

3/16/20

UNIT A

MEMORANDUM OF AGREEMENT

The Newton School Committee (the Committee) and the Newton Teachers Association, Unit A (the Association) hereby agree to a new three-year contract to be in effect from September 1, 2020 through August 31, 2023. Except as modified by this Memorandum of Agreement, the terms and conditions of the prior collective bargaining agreement and Memoranda of Agreement will be carried forward into the successor agreement.

DURATION: 3-year contract: September 1, 2020-August 31, 2023

SALARIES AND COMPENSATION

COST OF LIVING ADJUSTMENTS

FISCAL YEAR 2021

- Effective September 1, 2020, a 1.75% Cost of Living Adjustment will be applied to the salary schedules.
- Effective September 1, 2020, an additional .25% Cost of Living Adjustment will be applied to the top step of the salary schedules.
- Effective March 1, 2021, a .75% Cost of Living Adjustment will be applied to the salary schedules
- Effective March 1, 2021, an additional .25% Cost of Living Adjustment will be applied to the top step of the salary schedules.

FISCAL YEAR 2022

- Effective September 1, 2021, a 1.75% Cost of Living Adjustment will be applied to the salary schedules.
- Effective September 1, 2021, an additional .25% Cost of Living Adjustment will be applied to the top step of the salary schedules.
- Effective March 1, 2022, a .75% Cost of Living Adjustment will be applied to the salary schedules

- Effective March 1, 2022, an additional .25% Cost of Living Adjustment will be applied to the top step of the salary schedules.

FISCAL YEAR 2023

- Effective September 1, 2022, a 1.75% Cost of Living Adjustment will be applied to the salary schedules.
- Effective September 1, 2022, an additional .25% Cost of Living Adjustment will be applied to the top step of the salary schedules.
- Effective March 1, 2023, a 1% Cost of Living Adjustment will be applied to the salary schedules

NEW ENTRY LEVEL STEPS FOR TEACHERS' SALARY SCHEDULE

FISCAL YEAR 2021

- Effective September 1, 2020, step 1.5 is the new entry level step for the Teachers Salary Schedule (NTA)

FISCAL YEAR 2022

- Effective September 1, 2021, step 2 is the new entry level step for the Teachers Salary Schedule (NTA)

ARTICLE 38

Salaries

Section 1: The salary schedules hereinafter set forth shall become effective September 1, 2019 and will remain in effect as indicated in this Article.

Full-time teachers will advance by full-steps on the salary schedule.

Effective September 1, 2020, step 1.5 is the new entry level step for the Teachers Salary Schedule (NTA)

Effective September 1, 2021, step 2 is the new entry level step for the Teachers Salary Schedule (NTA)

Part-time teachers who become full-time teachers shall be placed on a salary step in accordance with existing practice.

Part-time teachers who teach .50 or more shall advance on salary steps by full-steps.

Part-time teachers who teach less than .50 shall advance on salary steps by one-half step.

ANNIVERSARY DATES FOR STEP INCREASES

FISCAL YEAR 2021

- Effective FY21, February 1 is the new anniversary date for the step increase

FISCAL YEAR 2022

- Effective FY22, January 1 is the new anniversary date for the step increase

FISCAL YEAR 2023

- Effective FY23, December 1 is the new anniversary date for the step increase

ARTICLE 38

Section 4: 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.

COACHES' SALARIES

FISCAL YEAR 2021

- Effective September 1, 2020, a 2.5% Cost of Living Adjustment will be applied to the coaches' salary schedules.
- Effective September 1, 2020, an additional .5% Cost of Living Adjustment will be applied to the top step of the coaches' salary schedules.

FISCAL YEAR 2022

- Effective September 1, 2021, a 2.5% Cost of Living Adjustment will be applied to the coaches' salary schedules.
- Effective September 1, 2021, an additional .5% Cost of Living Adjustment will be applied to the top step of the coaches' salary schedules.

FISCAL YEAR 2023

- Effective September 1, 2022, a 2.625% Cost of Living Adjustment will be applied to the coaches' salary schedules.
- Effective September 1, 2022, an additional .375% Cost of Living Adjustment will be applied to the top step of the coaches' salary schedules.
- Effective August 31, 2023, an additional .5% Cost of Living Adjustment will be applied to the coaches' salary schedules.

STIPENDS

FISCAL YEAR 2021

Effective September 1, 2020, a 3% Cost of Living Adjustment will be applied to the stipend schedules.

