



# **NTA Strike Contract Victory Summary**

February 4, 2024

# The CAT and Communicators

## **CAT Co-Chairs**

Jayne Ellis (Burr)

Mike Schlegelmilch (NNHS)

Kelly Henderson (NSHS)

Jamie Rinaldi (NSHS)

## **Communication Team Introduced by**

David Bedar (NNHS) and Ashley Raven (NECP)



# The Negotiators

Mike Zilles (NTA Office)

Thuy Truong (NECP)

Dan Rubin (NSHS)

Lynn Penczar (Lincoln-Eliot)

Ryan Normandin (NSHS)

Barry Hershenow (NNHS)

Elana Cutler (Brown)

Michael Burtch (Bigelow)

Thomas Buchau (Day and NECP)

Jason Leto (MTA Field Rep)

Greg Shea (MTA Field Rep)

Aaron Dochser (MTA Field Rep)

Chris Walsh (NTA Office)

Liz Simpson (Oak Hill)

Elizabeth Ross DelPorto (Angier)

Janette Patel (Oak Hill)

Derek Knapp (NNHS)

Brenna Green (Cabot)

Sue Cohen (Springboard)

Valerie Brunache Lewis

Ally Andrews (Lincoln-Eliot, Franklin,  
Horace Mann)



# The History

- **We began this campaign 16 months ago**
- **The issues we have fought for are your issues:**
  - **Surveyed members**
  - **Focus groups across the district**
  - **Based on these, we created the original proposal document, and we modified it as we learned more along the way**



# The Intangible Victories

- **Showed that we as a union value Unit C**
- **Increased unity and love every day– one day longer truly made us one day stronger**
- **Sustained ourselves through difficult moments, despair, anger, and division**
- **Developed communication and solidarity networks that will help us to support each other and our students as well as enforce our contract**
- **Contributed to a statewide and national movement**
- **Inspired other educators and students AND terrified other ill intentioned school committees and austerity minded politicians**



# The Intangible Victories: Talking about the Strike with our Students

*“Newton educators have typically had extremely wide latitude in what and how they teach. The fact that this SC and superintendent want to take that away is in part what the strike was about.*

*“So I think that from our perspective, “rules” about talking about the strike shouldn't restrict that freedom they've always enjoyed. You walk in with every freedom you've always had as an educator, and with....every responsibility you've always had to your students and to the truth.”*

**Jason Leto, MTA Field Representative to the NTA since 2013**, in a Signal chat discussion about how to approach discussing the strike with students, and the district's “guidelines” for doing so.



# Salaries and Benefits



# Cost of Living Adjustments (All Units)

**Minimum of a 12% cost of living increase for all members over the course of 4 years (Units A,B, C, D, and E):**

Year	COLA
1	2.5%
2	2.5%
3	3%
4	3.25%/ Additional 0.75% on Mar. 1

This same increase applies to coaches salary and stipends except with 4% in year 4 instead of the 3.25/0.75 split





# Step increases (p.7)

**Currently, unlike almost every other educator in the state, we receive step increases December 1st, rather than at the beginning of the year**

**Effective September 1, 2025, move anniversary date of Step Increase to November 1.**

**Effective September 1, 2026, move anniversary date of Step Increase to October 1.**

**Effective August 31, 2027, move anniversary date of Step Increase to September 1**



# Coaches Salaries/Stipends and Athletics (p.19-20)

1. Add positions (Varsity Assistant Coaches in Cheerleading and Dance)
2. Moved Cheerleader and Dance Head Coaching positions from Group VI to Group V of Coaches Salary Schedule (pay increase)
3. Create **Assistant Athletic Director & Athletic Trainer positions** in Unit E, with salary and benefits
4. Add stipends (multiple green team & 3 more elementary club advisory per elementary school)



## Pay Unit A members to Sub (p.24)

- HS: \$60 per class
- MS: \$40 per class

Payments in the aggregate under this provision are limited to seventy-five thousand dollars (\$75,000) per contract year. The Superintendent/designee will provide the Union president with notice by email when approximately \$60,000 of the \$75,000 funds allocated for this provision have been depleted.



