

Unit A

10. Article 10: Parental Leave (pp. 18-19)

Effective September 1, 2024, replace Article 10 with the following (new language underlined; deleted language struck):

ARTICLE 10 **Parental Leave**

Section 1: An employee who has been employed for at least ninety (90) calendar days may request parental leave for the purpose of birth of a child or for the placement of a child under the age of 18 (or under the age of 23 if the child is mentally or physically disabled) for adoption. An employee who is requesting Parental Leave shall notify the Human Resources Department, in writing, specifying the expected dates of the leave of absence. The notification shall be provided as far in advance as possible, but at least four (4) weeks before the leave is to begin. The purpose of such notification is to provide the employee with the required documentation from human resources and to provide the administration with as much notice as possible to make suitable arrangements for continuity with respect to the employee's assignments. Parental Leave will not be denied for failure to provide the required notice per this paragraph.

Section 2:

- (a) Employees shall be allowed to use up to ~~forty (40)~~ (45) consecutive workdays (as defined by Article 17, Section 2 ~~above~~below) of leave within the first six months of a child's life or placement of the child under the age of 18 (or a child under the age of 23 with a mental or physical disability) to be at home with the child. The first ~~ten (10)~~ fifteen (15) days of such leave shall be paid without deduction from any contractual leave time. Up to thirty (30) additional days shall be deducted from the employee's accumulated personal illness days if they have the days available. Employees who are eligible per Article 5 Section 11 can access the sick bank for this leave time.
- (b) An employee who is the primary parent, and has more than four (4) years of service with NPS (excluding all unpaid leaves of absence), is eligible for leave under this subsection (b) instead of subsection (a) above and shall be allowed to use up to sixty (60) consecutive workdays (as defined by Article 17, Section 2 below) of leave within the first six months of a child's life or placement of the child under the age of 18 (or a child under the age of 23 with a mental or physical disability) to be at home with the child. The first fifteen (15) days of such leave shall be paid without deduction from any contractual leave time. Up to forty-five (45) additional days shall be deducted from the employee's accumulated personal illness days if they have the days available. The use of sick bank time is not permitted for any leave under this subsection (b).
- (c) A leave of absence granted under this Article will be in accordance with the provisions of the Family and Medical Leave Act of 1993 (FMLA) as amended and/or the Massachusetts Parental Leave Act (MPLA), General Laws Chapter 149, Section 105D, whichever provides the most favorable treatment to an eligible bargaining unit member. Parental Leave will run concurrently with FMLA leave and MPLA leave if the employee is eligible

for such leave.

(d) If both the primary parent and the other pParents are employed by the District, each employee is entitled to parental leave in accordance with this Article~~up to forty (40)~~.

Section 3:

A. Employees requesting Parental Leave commencing after the beginning of a school year shall be eligible to have the remainder of that school year off.

B. An employee who commences Parental Leave on or after ~~April 15~~ March 15 shall be eligible to have the remainder of that school year off plus the next school year.

C. An employee who leaves on or after March 15 and notifies the Superintendent or his/her designee that he/she intends to take the next school year off must take the next year off unless he/she notifies the Superintendent of his/her intention to return prior to June 1 preceding the next school year.

D. Ordinarily, an employee will not be allowed to return from leave within the school year unless the employee wishes to return after a leave of ~~forty (40)~~ forty-five (45) (or ~~sixty (60)~~ as applicable), working days or less or unless the employee wishes to return immediately upon the termination of her Parental Leave pursuant to Section 2. The Superintendent or designee retains the right to determine whether to grant the request of an employee to return from leave within the school year.

Section 4: When the employee returns from Parental Leave (not childcare leave), the school administration will assign the teacher to the same or similar subject or grade level that he/she held at the time the leave commenced.

