

1/30 Negotiations Update

	NTA Package	SC Package
Parental Leave	Maximum increased to 60 days for all parents First 20 days paid by district, additional days paid from personal illness days If member does not have enough personal illness days to cover, then they can <ul style="list-style-type: none">• Remain out of work for half of the balance of the remaining balance of the 60 days at the rate of 100% of the employee's daily rate; or• Remain out of work for the balance of the 60 days with pay at the rate of 50% of the employee's daily rate	
Unit D Daily Pay	Add \$5 per day to existing daily rates	
Longevity	We have withdrawn our proposal for changes to longevity. Longevity as it currently exists will remain in place	
Voluntary Activities	We have withdrawn our proposal as a result of their counterproposals which would add obligations, which was not the goal of our proposal. We remain protected through the grievance process.	

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Cost of Living Adjustments – Units A, B, and E	<p align="center">14% over 4 years</p> <p>Units A, B, and E</p> <table> <thead> <tr> <th><u>Effective Date</u></th> <th><u>Increase</u></th> </tr> </thead> <tbody> <tr> <td>9/1/23</td> <td>2%</td> </tr> <tr> <td>3/1/24</td> <td>1%</td> </tr> <tr> <td>9/1/24</td> <td>3.5%</td> </tr> <tr> <td>9/1/25</td> <td>3.5%</td> </tr> <tr> <td>9/1/26</td> <td>3.25%</td> </tr> <tr> <td>3/1/27</td> <td>0.75%</td> </tr> </tbody> </table>	<u>Effective Date</u>	<u>Increase</u>	9/1/23	2%	3/1/24	1%	9/1/24	3.5%	9/1/25	3.5%	9/1/26	3.25%	3/1/27	0.75%	<p align="center">12% over 4 years</p> <p>Units A, B, and E</p> <table> <thead> <tr> <th><u>Effective Date</u></th> <th><u>Increase</u></th> </tr> </thead> <tbody> <tr> <td>9/1/23</td> <td>2.5%</td> </tr> <tr> <td>9/1/24</td> <td>2.5%</td> </tr> <tr> <td>9/1/25</td> <td>3.0%</td> </tr> <tr> <td>9/1/26</td> <td>3.25%</td> </tr> <tr> <td>3/1/27</td> <td>0.75%</td> </tr> </tbody> </table>	<u>Effective Date</u>	<u>Increase</u>	9/1/23	2.5%	9/1/24	2.5%	9/1/25	3.0%	9/1/26	3.25%	3/1/27	0.75%
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Cost of Living Adjustments – Units C	<p align="center">17.75% over 4 years</p> <table> <thead> <tr> <th><u>Effective Date</u></th> <th><u>Increase</u></th> </tr> </thead> <tbody> <tr> <td>9/1/23</td> <td>5%</td> </tr> <tr> <td>9/1/24</td> <td>4%</td> </tr> <tr> <td>9/1/25</td> <td>3.75%</td> </tr> <tr> <td colspan="2">then add \$500 to Unit C 1.0 FTE annualized salary (prorated for other FTEs)</td> </tr> <tr> <td>9/1/26</td> <td>5%</td> </tr> </tbody> </table>	<u>Effective Date</u>	<u>Increase</u>	9/1/23	5%	9/1/24	4%	9/1/25	3.75%	then add \$500 to Unit C 1.0 FTE annualized salary (prorated for other FTEs)		9/1/26	5%	<p align="center">12% over 4 years</p> <table> <thead> <tr> <th><u>Effective Date</u></th> <th><u>Increase</u></th> </tr> </thead> <tbody> <tr> <td>9/1/23</td> <td>2.5%</td> </tr> <tr> <td>9/1/24</td> <td>2.5%</td> </tr> <tr> <td>9/1/25</td> <td>3%</td> </tr> <tr> <td colspan="2">then add \$500 to Unit C 1.0 FTE annualized salary (prorated for other FTEs)</td> </tr> <tr> <td>9/1/26</td> <td>3.25%</td> </tr> <tr> <td>3/1/27</td> <td>0.75%</td> </tr> </tbody> </table>	<u>Effective Date</u>	<u>Increase</u>	9/1/23	2.5%	9/1/24	2.5%	9/1/25	3%	then add \$500 to Unit C 1.0 FTE annualized salary (prorated for other FTEs)		9/1/26	3.25%	3/1/27	0.75%
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Cost of Living Adjustments – Units D	<p align="center">Same as Unit C without the \$500 added in 9/1/25</p>	<p align="center">Same as Unit C without the \$500 added in 9/1/25</p>																										

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Substitute Coverage	<p>The district will make every effort to provide, minimally, ISS staffing according to its current guidelines.</p> <p>Floating Behavior Therapists based on the number of BTs employed for a program</p>	Reject
Paid Family Medical Leave	<p>The ability to use up to 45 accumulated individual sick days to care for a qualifying relative under the Federal FMLA</p>	<p>The Superintendent, within her sole discretion, may grant up to 10 paid days for FMLA approved leave if the employee has already exhausted all of their personal illness days and personal days.</p>
Anniversary of Step Increase	<p>Move anniversary dates for step increases:</p> <ul style="list-style-type: none">• 11/1/24• 10/1/25• 9/1/26	Reject
Increased Prep Time	<p>Minimum of 220 minutes per week of preparation time for all Elementary Teachers</p>	<p>Adds language only that 220 is a “goal”.</p>

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Unit C Hours	Effective 9/1/24: Add 10 minutes after dismissal for full time Cat. 1 Effective 9/1/26: Add 150 minutes per month for full time Category 1.	Effective 9/1/24: Add 10 minutes after dismissal for full time Cat. 1 tied to other proposals Reject proposal to add monthly minutes
Social Workers	9/1/24: Increase district allocation for Full Time Social Workers at Elementary and Preschool by 5 over allocation as of 1/2/24 9/1/26: Minimum of one full time Social Work at Preschool, Elementary, Middle School levels	Reject

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School Committee Demands Tied to Their Package

- **NTA Accepts of limitations on use of Sick Leave Bank**
- **NTA Accepts of significantly increased premiums for members opting for PPO insurance coverage**
- **NTA Withdraws proposal regarding social workers**
- **NTA Withdraws proposal for additional hours for Unit C members**
- **NTA Withdraws proposal to move the date of the step increase**
- **NTA Withdraws proposal for an evergreen clause**
- **NTA Withdraws proposal for substitute coverage ratios**
- **NTA Withdraws proposal for floating BTs**