

Newton School Committee

Collective Bargaining Update

December 19, 2022



Collective Bargaining Basics

- School Committee negotiates contracts with 3 unions
 - Newton Teachers Association (NTA) - includes Units A, B, C, D and E
 - largest units are Unit A (teachers & psychologists) and Unit C (paraprofessionals/ESPs)
 - Newton Educational Secretaries Association (NESAs)
 - Newton Custodians Association
- Current contracts with 2 unions (NTA and NESAs) do not expire until August 31, 2023 and contract with custodians expires June 30, 2023
 - typically, School Committee negotiates contracts every three years
- Contracts govern salary, benefits and working conditions. Examples of contract provisions include:
 - Salary tables and longevity pay
 - Sick leave, parental leave and other leaves
 - Vacancies and promotions
 - Teacher evaluations
 - Attendance of teachers' children at NPS

Collective Bargaining - General Schedule

Negotiations have typically started with the NTA, followed by negotiations with NESAs and the Custodians.

- NTA Negotiations
 - Meeting on October 20 to discuss ground rules for negotiations
 - Negotiations sessions held/to be held Nov. 21, Nov. 30, Dec. 21, Jan. 25
 - NPS responded to numerous requests for information from NTA in December
 - Both the NTA and the School Committee have presented proposals for contract changes
- NESAs Negotiations
 - Scheduled to start in early February 2023
- Custodians' Negotiations
 - Anticipated for Q2 2023

Collective Bargaining - Goals

School Committee works closely with NPS Administrators to identify and prioritize changes that are needed in the contracts to improve the functionality of our schools, always prioritizing the needs of our students.

Goals for current negotiations:

- Support positive, flexible, responsive, and adaptable teaching and learning conditions to meet students' needs in a rapidly changing world
- Ensure financial feasibility/sustainability that allows us to continue to provide a well-resourced and well-maintained learning environment
- Provide educators with equitable structure and support to be successful in their roles (e.g. professional learning, curriculum resources, training, collaborators, and thoughtful supervision)
- Attract and retain sufficient numbers of highly qualified, diverse, skilled staff who love children and make learning joyful

Collective Bargaining - Salary Perspective

Salaries are a major subject of negotiations in every contract.

- Salaries for all NPS employees are 72% of the FY 23 budget
 - over the last 10 years, salaries have become a larger percentage of the budget
 - in FY 23, NPS budgeted \$188.7 million for all salaries (other than those funded by grants)
- Salaries for most NTA members are determined by “steps” and “lanes”
 - “Steps” are annual salary increases that reflect a teacher’s increased level of experience
 - Approximately half of NTA members get step increases annually; about half are already on the top step and do not get a step increase
 - Average step increase for NTA Unit A members is 4.2%
 - “Lanes” are salary increases tied to increased academic qualification; for example, obtaining a masters degree, masters + 30 credits, or doctorate
- Salaries also increase by COLA (Cost of Living Adjustment)
 - COLA usually expressed as a percentage increase on all steps
 - For contracts covering FY 2012 to FY 2023, COLAs ranged from a low of 0% for a given fiscal year to a high of 3% for some employees

Collective Bargaining - Example of Salary Table For NTA Unit A

Salary Schedule NTA - Effective September 1, 2022					
1.75% COLA Increase / 2.0% COLA Increase Step 15					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1					
1.5					
2	56,375.76	61,285.97	65,855.29	67,726.30	70,068.54
2.5	57,503.24	62,512.38	67,172.44	69,080.67	71,470.63
3	59,228.80	64,386.86	69,187.75	71,084.34	73,613.94
3.5	60,413.31	65,674.94	70,571.20	72,506.22	75,086.99
4	61,501.23	66,889.68	71,876.71	73,811.73	76,476.28
4.5	62,731.11	68,227.79	73,313.71	75,287.13	78,005.20
5	63,702.68	69,319.23	74,486.59	76,416.97	79,253.71
5.5	64,976.81	70,706.17	75,977.11	77,944.70	80,838.50
6	65,984.45	71,837.17	77,193.03	79,114.10	82,132.36
6.5	67,303.92	73,274.15	78,735.92	80,696.52	83,774.14
7	68,280.14	74,372.58	79,916.95	81,906.64	85,030.81
7.5	69,646.19	75,860.76	81,515.67	83,544.91	86,731.91
8	71,734.78	78,136.68	83,961.46	86,051.23	89,333.64
8.5	73,169.44	79,699.37	85,640.50	87,772.13	91,120.88
9	74,450.52	81,134.05	87,182.22	89,264.99	92,760.33
9.5	75,938.72	82,756.02	88,925.25	91,049.90	94,616.24
10	77,116.25	84,080.16	90,348.27	92,461.31	96,130.01
10.5	78,659.12	85,762.67	92,155.28	94,310.20	98,052.22
11	79,877.38	87,134.54	93,629.52	95,772.82	99,620.69
11.5	81,474.96	88,877.53	95,502.86	97,688.03	101,613.90
12	82,860.76	90,387.83	97,126.02	99,299.54	103,340.60
12.5	84,517.65	92,196.01	99,068.02	101,285.75	105,408.25
13	86,842.48	94,731.40	101,793.06	104,071.32	108,306.70
13.5	88,578.50	96,625.71	103,829.30	106,151.78	110,473.23
14	90,350.61	98,558.37	105,905.10	108,275.28	112,681.68
14.5	92,157.61	100,529.45	108,023.95	110,440.68	114,935.50
15	95,401.96	105,599.09	111,826.02	114,329.57	118,982.32



Collective Bargaining - Benefits Perspective

Contracts typically contain provisions about life insurance, health insurance, dental insurance and other employee benefits

- Benefits for all NPS employees are 16.5% of the FY 23 budget
 - Over the last 10 years, benefits have become a larger percentage of the budget
 - In FY 23, NPS budgeted \$43.4 million for all benefits (\$35.9 million for health insurance)
 - Health insurance costs typically increase at a rate faster than the overall NPS budget
- Health insurance for NPS employees is provided through the City of Newton, which is self-insured for health insurance
 - School Committee works with the City to evaluate the budget impact of changes to various aspects of health insurance for NPS employees including: health insurance contribution rates, deductibles, and copays



Collective Bargaining

Questions ?