Section 5:

A. If an employee adopts or gives birth to a child toward the end of the school year or during the summer school vacation, and has received less than their allotted paid Parental Leave time per Section 2 above, the employee may choose to return to work at the beginning of the school year and forfeit the unused portion of the employee's paid Parental Leave. An employee who chooses this option shall provide notice of such selection within two weeks from the date of birth but no later than August 1 and shall receive a payment for the days forfeited at the rate established under Unit A, Article 23, Section 4 ("Summer Workshop Rate") ~~subject to the \$100,000 cap set forth in Sections B-D below.~~

~~B. Beginning in August 2020, a total of \$100,000 per fiscal year will be added to the budget to fund provision A above for the Association across all units. This amount is in addition to any other amounts expended for Parental Leave benefits.~~

~~C. These payments will be calculated on a pro-rata basis based on the amount available in the total pool and on the number of requests submitted as of August 31 of that year.~~

~~1. If the amount requested under this clause totals less than \$100,000 based on requests submitted as of August 31 of that year, will receive a stipend based on the rate in Unit A, Article 22, Section.~~

~~2. If the amount requested under this clause totals more than \$100,000 members will receive a stipend based on the rate in Unit A, Article 22, Section 4, pro-rated based upon the total number of requests and the amount of funds available.~~

~~D.~~

Unit B Parental Leave

1. Article 10: Parental Leave, Section 5 (pp. 14-15)
Effective September 1, ~~2023~~ 2024, amend Article 10 as follows (new language underlined; deleted language struck):

Parental Leave

Section 1: An employee who has been employed for at least ninety (90) calendar days may request Parental Leave for the purpose of birth of a child or for the placement of a child under the age of 18 (or under the age of 23 if the child is mentally or physically disabled) for adoption. An Employee who is requesting parental leave shall notify the Human Resources Department, in writing, specifying the expected dates of the leave of absence. The notification shall be provided as far in advance as possible, but at least four (4) weeks before the leave is to begin. The purpose of such notification is to provide the employee with the required documentation from human resources and to provide the administration with as much notice as possible to make suitable arrangements for continuity with respect to the employee's assignments. Parental Leave will not be denied for failure to provide the required notice per this paragraph.

Section 2: (a) Employees shall be allowed to use up to ~~forty (40)~~ forty-five (45) consecutive work days (~~as defined by Article 17, Section 2 above~~) of leave within the first six months of a child's life or placement of the child under the age of 18 (or a child under the age of 23 with a mental or physical disability) to be at home with the child. The first ~~ten (10)~~ thirteen (13) ~~fifteen (15)~~ days of such leave shall be paid without deduction from any contractual leave time. Up to ~~thirty (30)~~ twenty-seven (27) ~~thirty (30)~~ additional days shall be deducted from the employee's accumulated personal illness days if they have the days available. Employees who are eligible per Article 5 Section 12 can access the sick bank for this leave time.

(b) An employee who is the primary parent, and has more than four (4) years of service with NPS (excluding all unpaid leaves of absence), is eligible for leave under this subsection (b) instead of subsection (a) above and shall be allowed to use up to sixty (60) consecutive workdays of leave within the first six months of a child's life or placement of the child under the age of 18 (or a child under the age of 23 with a mental or physical disability) to be at home with the child. The first fifteen (15) days of such leave shall be paid without deduction from any contractual leave time. Up to forty-five (45) additional days shall be deducted from the employee's accumulated personal illness

days if they have the days available. The use of sick bank time is not permitted for any leave under this subsection (b).

(c) A leave of absence granted under this Article will be in accordance with the provisions of the Family and Medical Leave Act of 1993 (FMLA) as amended and/or Massachusetts Parental Leave Act (MPLA) General Laws Chapter 149, Section 105D, whichever provides the most favorable treatment to an eligible bargaining unit member. Parental Leave will run concurrently with FMLA and MPLA leave if the employee is eligible for such leave.

(d) If both the primary parent and the other pParents are employed by the District, each employee is entitled to parental leave in accordance with this Article up to forty (40).

