

Newton School Committee

Collective Bargaining Update

April 12, 2023



Collective Bargaining Background

- 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 (NESA)
 - Newton Custodians Association
- Current contracts with 2 unions (NTA and NESA) expire on 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 - Timeline

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

- NTA Negotiations
 - meeting consistently since October 2022
 - parties have exchanged proposals and counterproposals
- NESAs Negotiations
 - meeting consistently since February 2023
 - parties have exchanged some proposals and counterproposals
- Custodians' Negotiations
 - First meeting planned for April 26

Collective Bargaining - Goals

Goals for current negotiations:

- Support positive, flexible, responsive, and adaptable teaching and learning conditions to meet students' needs in a rapidly changing world
- Pay employees a competitive salary to 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 - Budget Pressures and Implications

Salaries and benefits for all NPS employees make up 89% of NPS' FY23 budget and the current budget proposal anticipates that salaries and benefits will make up about 87% of the FY24 budget.

- Salaries typically increase by a COLA (Cost of Living Adjustment)
 - COLA is usually considered as a percentage increase on base salary
 - Between FY 2012 and FY 2023, COLAs ranged from 0% to 3% depending on the fiscal year and the employee's level of experience.
 - In FY 2024, we will be paying an additional .5% COLA because of the last year of the existing FY20-23 contract with the NTA
- Salaries for most NTA members are determined by “steps” and “lanes”
 - “steps” = years of service in the NTA
 - “lanes” = reflects additional degrees earned
 - Cost of a 0% COLA for all NTA employees would be about \$3.6 million per contract year
 - About half of NTA members get annual “step” increases for each additional year of experience. About half of NTA members are on top step and receive salary increases through COLA or lane changes.
 - Average step increase for NTA Unit A members is 4.2%
 - In some past contracts, COLAs have been different for employees receiving step increases and those on the top step

Collective Bargaining - 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 - Newton Salaries are Competitive

Teacher Salary Comparison by District - 2021-22

RANK	FY22 Bachelors Bottom Step		FY22 Bachelors Top Step		FY22 Masters Bottom Step		FY22 Masters Top Step	
	No.	School	Salary	School	Salary	School	Salary	School
1	Carlisle (K-8)	\$57,856	Concord/ Carlisle	\$96,988	Carlisle (K-8)	\$63,926	Concord/ Carlisle	\$113,475
2	Cambridge	\$57,794	Concord (K-8)	\$96,988	Dedham	\$62,776	Concord (K-8)	\$113,475
3	Dedham	\$56,800	Lincoln/ Sudbury	\$96,476	Brookline	\$62,470	Lincoln/ Sudbury	\$108,290
4	Weston	\$56,245	Brookline	\$95,928	Concord/ Carlisle	\$61,944	Lincoln (k-8)	\$106,642
5	Brookline	\$56,057	Wellesley	\$95,761	Concord (K-8)	\$61,944	Weston	\$106,608
6	Watertown	\$55,554	Cambridge	\$94,247	Cambridge	\$61,920	Wellesley	\$105,575
7	Newton	\$55,406	Newton	\$93,531	Newton	\$60,232	Sudbury (K-8)	\$105,302
8	Needham	\$53,024	Belmont	\$93,497	Weston	\$59,585	Brookline	\$104,253
9	Belmont	\$52,944	Sudbury (K-8)	\$93,267	Watertown	\$59,509	Belmont	\$103,743
10	Concord/ Carlisle	\$52,942	Lincoln (k-8)	\$91,559	Winchester	\$58,953	Newton	\$103,529
11	Concord (K-8)	\$52,942	Westwood	\$90,153	Waltham	\$57,728	Wayland	\$102,003
12	Sudbury (K-8)	\$52,778	Dedham	\$89,995	Wellesley	\$57,301	Lexington	\$100,722
13	Waltham	\$52,741	Watertown	\$89,924	Needham	\$56,999	Westwood	\$99,914
14	Westwood	\$52,456	Wayland	\$89,550	Belmont	\$56,845	Needham	\$99,875
15	Arlington	\$52,431	Lexington	\$89,286	Lincoln/ Sudbury	\$56,515	Cambridge	\$99,544
16	Lincoln/ Sudbury	\$52,327	Carlisle (K-8)	\$89,065	Sudbury (K-8)	\$56,482	Carlisle (K-8)	\$98,411
17	Wellesley	\$51,975	Bedford	\$88,459	Westwood	\$56,016	Dedham	\$98,401
18	Wayland	\$51,536	Waltham	\$84,935	Arlington	\$55,941	Bedford (BA+50/M)	\$98,175
19	Lexington	\$51,498	Framingham	\$84,023	Natick	\$55,476	Watertown	\$96,327
20	Winchester	\$51,212	Weston	\$83,600	Framingham	\$55,075	Winchester	\$93,111
21	Framingham	\$51,028	Natick	\$82,396	Bedford (BA+50/M)	\$54,724	Arlington	\$92,374
22	Bedford	\$50,583	Arlington	\$81,499	Lexington	\$54,673	Framingham	\$91,565
23	Natick	\$50,434	Needham	\$79,092	Lincoln (k-8)	\$54,195	Natick	\$90,638

Collective Bargaining - Newton Salaries are Competitive

Unit C Wage Comparison by District - 2021-22

RANK	Category I - Bottom Step	
	No.	Hourly Rate
	School	Hourly Rate
1	Winchester	\$22.98
2	Brookline	\$22.11
3	Wellesley	\$21.43
4	Newton	\$21.24
5	Natick	\$20.87
6	Framingham	\$20.41
7	Weston	\$20.38
8	Belmont	\$19.73
9	Wayland	\$19.23
10	Lexington	\$19.12
11	Needham	\$17.43
12	Arlington	\$16.10
13	Bedford	\$15.23

Category I - Top Step	
School	Hourly Rate
Newton	\$40.18
Belmont	\$29.17
Framingham	\$27.90
Winchester	\$27.03
Brookline	\$26.94
Natick	\$26.92
Wayland	\$26.44
Wellesley	\$26.05
Lexington	\$23.62
Needham	\$23.54
Weston	\$21.90
Bedford	\$19.96
Arlington	\$19.45

Category I - Total Number Steps	
School	Total # Steps
Newton	12.0
Framingham	10.0
Brookline	9.0
Wayland	8.0
Winchester	7.0
Natick	7.0
Lexington	7.0
Wellesley	6.0
Needham	6.0
Bedford	6.0
Arlington	6.0
Belmont	5.0
Weston	3.0

Collective Bargaining

Questions ?