

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

This **MEMORANDUM OF AGREEMENT** is entered into by and between the North Andover Teachers' Association (hereinafter the "Association") and the North Andover School Committee (hereinafter the "Committee").

WHEREAS, the Association and the Committee entered into a collective bargaining agreement for the period September 1, 2023, through and including August 31, 2024; and

WHEREAS, the Association and the Committee have bargained collectively pursuant to Massachusetts General Law, Chapter 150E, for a successor collective bargaining agreement covering the period of September 1, 2024 through August 31, 2027.

NOW, THEREFORE, in consideration of mutual covenants and promises and subject to the ratification of the respective parties, it is agreed as follows:

The terms and conditions set forth in the Collective Bargaining Agreement for the period September 1, 2023, through and including August 31, 2024, shall remain in full force and effect for the period September 1, 2024 through August 31, 2027, except as amended herein. [In modified text, deletions are denoted by ~~strike through~~ and additions are denoted by **bold**.]

24-25 SY: 2.5% COLA
 2.5% Market Adjustment

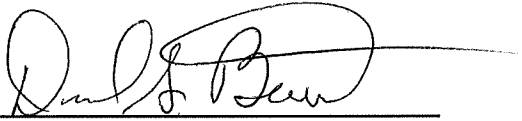
25-26 SY: 3% COLA
 .5% Market adjustment

26-27 SY: 4%

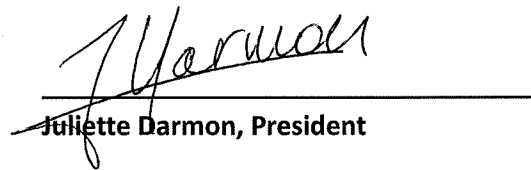
WHEREFORE, the Committee and the Association have caused this **MEMORANDUM OF AGREEMENT** to be executed by their duly-authorized representatives, subject to ratification by the membership of the Association's bargaining unit and the full School Committee, this 30th day of November 2023.

North Andover School Committee

North Andover Teachers Association



David Brown, Chairperson



Juliette Darmon, President