Section 3:

- A. Employees requesting Parental leave commencing after the beginning of a school year shall be eligible to have the remainder of that school year off.
- B. An employee who commences Parental Leave on or after ~~April 15~~ March 15 shall be eligible to have the remainder of that school year off plus the next school year.
- C. An employee who leaves on or after March 15 and notifies the Superintendent or his/her designee that he/she intends to take the next school year off must take the next year off unless he/she notifies the Superintendent of his/her intention to return prior to June 1 preceding the next school year.
- D. Ordinarily, an employee will not be allowed to return from leave within the school year unless the employee wishes to return after a leave of ~~forty (40)~~ forty-five (45) (or sixty (60) as applicable) working days or less or unless the employee wishes to return immediately upon the termination of her Parental Leave pursuant to Section 2. The Superintendent or designee retains the right to determine whether to grant the request of an employee to return from leave within the school year.

Section 4:

When the Employee returns from Parental Leave (not childcare leave), the school administration will assign the teacher to the same or similar ~~subject or grade level position~~ that he/she held at the time the leave commenced.

Section 5:

- A. If an employee adopts or gives birth to a child toward the end of the school year or during the summer school vacation, and has received less than their allotted paid Parental Leave time per Section 2 above, the employee may choose to return to work at the beginning of the school year and forfeit the unused portion of the employee's paid Parental Leave. An employee who chooses this option shall provide notice of such selection within two weeks from the date of birth but no later than August 1 and shall receive a payment for the days forfeited at the rate

established under Unit A, Article 22, Section 4 (“Summer Workshop Rate”) subject to the \$100,000 cap below in Sections B-D.

~~B. Beginning in August 2020, a total of \$100,000 per fiscal year will be added to the budget to fund provision A above for the Association across all units. This amount is in addition to any other amounts expended for Parental Leave benefits.~~

~~C. These payments will be calculated on a pro rata basis based on the amount available in the total pool and on the number of requests submitted as of August 31 of that year.~~

~~1. If the amount requested under this clause totals less than \$100,000 based on requests submitted as of August 31 of that year, will receive a stipend based on the rate in Unit A, Article 22, Section 4.~~

~~2. If the amount requested under this clause totals more than \$100,000 members will receive a stipend based on the rate in Unit A, Article 22, Section 4, pro-rated based upon the total number of requests and the amount of funds available.~~

~~D. This benefit will be paid upon return to work regardless of whether the employee returns to work at the beginning of the school year or the employee takes unpaid leave, as long as they are still an NPS employee.~~

Unit C Parental Leave

7. Article 9: Parental Leave (pp. 15-17)

Effective September 1, 2024, replace Article 9 with the following (new language underlined; deleted language struck):

Parental Leave

Section 1: An employee who has been employed for at least ninety (90) calendar days may request parental leave for the purpose of birth of a child or for the placement of a child under the age of 18 (or under the age of 23 if the child is mentally or physically disabled) for adoption. An employee who is requesting Parental Leave shall notify the Human Resources Department, in writing, specifying the expected dates of the leave of absence. The notification shall be provided as far in advance as possible, but at least four (4) weeks before the leave is to begin. The purpose of such notification is to provide the employee with the required documentation from human resources and to provide the administration with as much notice as possible to make suitable arrangements for continuity with respect to the employee's assignments. Parental Leave will not be denied for failure to provide the required notice per this paragraph.

Section 2: (a) Employees shall be allowed to use up to ~~forty (40)~~ forty-five (45) consecutive work days (~~as defined by Article 17, Section 2 above~~) of leave within the first six months of a child's life or placement of the child under the age of 18 (or a child under the age of 23 with a mental or physical disability) to be at home with the child. The first ~~ten (10)~~ thirteen (13) fifteen (15) days of such leave shall be paid without deduction from any contractual leave time. Up to ~~thirty (30)~~ twenty-seven (27) thirty (30) additional days shall be deducted from the employee's accumulated personal illness days if they have the days available. Employees who are eligible per ~~Article 5 Section 12~~ Article 8, Section 6 can access the sick bank for this leave time.

(b) Employees shall be allowed to use up to ~~forty (40)~~ forty-five (45) consecutive work days (~~as defined by Article 17, Section 2 above~~) of leave within the first six months of a child's life or placement of the child under the age of 18 (or a child under the age of 23 with a mental or physical disability) to be at home with the child. The first ~~ten (10)~~ thirteen (13) fifteen (15) days of such leave shall be paid without deduction from any contractual leave time. Up to ~~thirty (30)~~ twenty-seven (27) thirty (30) additional days shall be deducted from the employee's accumulated personal illness days if they have the days available. Employees who are eligible per Article 5 Section 12 can access the sick bank for this leave time.

