MA	MA+25
1	$ 57,750.00	$ 59,850.00	$ 61,950.00	$ 64,050.00	$ 66,150.00	$ 68,250.00
2	$ 59,850.00	$ 61,950.00	$ 64,050.00	$ 66,150.00	$ 68,250.00	$ 70,350.00
3	$ 61,950.00	$ 64,050.00	$ 66,150.00	$ 68,250.00	$ 70,350.00	$ 72,450.00
4	$ 64,050.00	$ 66,150.00	$ 68,250.00	$ 70,350.00	$ 72,450.00	$ 74,550.00
5	$ 66,150.00	$ 68,250.00	$ 70,350.00	$ 72,450.00	$ 74,550.00	$ 76,650.00
6	$ 68,250.00	$ 70,350.00	$ 72,450.00	$ 74,550.00	$ 76,650.00	$ 78,750.00

28-29 5%

Step	HQ	AA	AA+20/BA	BA+10	BA+25/MA	MA+25
1	$ 60,637.50	$ 62,842.50	$ 65,047.50	$ 67,252.50	$ 69,457.50	$ 71,662.50
2	$ 62,842.50	$ 65,047.50	$ 67,252.50	$ 69,457.50	$ 71,662.50	$ 73,867.50
3	$ 65,047.50	$ 67,252.50	$ 69,457.50	$ 71,662.50	$ 73,867.50	$ 76,072.50
4	$ 67,252.50	$ 69,457.50	$ 71,662.50	$ 73,867.50	$ 76,072.50	$ 78,277.50
5	$ 69,457.50	$ 71,662.50	$ 73,867.50	$ 76,072.50	$ 78,277.50	$ 80,482.50
6	$ 71,662.50	$ 73,867.50	$ 76,072.50	$ 78,277.50	$ 80,482.50	$ 82,687.50

The Committee Response of 11/4/26:
See attached financial proposal. This proposal is tied to School Committee Proposal #3 with respect to hours.