

Outline of School Committee Proposals for Mediation Purposes

January 19, 2024

1. **Salary / COLA**

Current NPS offer

- | | <u>Steps / Max</u> |
|----|-----------------------|
| a. | 9/1/23: 2.25% / 2.75% |
| b. | 9/1/24: 2.25% / 2.75% |
| c. | 9/1/25: 2.75% / 3.25% |

2. **Health Insurance and Parental Leave**

A. Health Insurance

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

For employees who commence employment on or after January 19, 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

For all employees, 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.

- 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.

B. Parental Leave

1. Increase total paid leave days from 40 to 45
2. Increase days paid by the District from 10 to 15
3. Eliminate cap on summer stipend funds (TA)

3. **Time and Learning and the Work Year Calendar**

A. Time and Learning Revised Proposal (*see attached*)

B. Counter to NTA counter

- a. Flexibility to Schedule first two days on Monday and Tuesday before Labor Day

- b. Agree to allow employees 2 hours per day for their own use on these first two staff days before Labor Day
- c. Add 1 district PD full day during the work year (for example, November election day) in trade for d. below
- d. Total work days in contract decreased from 185 to 184 (180 student days; 4 other days including PD day(s))

5. TUITION-FREE ATTENDANCE -REVISED RESPONSE

- A. Relabel as Children of Non-Resident NTA Members Attending Newton Public Schools
- B. Replace Section 1 (Unit A and other Units where appropriate) with the following:

Section 1: A member employed by the Newton Public Schools who is not a resident of the City of Newton will have the option of having their child(ren) who resides in the member’s residence, and for whom they have legal guardianship, enroll in one of the elementary, middle, or high schools in the Newton Public Schools, on a space available basis. Once a child is accepted for enrollment, and so long as the member remains employed by the Newton Public Schools, and the child resides with the member, the child shall be allowed to attend Newton Public Schools through grade 12 provided that the enrollment/continued attendance is subject to the rules and regulations that apply to students who reside in Newton.

The purpose of this provision is to allow the children of non-resident member employees to attend the Newton Public Schools provided that such attendance does not result in the need to add an additional classroom. In the event enrollment or attendance of a non-resident members’ child would require an additional classroom, the member and the member’s child will be referred back to the school district of the student’s residence. Reasonable efforts will be made to place siblings in the same school if the member so requests.

Non-resident students requiring an out-of-district placement under Massachusetts or Federal special education law will be referred back to the school district of the student’s residence and all rights and costs regarding such placements shall remain the obligation of the school district of actual residence. The benefit provided under this Article does not obligate the Newton Public Schools to pay out-of-district tuition costs for non-resident members’ children attending the Newton Public Schools under this Article. The Newton Public Schools will work with the school district of the student’s residence with a goal of providing a smooth transition.

It is further agreed that if a child(ren) of a member is approved or not approved to attend the Newton Public Schools, such attendance shall not be grounds for a grievance. It is further understood and agreed that if a child(ren) of a non-resident member is approved to attend the Newton Public Schools, such attendance shall not be grounds for a grievance concerning workload and/or class size, nor shall such attendance be calculated as part of teacher load and/or class size in cases of such grievances.

If and when the School Committee authorizes School Choice, non-resident employees whose children attend the Newton Public Schools under this provision shall apply for available School Choice seats. The failure to obtain a School Choice seat shall not prevent the employee from continuing to utilize the benefit provided in this section.

6. Evaluation

A. Union accepts Committee’s proposal on evaluation working group

B. Counter to NTA proposal on Evaluation Handbook

(i) **Handbook Section 18 – “Educator Plans: Directed Growth Plan”**

Subparagraph D:

A copy of a **draft** of the signed Directed Growth Plan shall be provided to the Educator and the Association no later than the last school day in June of the year prior to the plan’s implementation. **The signed Directed Growth Plan will be finalized and provided to the educator by September 20th.** The Educator’s signature indicates that the Educator received the Directed Growth Plan in a timely fashion. The signature does not indicate agreement or disagreement with its contents.

(ii) **Handbook Section 19 – “Educator Plans: Improvement Plan”**

Subparagraph F:

A copy of the **draft** Improvement Plan shall be provided to the Educator and the Association no later than the last school day in June of the year prior to the plan’s implementation. **The signed Improvement Plan will be finalized and provided to the educator by September 20th.** The Educator’s signature indicates that the Educator received the Improvement Plan in a timely fashion. The signature does not indicate agreement or disagreement with its contents.

7. Response to NTA #32

Rejected

8. Response to NTA #33

Rejected

9. Response to NTA #34

Rejected

10. NPS #3 (Team Specialists to Evaluation ESPs)

Withdrawn for mediation purposes, to be addressed by Evaluation working group

11. NPS #4A (start to school year)

Addressed above in #3 above

12. NTA #28 (Athletic Trainer)

Reassert NPS counter on 2/13/23

Add Assistant Athletic Director and Athletic Trainer to Unit E Group C on a 10-month basis.
(Reject staffing levels)