(c) A leave of absence granted under this Article will be in accordance with the provisions of the Family and Medical Leave Act of 1993 (FMLA) as amended and/or the Massachusetts Parental Leave Act (MPLA), General Laws Chapter 149, Section 105D, whichever provides the most favorable treatment to an eligible bargaining unit member. Parental Leave will run concurrently with FMLA and MPLA leave if the employee is eligible for such leave.

(d) If both the primary parent and the other pParents are employed by the District, each employee is entitled to parental leave in accordance with this Article up to forty (40).

Section 3:

- A. Employees requesting Parental leave commencing after the beginning of a school year shall be eligible to have the remainder of that school year off.
- B. An employee who commences Parental Leave on or after ~~April 15~~ March 15 shall be eligible to have the remainder of that school year off plus the next school year.
- C. An employee who leaves on or after March 15 and notifies the Superintendent or his/her designee that he/she intends to take the next school year off must take the next year off unless he/she notifies the Superintendent of his/her intention to return prior to June 1 preceding the next school year.
- D. Ordinarily, an employee will not be allowed to return from leave within the school year unless the employee wishes to return after a leave of ~~forty (40)~~ forty-five (45) (or sixty (60) as applicable) or less or unless the employee wishes to return immediately upon the termination of her Parental Leave pursuant to Section 2. The Superintendent or designee retains the right to determine whether to grant the request of an employee to return from leave within the school year.

Section 4: When the employee returns from Parental Leave (not childcare leave), the school administration will assign the ~~teacher~~ employee to the same or similar ~~subject or grade level position~~ that he/she held at the time the leave commenced.

Section 5:

- A. If an employee adopts or gives birth to a child toward the end of the school year or during the summer school vacation, and has received less than their allotted paid Parental Leave time per Section 2 above, the employee may choose to return to work at the beginning of the school year and forfeit the unused portion of the employee's paid Parental Leave. An employee who chooses this option shall provide notice of such selection within two weeks from the date of birth but no later than August 1 and shall receive a payment for the days forfeited at the rate established under Unit A, Article 23, Section 4 ("Summer Workshop Rate") ~~subject to the \$100,000 set forth in Sections B-D below~~
- B. ~~Beginning in August 2020, a total of \$100,000 per fiscal year will be added to the budget to fund provision A above for the Association across all units. This amount is in addition to any other amounts expended for Parental Leave benefits.~~

C. ~~These payments will be calculated on a pro-rata basis based on the amount available in the total pool and on the number of requests submitted as of August 31 of that year.~~

~~1. If the amount requested under this clause totals less than \$100,000 based on requests submitted as of August 31 of that year, will receive a stipend based on the rate in Unit A, Article 23, Section 4.~~

~~2. If the amount requested under this clause totals more than \$100,000 members will receive a stipend based on the rate in Unit A, Article 23, Section 4, pro-rated based upon the total number of requests and the amount of funds available.~~

Unit E Parental Leave

13. Article 9: Parental Leave, Section 5 (pp. 16-17)

Effective September 1, 2024, replace Article 9 with the following (new language underlined; deleted language struck):

Parental Leave

Section 1: An employee who has been employed for at least ninety (90) calendar days may request Parental Leave for the purpose of birth of a child or for the placement of a child under the age of 18 (or under the age of 23 if the child is mentally or physically disabled) for adoption. An Employee who is requesting parental leave shall notify the Human Resources Department, in writing, specifying the expected dates of the leave of absence. The notification shall be provided as far in advance as possible, but at least four (4) weeks before the leave is to begin. The purpose of such notification is to provide the employee with the required documentation from human resources and to provide the administration with as much notice as possible to make suitable arrangements for continuity with respect to the employee's assignments. Parental Leave will not be denied for failure to provide the required notice per this paragraph.

