

**For Mediation Purposes Only**

**The following amends the School Committee's Unit A Package Proposal for Mediation from Oct. 25, 2023**

**Replace #2 A. #2 B. - Article 39 Salaries with the following:**

- A. Section 4 (p. 46)  
Amend Section 4 as follows (deleted language struck):
- ~~In the 2020-2021 school year, February 1<sup>st</sup> is the anniversary date of step increases for all Unit A members.~~
- ~~In the 2021-2022 school year, January 1<sup>st</sup> is the anniversary date of step increases for all Unit A members.~~
- In the 2022-2023, school year, December 1<sup>st</sup> is the anniversary date of step increases for all Unit A members.

The anniversary date for step increases to coaches' salaries is September 1<sup>st</sup>.

- B. Section 8 (pp. 48-49)  
Replace Section 8 in its entirety with the following:
- (1) Fiscal Year 2024  
Effective September 1, 2023, a 2.0% increase will be applied to all Steps in the salary schedule in Appendix A and Appendix B.
  - (2) Fiscal Year 2025  
Effective September 1, 2024, a **2.5%** increase will be applied to Step 14 in the Appendix A salary schedule and to Step 11 in Appendix B salary schedule.  
Effective September 1, 2024, a 2.0% increase will be applied to all Steps except Step 14 in the Appendix A salary schedule and all steps except Step 11 in the Appendix B salary schedule.
  - (3) Fiscal Year 2026  
Effective September 1, 2025, a 3.0% increase will be applied to all Steps in the salary schedule in Appendix A and Appendix B. (Contingent on health insurance changes below.)

**Replace #11 - Article 28: Health Insurance (pp. 34-36) with the following:**

Out-of-Pocket (OOP) Maximum: OOP maximum \$1000/\$2000\*.  
Prescription Copays: \$20 for Tier I, \$35 for Tier II, and \$55 for Tier III.\*  
\*Note: This does not reflect any increase.

**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**

- 1) Urgent Care Copay: Increase Urgent Care Copay from \$10 per visit to \$20 per visit.
- 2) 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.

**For Mediation Purposes Only**

**The following amends the School Committee's Unit B Package Proposal for Mediation from Oct. 2, 2023**

**Delete #2 and Replace #3A.B.C. with the following:**

#3. Article 31 Salaries (pp.32-41)

- A. Section 1: Delete obsolete language and update Appendix references. (housekeeping)
- B. Section 4: Amend Section 4 as follows (deleted language struck):

~~In the 2020-2021 school year, February 1<sup>st</sup> is the anniversary date of step increases for all Unit B members.~~  
~~In the 2021-2022 school year, January 1<sup>st</sup> is the anniversary date of step increases for all Unit B members.~~

In the 2022-2023 school year, December 1<sup>st</sup> is the anniversary date of step increases for all Unit B members.  
The anniversary date for step increases to coaches' salaries is September 1<sup>st</sup>.

- C. Section 5: Replace Section 5 in its entirety with the following:

- (1) Fiscal Year 2024  
Effective September 1, 2023, a 2.0% increase will be applied to all Steps in the salary schedules in Appendix A, Appendix B, and Appendix C.
- (2) Fiscal Year 2025  
Effective September 1, 2024, a 2.5% increase will be applied to Step 11 in the salary schedules in Appendix A, Appendix B, and Appendix C.  
Effective September 1, 2024, a 2.0% increase will be applied to all Steps, except Step 11, in the salary schedules in Appendix A, Appendix B, and Appendix C.
- (3) Fiscal Year 2026  
Effective September 1, 2025, a 3.0% increase will be applied to all steps in the salary schedules in Appendix A, Appendix B, and Appendix C.

**Replace #10 with the following:**

#10. Article 24: Health Insurance (pp. 24-28)

Out-of-Pocket (OOP) Maximum: OOP maximum \$1000/\$2000\*.  
Prescription Copays: \$20 for Tier I, \$35 for Tier II, and \$55 for Tier III.\*  
\*Note: This does not reflect any increase.

**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**

- 1) Urgent Care Copay: Increase Urgent Care Copay from \$10 per visit to \$20 per visit.
- 2) 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.

**For Mediation Purposes Only**

**The following amends the School Committee’s Unit C Package Proposal for Mediation from Oct. 2, 2023**

**Replace #2A with the following:**

#2A Article 21, Section Section 1 (pp. 27-29)

- i. Update the references to each Appendix (housekeeping)
- ii. Replace the first seven paragraphs (all paragraphs before “Appendix A-1”) with the following:

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

\*Do not renumber steps

**Delete #2B**

**Replace #2C. with the following:**

#2C. Article 21 Salaries, Section 4 (pp. 29-30)

Replace Section 4 in its entirety with the following:

- (1) Fiscal Year 2024  
Effective September 1, 2023, a 2.0% increase will be applied to all Steps in the salary schedule in Appendix A.
- (2) Fiscal Year 2025  
Effective September 1, 2024, a 2.5% increase will be applied to all Steps, except the top paid step, in the salary schedule in Appendix A.  
Effective September 1, 2024, a 2% increase will be applied to the top paid step in the salary schedule in Appendix A.
- (3) Fiscal Year 2026  
Effective September 1, 2025, a 3.0% increase will be applied to all Steps in the salary schedule in Appendix A.