# Unit C Living Wage

**Increased minimum 35 Hour Unit C salary  
from \$28,270 to \$36,778= 30% increase**

- All unit C members receive previously mentioned increases (12%)
- Eliminate step 1 in 2023, step 1.5 in 2024, step 2 in 2025, and step 2.5 in 2026
- Add \$250 to all Unit C salaries in year 2 of the agreement on top of COLA (0.4-1% raise)
- Add \$500 to all Unit C salaries in year 3 of the agreement on top of COLA (0.8-1.8% raise)
- Add \$500 to all Unit C salaries in year 4 of the agreement on top of COLA (0.75-1.7% raise)



# Increase Unit C hours/recognition for professional roles

Add 10 minutes to Unit C category 1 workday after the student day: increasing pay, equity, and safety for students (p.26)

Credit for trade experience for CTE Unit C step placement (p.27)



# Unit C Living Wage - Cat 1, March 1, 2027 (DRAFT)

Step	Hourly Rate	30.833 hrs	32.833 hrs	33.173 hrs	34.343 hrs	34.683 hrs	35.833 hrs	37.343 hrs	40.00 hrs
1 (3)	27.9205	31,646	33,699	34,048	35,249	35,598	36,778	38,328	41,054
1.5 (3.5)	28.7010	32,531	34,641	34,999	36,234	36,593	37,806	39,399	42,202
2 (4)	29.5064	33,444	35,613	35,982	37,251	37,619	38,867	40,505	43,386
2.5 (4.5)	30.3358	34,384	36,614	36,993	38,298	38,677	39,959	41,643	44,606
3 (5)	31.1896	35,351	37,644	38,034	39,376	39,765	41,084	42,815	45,861
3.5 (5.5)	32.0685	36,348	38,705	39,106	40,485	40,886	42,242	44,022	47,154
4 (6)	32.9735	37,373	39,797	40,210	41,628	42,040	43,434	45,264	48,484
4.5 (6.5)	33.9068	38,431	40,924	41,348	42,806	43,230	44,663	46,545	49,857
5 (7)	34.8674	39,520	42,083	42,519	44,019	44,455	45,929	47,864	51,269
5.5 (7.5)	35.8576	40,642	43,278	43,727	45,269	45,717	47,233	49,223	52,725
6 (8)	36.8999	41,824	44,536	44,998	46,585	47,046	48,606	50,654	54,258
6.5 (8.5)	37.9754	43,043	45,835	46,309	47,943	48,417	50,023	52,130	55,839
7 (9)	39.0811	44,296	47,169	47,657	49,338	49,827	51,479	53,648	57,465
7.5 (9.5)	40.2211	45,588	48,545	49,048	50,778	51,280	52,981	55,213	59,141
8 (10)	41.5981	47,149	50,207	50,727	52,516	53,036	54,794	57,103	61,166
8.5 (10.5)	43.0230	48,764	51,927	52,464	54,315	54,853	56,671	59,059	63,261
9 (11)	44.5633	50,510	53,786	54,343	56,259	56,816	58,700	61,174	65,526
9.5 (11.5)	46.0878	52,237	55,626	56,202	58,184	58,760	60,708	63,267	67,767
10 (12)	47.8622	54,249	57,767	58,366	60,424	61,022	63,046	65,702	70,377



# Unit C Living Wage - Cat 2, March 1, 2027 (DRAFT)

Step	Hourly Rate	0.909	0.925	0.938	0.958	1.000
1 (3)	35.0394	46,744	47,580	48,223	49,290	51,438
1.5 (3.5)	36.0639	48,111	48,971	49,633	50,731	52,942
2 (4)	37.1197	49,519	50,405	51,086	52,217	54,492
2.5 (4.5)	38.2071	50,970	51,881	52,583	53,746	56,088
3 (5)	39.3263	52,463	53,401	54,123	55,321	57,731
3.5 (5.5)	40.4798	54,002	54,968	55,710	56,943	59,424
4 (6)	41.6677	55,587	56,581	57,345	58,614	61,168
4.5 (6,.5)	42.8913	57,219	58,242	59,029	60,336	62,964
5 (7)	44.1513	58,900	59,953	60,763	62,108	64,814
5.5 (7.5)	45.4544	60,638	61,723	62,557	63,941	66,727
6 (8)	47.3077	63,111	64,239	65,107	66,548	69,448
6.5 (8.5)	48.7055	64,975	66,137	67,031	68,515	71,500
7 (9)	50.6964	67,631	68,841	69,771	71,315	74,422



