

## CHART OF TENTATIVE AGREEMENTS AND CURRENT NPS PROPOSALS - January 16, 2024

### I. TENTATIVE AGREEMENTS ACROSS ALL UNITS A-E

1. Increase total amount of individual tuition reimbursement - to \$1000 and \$750 annually (up from \$750 and \$600 respectively); Also allow for reimbursement of non-graduate credit granting professional development when appropriate
2. Increase in use of personal sick time for family members from 11 days to 14 days per contract year;
3. An additional \$500 incentive for employees who provide retirement notice (with 6 months notice and employee works through the end of the school year)
4. Compensate teachers to substitute teach classes during their prep periods or unassigned periods at a rate of \$60 per high school class and \$40 per middle school class
5. Increase in number of stipended positions for Elementary Club Advisory from 3 to 6 per elementary school
6. Creation of a stipended Green Team coordinator position
7. Increase stipend compensation for Cheerleading and Dance coaches by moving them up Group V from Group VI
8. Eliminate cap of \$100,000 on summer parental leave incentive stipends.
9. Allow parental leave to be taken within twelve months after birth/adoption
10. Establish a Working Group to explore the Elementary School Day
11. Unit E members - Increase in entry salaries through progressive elimination of ½ step at the bottom of the salary scales, resulting in a total drop of a whole 1.0 step.
12. Unit E members - Agree on definition of “Reasonable Time Necessary” for Unit E work day, ability to be granted flexible time if work more than regularly scheduled weekly hours and ability to work from home with supervisory approval.
13. Unit C members - Progressive elimination of bottom steps, increasing incoming salaries, resulting in a total drop of 2.0 steps (dropping ½ step for four consecutive years)

14. Unit D members - 5-Day In-School Support Substitute staff - Increase the annual salaries by \$900 on each step at the beginning of FY24

## II. SALARY PROPOSALS

### 1. **COLA/Salary Proposals and Updated Salary Tables** (*reflecting most recent NPS proposed COLAs, as well as step and lane progression*)

#### Unit A

#### Unit B

#### Unit C

#### Unit D

#### Unit E

### A. Units A, B and E

#### (1) **Fiscal Year 2024**

Effective September 1, 2023, a **2.25%** increase for employees stepping and **2.75%** increase for employees at the top step.

#### (2) **Fiscal Year 2025**

Effective September 1, 2024, a **2.25% increase** for employees still stepping and **2.75%** increase for employees at the top step.

#### (3) **Fiscal Year 2026**

Effective September 1, 2025, a **2.75%** increase for employees stepping and **3.25%** increase for employees at the top step.

### B. Unit E - Eliminating Bottom Steps (Tentative Agreement)

The progressive increase of starting salaries for Unit E members by eliminating steps at the bottom (entry level) of the salary scale as follows:

A. Effective September 1, 2023, drop one half (½) step from Unit E Salary Schedule;

B. Effective September 1, 2024, drop one half (1/2) step from the Unit E Salary Schedules

### C. Unit C

#### 1. COLAs

#### (1) **Fiscal Year 2024**

Effective September 1, 2023, a **2.5%** increase for employees stepping and **2%** increase for employees at the top step.

(2) **Fiscal Year 2025**

Effective September 1, 2024, a **2.5%** increase for employees stepping and **2%** increase for employees at the top step.

(3) **Fiscal Year 2026**

Effective September 1, 2025, a **3.0%** increase will be applied to all Steps.

2. *Eliminating Steps (Tentative Agreement)*

The progressive increase of starting salaries for Unit C members -by eliminating steps at the bottom (entry level) of the salary scale as follows:

The salary schedules are set forth in the attached Appendices.

Effective Date	Eliminate ½ Steps in Appendix A* and Appendix B* as follows:	New entry level step:
September 1, 2023	Eliminate Step 1	Step 1.5
September 1, 2024	Eliminate Step 1.5	Step 2
September 1, 2025	Eliminate Step 2	Step 2.5
August 31, 2026 at 11:59 PM	Eliminate Step 2.5	Step 3

D. Unit D

1. **Salary/ COLA proposals**

1. **Fiscal Year 2024**

Effective September 1, 2023:

- Add five dollars (**\$5.00**) to the daily rate of pay on all steps for ISS. (Tentative Agreement)
- Add nine-hundred dollars (**\$900**) to the annual rate of pay on all steps for ISS-Five Day. (Tentative Agreement)
- A **2.25%** increase will be applied to all steps in the ISS daily rate of pay schedule and Step 3 in the annual rate of pay for the ISS-Five Day schedule.
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2. **Fiscal Year 2025**

Effective September 1, 2024, a **2.25%** increase for all steps in the ISS daily rate and the ISS-Five Day schedules

3. **Fiscal Year 2026**

Effective September 1, 2024, a **3.0%** increase for all steps in the ISS daily rate and the ISS-Five Day schedules

### III. HEALTH INSURANCE

Changes to health insurance as follows to align with all other city unions:

- Starting on July 1, 2024 - PPO/OOA plans: Employer (NPS) contribution for PPO/OOA plans is the dollar amount equal to:
  - 75% of the premium for the EPO individual plan for PPO/OOA individual plans,
  - 75% of the premiums for the EPO family plan for PPO/OOA family plans, but not less than 50% of the premium for the PPO/OOA plans.
- Starting on July 1, 2025
  - Urgent Care Copay: Increase Urgent Care Copay from \$10 per visit to \$20 per visit.
  - Retail Care Copay: Increase Retail Care Copay by \$5 per visit to \$20 per visit.
- Starting on July 1, 2026 - Deductibles: Increase Deductibles from \$250/\$500 to \$400/\$800.