**Replace #9 with the following:**

#9. Article 7: Health Insurance (p. 9)

Out-of-Pocket (OOP) Maximum: OOP maximum \$1000/\$2000\*.  
Prescription Copays: \$20 for Tier I, \$35 for Tier II, and \$55 for Tier III.\*

\*Note: This does not reflect any increase.

**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**

- 1) Urgent Care Copay: Increase Urgent Care Copay from \$10 per visit to \$20 per visit.
- 2) 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.

**For Mediation Purposes Only**

**The following amends the School Committee's Unit D Package Proposal for Mediation from Oct. 2, 2023**

**Replace #2A with the following:**

#2. Article 15: Wages (pp. 11-13)

A. Section 3 (p. 11)

Amend Section 3 as follows (new language underlined) (housekeeping):

February 1<sup>st</sup> is the anniversary date of step increases for all Unit D members. Effective September 1, 2023, September 1<sup>st</sup> is the anniversary date of step increases for all Unit D members.

B. [This section B intentionally left blank.]

C. Section 4 (pp. 11-12)

Replace Section 4 in its entirety with the following:

(1) Fiscal Year 2024

Effective September 1, 2023:

- Add five dollars (\$5.00) to the daily rate of pay on all steps for ISS in Appendix A.
- Add nine-hundred dollars (\$900) to the annual rate of pay on all steps for ISS-Five Day in Appendix A.
- A 2.0% increase will be applied to all Steps in the ISS daily rate of pay schedule and all Steps in the annual rate of pay for the ISS-Five Day schedule in Appendix A.

(2) Fiscal Year 2025

Effective September 1, 2024:

A 2.25% increase will be applied to all Steps in the ISS daily rate of pay schedule and all Steps in the annual rate of pay for the ISS-Five Day schedule in Appendix A.

(3) Fiscal Year 2026

Effective September 1, 2025:

A 3.0% increase will be applied to all Steps in the ISS daily rate of pay schedule and all Steps in the annual rate of pay for the ISS-Five Day schedule in Appendix A.

**Replace #6 with the following:**

#6. Article 25: Health Insurance (pp. 18-20)

Out-of-Pocket (OOP) Maximum: OOP maximum \$1000/\$2000\*.

Prescription Copays: \$20 for Tier I, \$35 for Tier II, and \$55 for Tier III.\*

\*Note: This does not reflect any increase.

**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**

1) Urgent Care Copay: Increase Urgent Care Copay from \$10 per visit to \$20 per visit.

2) 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.

**For Mediation Purposes Only**

**The following amends the School Committee's Unit E Package Proposal for Mediation from Oct. 2, 2023**

**Delete #3 and Replace #4A.#4B. with the following:**

#4. Article 31 Salaries (pp. 32-41)

A. Section 5 (p. 33)

Amend Section 5 as follows (new language underlined; deleted language struck):

~~In the 2020-2021 school year, February 1<sup>st</sup> is the anniversary date of step increases for all Unit E members.~~

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

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

The anniversary date for step increases to coaches' salaries is September 1<sup>st</sup>.

B. Section 8 (pp. 35-36)

Replace Section 8 in its entirety with the following:

(1) Fiscal Year 2024

Effective September 1, 2023, a 2.0% increase will be applied to all Steps in the salary schedules in Appendix A and Appendix B.

(2) Fiscal Year 2025

Effective September 1, 2024, a 2.5% increase will be applied to Step 7 in the salary schedules in Appendix A and Appendix B.

Effective September 1, 2024, a 2.0% increase will be applied to all Steps, except Step 7, in the salary schedules in Appendix A and Appendix B.

(3) Fiscal Year 2026

Effective September 1, 2025, a 3% increase will be applied to all steps in the salary schedule in Appendix A and Appendix B.

**Replace #14 with the following:**

#14. Article 23: Health Insurance (pp. 26-28)

Out-of-Pocket (OOP) Maximum: OOP maximum \$1000/\$2000\*.

Prescription Copays: \$20 for Tier I, \$35 for Tier II, and \$55 for Tier III.\*

\*Note: This does not reflect any increase.

**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**

1) Urgent Care Copay: Increase Urgent Care Copay from \$10 per visit to \$20 per visit.

2) 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.