

Contract Negotiations 2023-24

Benefits

Retirement Benefits



Upon retirement, NTA members are eligible for the following payments:

- A pension (percentage of salary in perpetuity based upon years of service)
- A lump sum transition payment of \$3,000 (Units A and B)
- A maximum of \$2,500 for unused sick days
- A payment of \$500 is provided if the employee informs the district of planned retirement four months in advance.

Healthcare Coverage Benefits

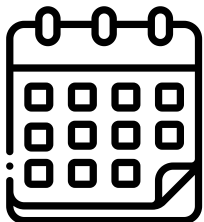


Many cities and towns have transitioned to the less expensive, state operated, Group Insurance Commission (GIC) healthcare coverage program. If Newton entered the GIC, it would realize more than \$20 million in savings over 5 years.

Newton has not joined the GIC. Instead, NPS employees have access to healthcare coverage through Blue Cross Blue Shield. Most employees choose the HMO plan, but a PPO plan is offered.

Currently, based on their date of hire, NPS employees contribute between 20%-25% of the cost for HMO plans and between 30%-35% of the cost for PPO plans.

Work Year Benefits



Unit A Teaching staff work 185 days in the 10-month work year. All NTA members are allotted 6 personal days and 14-15 sick days.

Unit C members work 185 days. Work hours correspond to the school day at each grade level. Paid hours also include before or after the school day and monthly time for meetings and professional development.

Additional Benefits



- Parental Leave - All employees are eligible for paid parental leave of 40 school days (8 weeks). The first 10 days are paid by the district. The remaining 30 days are paid using personal sick days and then days from a Sick Leave Bank.
- If an employee's parental leave occurs either during the late spring or summer, the employee may opt to return to work at the start of the school year and be paid for unused leave days in the form of a one-time stipend.
- Children of NTA employees may attend NPS schools at no charge on a space available basis.
- Unit C staff who are asked to cover for teachers during the school day are paid a daily stipend of \$46 per day.