

03/16/20

UNIT E

MEMORANDUM OF AGREEMENT

The Newton School Committee (the Committee) and the Newton Teachers Association, Unit E (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 September 1, 2020, an additional 2.5% Cost of Living Adjustment will be applied to the Newton Community Education Salary Schedule, twelve-month Group B Lane.
- 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 September 1, 2021, an additional 2.5% Cost of Living Adjustment will be applied to the Newton Community Education Salary Schedule, twelve-month Group B Lane.
- 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 September 1, 2022, an additional 2.5% Cost of Living Adjustment will be applied to the Newton Community Education Salary Schedule, twelve-month Group B Lane.
- Effective March 1, 2023, a 1% Cost of Living Adjustment will be applied to the salary schedules

ANNIVERSARY DATES FOR STEP INCREASES

FISCAL YEAR 2021

- Effective FY22, February 1 is the new anniversary date for the step increase

FISCAL YEAR 2022

- Effective FY22, January 1 is the new anniversary date for the step increase

FISCAL YEAR 2023

- Effective FY23, December 1 is the new anniversary date for the step increase

ARTICLE 33

Section 4: In the 2020-2021 school year, February 1st is the anniversary date of step increases for all Unit E members.

In the 2021-2022 school year, January 1st is the anniversary date of step increases for all Unit E members.

In the 2022-2023 school year, December 1st is the anniversary date of step increases for all Unit E members.

The anniversary date for step increases to coaches' salaries is September 1st.

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.

SICK LEAVE, FAMILY LEAVE AND PARENTAL LEAVE

FISCAL YEAR 2021

- Effective September 1, 2020, a total of eleven (11) personal illness days may be used to care for a close family member or dear friend. “Other” days may no longer be used to care for a seriously ill family member or dear friend. Strike “serious illness” from Article 7, Section 1, Part A.

ARTICLE 5

Sick Leave

Section 5: Sick leave with pay is intended to cover the employee’s own incapacitation due to sickness or injury, with the following exceptions:

An employee covered by this Agreement may use up to eleven (11) of his or her fifteen (15) annual sick days for a close family member’s or dear friend’s illness or injury.

ARTICLE 7

Leaves of Absence with Pay

Section 1: A full-time member of the professional staff covered by this Agreement will be allowed up to a total of six (6) days' leave of absence without loss of pay in any one (1) school year for the following reasons:

- A. Death ~~or serious illness~~ of a close family member or dear friend;

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

NEWTON SCHOOL COMMITTEE

NEWTON TEACHERS ASSOCIATION

Ruth Goldman *LAM*
Ruth Goldman, Chairperson

Michael Zilles *LAM*
Michael Zilles, President
Newton Teachers Association

Newton Public Schools Committee