### IV. PARENTAL LEAVE & SICK BANK LEAVE

1. PARENTAL LEAVE

NPS proposes to Increase the amount of parental leave that is paid by the District without deduction from the employee's contractual sick leave to **13 days** (from 10).

The Family Medical Leave Act (FMLA) allows for 12 weeks of unpaid leave for any employee, and the current contract allows 40 working days (approximately 8 weeks) paid leave for primary parents. 10 of these days are paid by the district (NPS proposal is to increase this to 13 days paid by the district), with the rest to be deducted from the employee's personal accrued sick time up to 30 additional days (NPS proposal would reduce this to 27 personal sick days). The contract also allows for sick bank use for a primary parent who does not have enough personal sick days accrued or has not worked here long enough to have significant personal sick time. In essence, every primary parent has full 8 weeks paid for by district directly or by the district through the payment of sick days, and secondary parents have 10 days paid directly by the district and up to an

additional 11 (Tentative Agreement to an increase of 14) through the use of personal sick days that may be used for family.

Staff who have/adopt babies at the end of the school year, or during the summer months, may elect to be paid out for any remaining parental leave days at the teacher workshop daily rate, and return to work in September. This is an incentive for staff to return to work at the start of the school year, and allows staff to be paid out for their parental leave and to also begin earning their salary in the new school year. NPS and the NTA have a tentative agreement to remove the prior cap of \$100,000 on these summer (parental leave) incentive payments.

<b>PAID Parental Leave</b>	<b>Current Offer</b>	<b>Peer Average</b>	<b>Peer Range</b>
Total Days	40 days	53 days	40 - 60 days
Paid Days By District	13 days	4 days	0 - 40 days
Paid by Employee Sick Leave Balance	27 days	21 days	0 - 60 days
Spouse Covered	Yes	Wide variance across districts	Wide variance across districts

## 2. SICK LEAVE BANK

- Only members who have been employed for a minimum of one full year (12) months qualify for sick bank leave;
- 60-day sick bank cap for members employed less than two (2) years;
- 90-day cumulative sick bank cap over a three (3) year rolling period for all qualifying members,

## V. WORKING GROUP PROPOSALS

Proposals for the creation or re-establishment of NTA administrator team working groups to analyze and make recommendations for changes in the following areas:

### 1. ELEMENTARY WORKING GROUP (Tentative Agreement)

Create a Joint Management Group on the Elementary School Day to conduct a comprehensive examination of the elementary school day and gather information to make recommendations to the parties that will:

- Improve the learning experience and outcomes for students;
- Offer clear and pragmatic scheduling guidance for the elementary day; and
- Provide increased planning and common planning time for elementary teachers including specialists and special educators.

### 2. PROGRAM COORDINATORS WORKING GROUP

Establish a working group of special educators and administrators to assess the needs for the special education programs and make recommendations to the parties.

### 3. EVALUATION WORKING GROUP

Re-establishment of the Evaluation Working Group, for the purpose of collaboratively reviewing and proposing revisions to the Unit A evaluation rubrics, forms, and templates, as well as associated and related documents, and the Evaluation Handbook, which memorializes the evaluation process. The Evaluation Working Group will propose revisions to the evaluation process and documents for adoption and implementation.

## VI. TEACHER PREP TIME

The NPS proposals for the teacher schedules and working conditions document, known as the Time and Learning Agreement, seeks to update and simplify the document, creating more flexibility to make minor changes to school day structures and professional development content. Specific changes proposed include:

- Removal of language that dictates the schedule and type of meetings held on the afternoons of elementary weekly short days, while a) preserving this time as dedicated to professional learning and collaboration, and b) retaining current levels of teacher prep time.
- Clarification that expectations for educator work during the afternoons of weekly short school days will continue to be subject to the direction and approval of the principal or principal's designee, outside of designated individual prep time.
- Removal of reference to specific days of the week and start/end times while articulating and retaining the length of the educator work day and the overall schedule/structure of the educator work week.
- Clarification that time during the school work-day when secondary teachers are not teaching or in scheduled meetings with colleagues is generally for preparation.
- Addition of up to one "duty period" during the work day, typically 45-75 minutes, for secondary teachers every 5 or 6 days to support school operations and student support outside of teaching classes when necessary.
- Maintenance of the possibility of six early-release days for teachers at all levels, at the discretion of the administration.
- Elimination of limits to student-to-teacher ratios that applied only to high school English teachers and skewed class sizes in other areas.
- Piloting of morning teacher meetings at the high school level where later school start times are in effect.

## VII. STAFF CHILDREN ATTENDING NPS

Clarifying and codifying the contractual benefit of children of staff members that do not reside in Newton to enroll in Newton Public Schools on a space and staff available basis. Additionally, once enrolled, so long as the member remains employed with NPS, the child's continued attendance until graduation unless the child requires a placement out of Newton public schools.

#### VIII. CONFERENCE DAY FLEXIBILITY/BEGINNING OF SCHOOL YEAR

Revise current school year calendar, retaining consultation/notification and feedback from union leadership, but allowing administrative flexibility in scheduling the school year given increased number of holidays and increased demands for district-wide professional development time. Proposing that teacher conference/professional development days at the beginning of the year to be scheduled as early as the Monday before Labor Day and allowing the use of contractual work days in excess of 180 school days to be used as staff conference or training days.

- Seeks to reduce the number of expected work days for unit members from 185 days to 184, therein:
  - Increasing all staff per diem rates
  - Allowing for a full professional development day/learning summit each year for all staff (6 hours of training/PDP's and choice of workshop attendance)
  - Eliminating the 2 additional work days with students that are currently in the contract but have not been scheduled.

#### IX. OTHER PROPOSAL

Unit E Proposal - Create and place Athletic Trainer and Assistant Athletic Director in the Unit E Bargaining Unit, Group C salary schedule, removing it from stipend schedule.