

For Mediation Purposes Only

The following amends the School Committee's Unit A Package Proposal for Mediation from October 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 1st is the anniversary date of step increases for all Unit A members.~~
- ~~In the 2021-2022 school year, January 1st is the anniversary date of step increases for all Unit A members.~~
- In the 2022-2023, school year, December 1st is the anniversary date of step increases for all Unit A members.

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

- B. Section 8 (pp. 48-49)
Replace Section 8 in its entirety with the following (Contingent on health insurance changes below.)
- :
- (1) Fiscal Year 2024
Effective September 1, 2023, a **2.25%** increase will be applied to all Steps in the salary schedule in Appendix A and Appendix B. **Create new top step at .5% above the former top step (new Step 14.5 for teachers and new step 11.5 Psych Scale)**
 - (2) Fiscal Year 2025
Effective September 1, 2024, a **2.75%** increase will be applied to **Step 14.5/Step 11.5 (Teachers/Psychologists)** in the Appendix A salary schedule and to Step 11.5 in Appendix B salary schedule.
Effective September 1, 2024, a **2.25%** increase will be applied to all Steps except **Step 14.5/Step 11.5 (Teachers/Psychologists)** in the Appendix A salary schedule and all steps except Step 11.5 in the Appendix B salary schedule. **Step 1.5 becomes the new incoming step.**
 - (3) Fiscal Year 2026
Effective September 1, 2025, a **3.25%** increase will be applied to **Step 14.5/Step 11.5 (Teachers/Psychologists)** in the Appendix A salary schedule and to Step 11 in Appendix B salary schedule.
Effective September 1, 2025, a **2.75%** increase will be applied to all Steps except **Step 14.5/Step 11.5 (Teachers/Psychologists)** in the Appendix A salary schedule and all steps except Step 11.5 in the Appendix B salary schedule.

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.

The Newton School Committee has previously responded to all proposals from the Newton Teachers Association. Unless revised in this document, all prior responses hold.

For Mediation Purposes Only

The following amends the School Committee's Unit B Package Proposal for Mediation from December 4 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 1st is the anniversary date of step increases for all Unit A members.~~

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

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

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

- C. Section 5: Replace Section 5 in its entirety with the following: (Contingent on health insurance changes below.)

- (1) Fiscal Year 2024
Effective September 1, 2023, a **2.25%** increase will be applied to all Steps in the salary schedule in Appendix A and Appendix B. **Create new top step at .5% above the former top step (new Step 14.5 for teachers and new step 11.5 Psych Scale)**
- (2) Fiscal Year 2025
Effective September 1, 2024, a **2.75%** increase will be applied to **Step 14.5/Step 11.5 (Teachers/Psychologists)** in the Appendix A salary schedule and to Step 11.5 in Appendix B salary schedule.
Effective September 1, 2024, a **2.25%** increase will be applied to all Steps except **Step 14.5/Step 11.5 (Teachers/Psychologists)** in the Appendix A salary schedule and all steps except Step 11.5 in the Appendix B salary schedule. **Step 1.5 becomes the new incoming step.**
- (3) Fiscal Year 2026
Effective September 1, 2025, a **3.25%** increase will be applied to **Step 14.5/Step 11.5 (Teachers/Psychologists)** in the Appendix A salary schedule and to Step 11 in Appendix B salary schedule.
Effective September 1, 2025, a **2.75%** increase will be applied to all Steps except **Step 14.5/Step 11.5 (Teachers/Psychologists)** in the Appendix A salary schedule and all steps except Step 11.5 in the Appendix B salary schedule.

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.

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For Mediation Purposes Only

The following amends the School Committee’s Unit C Package Proposal for Mediation from December 4, 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 (Contingent on health insurance changes below.):

- (1) Fiscal Year 2024
Effective September 1, 2023, 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, 2023, a **2% increase** will be applied to the top paid step 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

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.

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For Mediation Purposes Only

The following amends the School Committee's Unit D Package Proposal for Mediation from December 4, 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 1st is the anniversary date of step increases for all Unit D members. Effective September 1, 2023, September 1st 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 (Contingent on health insurance changes below)::

(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 **2.25%** 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.

(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.

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For Mediation Purposes Only

The following amends the School Committee's Unit E Package Proposal for Mediation from December 4, 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 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.

B. Section 8 (pp. 35-36)

Replace Section 8 in its entirety with the following (Contingent on health insurance changes below):

(1) Fiscal Year 2024

Effective September 1, 2023, a **2.25%** increase will be applied to all Steps in the salary schedule in Appendix A and Appendix B. **Create new top step at .5% above the former top step (new Step 7.5)**

(2) Fiscal Year 2025

Effective September 1, 2024, a **2.75%** increase will be applied to **Step 7.5** in the salary schedule. Effective September 1, 2024, a **2.25%** increase will be applied to all Steps except **Step 7.5** in the salary schedule. **Step 1.5 becomes the new incoming step.**

(3) Fiscal Year 2026

Effective September 1, 2025, a **3.25%** increase will be applied to **Step 7.5** in the salary schedule. Effective September 1, 2025, a **2.75%** increase will be applied to all Steps except **Step 7.5** in the salary schedule.

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.

The Newton School Committee has previously responded to all proposals from the Newton Teachers Association. Unless revised in this document, all prior responses hold.