# Increase 5-day and daily sub rates to help with sub hiring and retention (p.29)

- 5 day per week before COLAs:

Step	Five Day
1	\$33,650
2	\$35,362.67
3	\$38,155.68

- Daily before COLAs

Step	Daily Rates
1	\$129.71
2	\$129.71
3	\$144.55
4	\$144.55
5	\$146.62
6	\$146.62





# Together, we held the line on attacks to our benefits and professionalism:

- **Fought back against taking away tuition free attendance for our children (p.22-23)**
- **Held strong on access to the sick bank (resisting School Committee proposals to limit)**
- **Fought back against managerial controls over our time (resisting School Committee proposal to delete Time & Learning agreement entirely)**



# Health Insurance (p.19)

- **Resisted School Committee attempt to increase deductibles for all members**
- **Slightly increased copays for Urgent Care (\$10 to \$20) and Retail Care (\$5 to \$20)**
- **Protected PPO Premium Rates for all current employees for the entirety of their careers in NPS. For new employees hired after February 1, NPS will pay 52% of the PPO plan premiums.**



# Additional Retirement incentive (p.20)

On top of existing \$500 bonus for providing 4 months notice, add an additional \$500 bonus for providing 6 months notice and working through the end of the work year



# Tuition reimbursement increase (p.21)

- Increase rates from **\$750 to \$1000** for members seeking licensure/ from **\$600 to \$750** for others
- Grant reimbursement for non-graduate level PD when approved for Unit E



# Drastically Increase Paid Family Leave

- **Expand use of family sick days (p.21)**
  - **Increase yearly family sick days from 11 to 14**
- **Paid FMLA leave (p.18)**
  - **Allowing members to remain paid an additional 15 days while spending time with ill family members (must use 14 family illness days and 2 personal days first) if on protected leave under FMLA guidelines**



# Humane Paid Parental Leave (p.7):

## We secured one of the best parental leave benefits in the state

- Increase the number of days paid by the District from 10 to 20
- After the first 20 days paid by the District, employees may utilize their own sick time in order to be paid for the remaining days up to the **maximum of 60 days**
- Guarantee that anyone who does not have sufficient sick days will have **40 paid days minimum**
  - Employees that have **forty-five (45) personal illness days or fewer**,
    - First, exhaust their own sick time (but may, at their discretion, reserve up to 5 of their own personal illness days) then choose to
      - Remain out of work for up to forty days at 100% of their daily rate; or
      - Remain out of work up to 60 days with pay at 50% of their daily rate
      - Return to work
- *Regardless of gender or birth status, all NTA members shall be guaranteed at least 8 weeks paid leave and still have 5 sick days remaining, with the ability for members to remain paid for all 60 days if they have enough sick time*

**This leave benefits is partially retroactive**

**It applies to all leaves that started December 1, 2023 or later**



# Working Conditions



# Start of School Year (p.19)

Move the start of the school year 2 days back and provide 6 hours of self directed time at the beginning of the year. Attendance at convocation shall be deducted from the management's time on these days





# Evaluation Timeline Changes to Benefit Educators (p.22 and 25)

- Require a draft of the Directed Growth plan to be provided by the last school day in June and a signed plan to be provided by September 20th— previously there was no required timeline for this part of the process. A timeline helps struggling educators to understand expectations and feedback in order to improve in a timely fashion before receiving additional negative consequences
- Require a draft of the Improvement plan to be provided by the last school day in June and a signed plan to be provided by September 20th— previously there was no required timeline for this part of the process.
- Form a joint labor management committee to improve the evaluation procedure



