

3/16/20

**UNIT D
MEMORANDUM OF AGREEMENT**

The Newton School Committee (the Committee) and the Newton Teachers Association, Unit D (the Association) hereby agree to a new three-year contract to be in effect from September 1, 2020 through August 31, 2023. Except as modified by this Memorandum of Agreement, the terms and conditions of the prior collective bargaining agreement and Memoranda of Agreement will be carried forward into the successor agreement.

DURATION: 3-year contract: September 1, 2020-August 31, 2023

**SALARIES AND COMPENSATION
COST OF LIVING ADJUSTMENTS**

FISCAL YEAR 2021

- Effective September 1, 2020, a 1.75% Cost of Living Adjustment will be applied to the salary schedules.
- Effective September 1, 2020, an additional .25% Cost of Living Adjustment will be applied to the top step of the salary schedules.
- Effective March 1, 2021, a .75% Cost of Living Adjustment will be applied to the salary schedules
- Effective March 1, 2021, an additional .25% Cost of Living Adjustment will be applied to the top step of the salary schedules.

FISCAL YEAR 2022

- Effective September 1, 2021, a 1.75% Cost of Living Adjustment will be applied to the salary schedules.
- Effective September 1, 2021, an additional .25% Cost of Living Adjustment will be applied to the top step of the salary schedules.
- Effective March 1, 2022, a .75% Cost of Living Adjustment will be applied to the salary schedules
- Effective March 1, 2022, an additional .25% Cost of Living Adjustment will be applied to the top step of the salary schedules.

FISCAL YEAR 2023

- Effective September 1, 2022, a 1.75% Cost of Living Adjustment will be applied to the salary schedules.
- Effective September 1, 2022, an additional .25% Cost of Living Adjustment will be applied to the top step of the salary schedules.
- Effective March 1, 2023, a 1% Cost of Living Adjustment will be applied to the salary schedules
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COACHES' SALARIES

FISCAL YEAR 2021

- Effective September 1, 2020, a 2.5% Cost of Living Adjustment will be applied to the coaches' salary schedules.
- Effective September 1, 2020, an additional .5% Cost of Living Adjustment will be applied to the top step of the coaches' salary schedules.

FISCAL YEAR 2022

- Effective September 1, 2021, a 2.5% Cost of Living Adjustment will be applied to the coaches' salary schedules.
- Effective September 1, 2021, an additional .5% Cost of Living Adjustment will be applied to the top step of the coaches' salary schedules.

FISCAL YEAR 2023

- Effective September 1, 2022, a 2.625% Cost of Living Adjustment will be applied to the coaches' salary schedules.
- Effective September 1, 2022, an additional .375% Cost of Living Adjustment will be applied to the top step of the coaches' salary schedules.
- Effective August 31, 2023, an additional .5% Cost of Living Adjustment will be applied to the coaches' salary schedules.

STIPENDS

FISCAL YEAR 2021

- Effective September 1, 2020, a 3% Cost of Living Adjustment will be applied to the stipend schedules.

FISCAL YEAR 2022

- Effective September 1, 2021, a 3% Cost of Living Adjustment will be applied to the stipend schedules.

FISCAL YEAR 2023

- Effective September 1, 2022, a 3% Cost of Living Adjustment will be applied to the stipend schedules.
- Effective August 31, 2023, an additional .5% Cost of Living Adjustment will be applied to the stipend schedules.

GOOD CAUSE AND PROBATIONARY PERIOD

FISCAL YEAR 2021

- Effective September 1, 2020, newly hired Unit D members must serve a 90-calendar day probationary period during which they may be released without cause. Add Section 2 as below:

ARTICLE 13

Good Cause

Section 2: Employees must satisfactorily serve a ninety (90) day probationary period before receiving an appointment to a regular assignment. Employees who have served an initial probationary period shall not be subjected to a subsequent probationary period.

A probationary employee may be discharged at any time during the probationary period, without cause. The discharge shall not be subject to the grievance procedure. Upon request, a probationary employee shall be entitled to a written statement of the reason for discharge.

IN WITNESS WHEREOF, the parties have set their hand and seal by their duly authorized representatives, this 9th day of ~~March 2020~~. April 2020.

NEWTON SCHOOL COMMITTEE
ASSOCIATION

Ruth Goldman

Ruth Goldman, Chairperson
Bridget Ray-Canada

Newton Public Schools Committee

NEWTON TEACHERS



Michael Ziffes, President
Newton Teachers Association

***Implementation of New Parental Leave Benefit**

The new parental leave benefit will be available to all employees for the birth or adoption of a child on or after August 28, 2019.

Parental Leaves (Co-Parent)

- *Leave concluded prior to ratification*
 - reinstate 4 “other” days that were used for the leave such that the employee receives a total of 10 paid days per the new parental leave benefit.
 - reinstate any personal business or personal illness days used for the leave such that the employee receives a total of 10 paid days per the new benefit.
 - pay the remainder of days (up to 25) to bring the employee to 40 total days at incentive rate (Bachelors Step 1 daily rate).
- *Leave in progress at ratification*
 - reinstate 4 “other” days that were used for the leave such that the employee receives a total of 10 paid days per the new parental leave benefit.
 - reinstate any personal business or personal illness days used for the leave such that the employee receives a total of 10 paid days per the new benefit.
 - if employee’s return to work date is before the conclusion of the 40 working days (i.e. the employee did not plan to take any unpaid time), the following two options apply:
 - extend leave to include the additional paid working days up to those available from their personal illness days;
 - return to work on the original planned day and receive the remaining paid days at the incentive rate.
- *Leave begins after ratification*
 - new policy applies

Maternity/Adoption Leaves (Parent)

- *Leave concluded prior to ratification; no unpaid time taken*
 - reinstate up to 10 personal illness days from those used for paid leave; the employee is required to use no more than 30 personal illness days for the 40 days of the benefit.
 - 40 days less prior paid days = X days paid at incentive rate (Bachelors Step 1).
- *Leave concluded prior to ratification; unpaid time taken*
 - reinstate up to 10 personal illness days from those used for paid leave; the employee is required to use no more than 30 personal illness days for the 40 days of the benefit.
 - 40 days less prior paid days = X days paid at member’s per diem rate;
 - reduce personal illness days by X days.
- *Leave in progress at ratification*
 - reinstate up to 10 personal illness days from those used for paid leave; the employee is required to use no more than 30 personal illness days for the 40 days of the benefit.
 - paid leave concludes at end of 40 working days;

- if employee's return to work date is beyond the conclusion of the 40 working days (i.e. the employee planned to take some unpaid time), employee will be paid for any additional days to bring the total benefit to 40 days.
- if employee's return to work date is before the conclusion of the 40 working days (i.e. the employee did not plan to take any unpaid time), the following two options apply:
 - extend leave to include the additional paid working days;
 - return to work on the original planned day and receive the remaining paid days at the incentive rate (Bachelors Step 1).
- *Leave begins after ratification*
 - new policy applies