

MEMORANDUM of AGREEMENT

This Memorandum of Agreement is made by and between the School Committee of the Town of North Andover, Massachusetts (the "Committee") and the North Andover Teachers Association (the "Association").

Whereas, the Committee and the Association have made changes to their collective bargaining agreement they hereby agree to extend the Agreement dated 2005-2008 to 2008-2009 and amend it as follows:

1. The Appendix A Salary Schedule effective September 1, 2007 shall be increased by 1.90% on all steps and columns to be paid retroactively as of September 1, 2008.
2. Article XXVI – Duration: All dates shall be changed to reflect an agreement effective September 1, 2008 to August 31, 2009.

IN WITNESS of this Memorandum of Agreement having been duly ratified, the parties hereunto set their hands and seals.

For the North Andover School Committee:

Barbara Whidden
Chairperson

Date: 12/2/08

For the North Andover Teachers Association:

[Signature]
President

Date: 11-24-08