# Create a Unit C Coverage JLMC (p.27) to recommend changes to help with staffing and coverage by:

- “1) Reviewing and revising BT coverage procedures for providing skilled coverage for absent BTs and other Unit C members so that staff and students remain safe, and students continue making academic progress, during such absences.
- 2) Expanding category 1 hours that advance both parties’ goals of supporting opportunities for professional development and planning/preparation time, required training (e.g. safety care), and engaging in the professional learning community of each school
- 3) Reviewing and further developing career pathways for Unit C members”



# Time and Learning: Protected working conditions in Time & Learning for all members

Elementary (p.10):

- i. Set goal of guaranteeing 220 minute of prep time for all educators
- ii. Kept regular schedule for Wednesday early release days (allowing for principals on occasion to make necessary changes) without adding additional management controls
- iii. Kept definition of work day, Wednesday early release days (rather than management choice), and times in the student day



## Path to ensure to 220 minutes of prep time for all elementary (p.24-25)

- Form joint labor management committee charged with improving the learning experience of students and increasing preparation time for all educators to 220 minutes.
- Even if the committee does not recommend a change to 220 minutes, the NTA will still have the ability to reopen negotiations on this subject to push for the prep time all elementary educators deserve



# Time and Learning: Protected working conditions in Time & Learning for all members

Middle School (p.12):

- i. Beat back management attempt to increase duties
- ii. Beat back management attempt to limit use of preparation time
- iii. Beat back management attempt to increase teaching periods per cycle and decreased multiteam teachers' periods per cycle.



# Time and Learning: Protected working conditions in Time & Learning for all members

High School (p.15):

- i. Beat back management attempt to eliminate English cap and instituted side letter to increase staff (at least 10 FTEs), reduce class sizes, and develop language to limit class sizes for other classes (p.35)
- ii. Ensure any changes to Time and Learning must be negotiated
- iii. Restrict weekly meeting time to Tuesdays, rather than allowing choice of day to be at management discretion
- iv. Move weekly meetings to Tuesday mornings as a pilot with the High School Joint Oversight Committee to vote on whether to continue the pilot, including considering a faculty vote



# Unit E Improvements (p.30-32)

- Drop 2 half steps on unit E salary schedule
- Define how Unit E members are initially placed on salary schedule to prevent favoritism or management capriciousness
- Define Unit E work days/weeks as 37.5 hours
- Allow some Unit E members to work from home
- Add Juneteenth to list of paid holidays



# Mental Health Supports for Students

## (p.33-34)

Puts into the contract a recognition and commitment from the Committee and Superintendent to increase Social Workers, School Counselors, and Psychologists

**NECP and Elementary:** District will hire 5.7 social workers at the elementary level for the 2024–2025 school year and continue to prioritize funds to preserve and increase those staffing levels by the end of 2026-2027

**Middle Schools:** Superintendent and School Committee will prioritize an increase in social workers, counselors, and psychologists starting in the 25-26 school year and will add additional full time staff beyond levels in the 24-25 school year

**Establishes a Committee on Mental Health Support for Students:** Committee will review supports for student mental health and make recommendations to the School Committee for ways to improve the supports

**Establishes 2 Community Forums jointly hosted by NTA and NPS** to solicit input from parents on mental health supports the district may provide in the future





# Return to Work:

- No interruption to pay or benefits as a result of the strike
- Protects all members from discipline and retaliation
- Prevents additional suits, fines, and damages from being levied to try to bankrupt us
- Provides more time in the evaluation process
- Committee and the union withdraw all litigation relating to the strike
- Limits the amount of money NTA must pay (\$625,000 in fines with additional \$275,000 if the court will not redirect the fines to NPS)-- originally the SC was demanding \$1.4 million IN ADDITION to the \$625,000 in court fines
- Requires members to petition HR for unpaid days off during makeup days by 5:00 pm on Monday February 5th (**See February 3 EBulletin**)
- Members must provide a doctor's note for use of sick days on any make-up days
- DOES NOT: Establish when the makeup days will occur (this is a School Committee right and decision)



**“The mayor and the school committee were determined to destroy us. We are stronger now than we have ever been.” - Mike Z**