Section 2:

(a) Employees shall be allowed to use up to forty (40) consecutive work days (~~as defined by Article 17, Section 2 above~~) of leave within the first six months of a child's life or placement of the child under the age of 18 (or a child under the age of 23 with a mental or physical disability) to be at home with the child. The first ~~ten (10)~~ thirteen (13) ~~fifteen (15)~~ days of such leave shall be paid without deduction from any contractual leave time. Up to ~~thirty (30)~~ ~~twenty-seven (27)~~ thirty (30) additional days shall be deducted from the employee's accumulated personal illness days if they have the days available. Employees who are eligible per Article 5 Section 12 can access the sick bank for this leave time.

(b) An employee who is the primary parent, and has more than four (4) years of service with NPS (excluding all unpaid leaves of absence), is eligible for leave under this subsection (b) instead of subsection (a) above and shall be allowed to use up to sixty (60) consecutive workdays of leave within the first six months of a child's life or placement of the child under the age of 18 (or a child under the age of 23 with a mental or physical disability) to be at home with the child. The first fifteen (15) days of such leave shall be paid without deduction from any contractual leave time. Up to forty-five (45) additional days shall be deducted from the employee's accumulated personal illness days if they have the days available. The use of sick bank time is not permitted for any leave under this subsection (b).

(c) A leave of absence granted under this Article will be in accordance with the provisions of the Family and Medical Leave Act of 1993 (FMLA) as amended and/or General Laws Chapter 149, Section 105D, Massachusetts Parental Leave Act (MPLA), whichever provides the most favorable treatment to an eligible bargaining unit member. Parental Leave will run concurrently with FMLA leave and MPLA leave if the employee is eligible for such leave.

(d) If both the primary parent and the other pParents are employed by the District, each employee is entitled to parental leave in accordance with this Article up to forty (40).

Section 3:

A. Employees requesting Parental Leave commencing after the beginning of a school year shall be eligible to have the remainder of that school year off.

B. An employee who commences Parental Leave on or after ~~April 15~~ March 15 shall be eligible to have the remainder of that school year off plus the next school year.

C. A 10-month employee whose leave commences on or after March 15 and notifies the Superintendent or his/her designee that he/she intends to take the next school year off must take the next year off unless he/she notifies the Superintendent of his/her intention to return prior to June 1 preceding the next school year.

D. Ordinarily, a 10-month employee will not be allowed to return from leave within the school year unless the employee wishes to return after a leave of ~~forty (40)~~ forty-five (45) (or sixty (60) as applicable) working days or less or unless the employee wishes to return immediately upon the termination of her disability. The Superintendent or designee retains the right to determine whether to grant the request of an employee to return from leave within the school year.

Section 4: When the employee returns from Parental Leave (not childcare leave), the school administration will assign the ~~teacher employee~~ to the same or similar ~~subject or grade level position~~ that he/she held at the time the leave commenced.

Section 5:

A. If a 10-month employee adopts or gives birth to a child toward the end of the school year or during the summer school vacation, and has received less than their allotted paid Parental leave time per Section 2 above, the employee may choose to return to work at the beginning of the school year and forfeit the unused portion of the employee's paid Parental Leave. An employee who chooses this option shall provide notice of such selection within two weeks from the date of birth but no later than August 1 and shall receive a payment for the days forfeited at the rate established under Unit A, Article 23, Section 4 ("Summer Workshop Rate") ~~subject to the \$100,000 cap below.~~

~~B. Beginning in August 2020, a total of \$100,000 per fiscal year will be added to the budget to fund provision A above for the Association across all units. This amount is in addition to any other amounts expended for Parental Leave benefits.~~

~~C. These payments will be calculated on a pro rata basis based on the amount available in the total pool and on the number of requests submitted as of August 31 of that year.~~

~~1. If the amount requested under this clause totals less than \$100,000 based on requests submitted as of August 31 of that year, will receive a stipend based on the rate in Unit A, Article 23, Section 4.~~

2. — If the amount requested under this clause totals more than \$100,000 members will receive a stipend based on the rate in Unit A, Article 23, Section 4, pro-rated based upon the total number of requests and the amount of funds available.