FISCAL YEAR 2022

Effective September 1, 2021, a 3% Cost of Living Adjustment will be applied to the stipend schedules.

FISCAL YEAR 2023

- Effective September 1, 2022, a 3% Cost of Living Adjustment will be applied to the stipend schedules.
- Effective August 31, 2023, an additional .5% Cost of Living Adjustment will be applied to the stipend schedules.

WORK DAY/WORK YEAR

FISCAL YEAR 2021

- Effective September 1, 2020, the following language will be added to the elementary and middle school Time and Learning Agreements:

“The regular work day for elementary and middle school teachers will begin 10 minutes before students are expected to report to their classroom/homeroom for attendance purposes. The regular work day for elementary and middle school teachers will end 10 minutes after the students are dismissed from school.”

- Effective September 1, 2020, the Middle School Time and Learning Agreements shall read as below (including the language on the “regular work day” from above):

MIDDLE SCHOOL TIME AND LEARNING AGREEMENT

BIGELOW, DAY, AND OAK HILL MIDDLE SCHOOLS

1. The week shall consist of four (4) days of 6.5 hours and one (1) day of 5.75 hours, for a total of 31.75 hours (1905 minutes) per week. The goal is to minimize the spread in the start/stop time among the 4 schools.
2. The regular work day will begin 10 minutes before students are expected to report to their classroom/homeroom for attendance purposes. The regular work day will end 10 minutes after the students are dismissed from school.
3. There will be up to four (4) special early release days during the year when students are dismissed at 11:30 AM.
4. Teachers will have up to 1215 minutes/week of contact time with students.
5. Teachers may be assigned up to two duties per six-day cycle (which include advisory as an option).
6. Teachers will have one (1) duty-free lunch period/day based on the building schedule.
7. Team teachers will have up to five (5) periods every two (2) cycles for scheduled team and Grade Level Department meetings.
8. Teachers (e.g., SPED teachers) who are regularly scheduled for more than two (2) meetings per cycle will be compensated with additional preparation time for scheduled meetings above the two (2) per cycle.
9. Homeroom and advisory will continue to be school-based decisions.
10. All teachers will have an average of nine and one half (9.5) preparation periods/cycle or fifty-seven (57) preparation periods over a six-cycle period. Preparation time is defined

as time during which the teacher has no direct service time with students. It is the goal of the Committee and the Association to balance the teaching load of all teachers equitably.

11. Homeroom, lunch and passing time are not counted as part of 1215 minutes/week.
12. Team teachers will have up to 24 teaching periods in their core subject per cycle. Multi-team teachers will teach up to 30 periods per cycle.
13. The Committee and Administration do not intend to make any significant changes in the split between core contact time and other student learning time (OSLT/Academic Responsibilities) beyond what is in the proposed schedules for 2001-2002.
14. The Committee and the Administration will consult the Association prior to any significant changes being made to the split between core contact time and OSLT/Academic Responsibilities. The Committee recognizes its obligation to bargain with the Association over mandatory subjects of collective bargaining.
15. The Middle School Oversight Committee, with an equal number of members appointed by the Committee and the Association, will continue to meet for the purpose of overseeing implementation of the Agreement and resolving related problems.

BROWN MIDDLE SCHOOL

1. The week shall consist of four (4) days of 6.5 hours and one (1) day of 5.75 hours, for a total of 31.75 hours (1905 minutes) per week. The goal is to minimize the spread in the start/stop time among the 4 schools.
2. The regular work day for will begin 10 minutes before students are expected to report to their classroom/homeroom for attendance purposes. The regular work day will end 10 minutes after the students are dismissed from school.
3. There will be up to four (4) special early release days during the year when students are dismissed at 11:30 AM.
4. Teachers will have up to 1215 minutes/week of contact time with students.
5. Teachers may be assigned up to two duties per six-day cycle (which include advisory as an option).
6. Teachers will have one (1) duty-free lunch period/day based on the building schedule.
7. Team teachers will have up to four (4) periods every two (2) cycles for scheduled team and Grade Level Department meetings.
8. Teachers (e.g., SPED teachers) who are regularly scheduled for more than two (2) meetings per cycle will be compensated with additional preparation time for scheduled meetings above the two (2) per cycle.

9. Homeroom and advisory will continue to be school-based decisions.
10. All teachers will have an average of eight (8) preparation periods/cycle or forty-eight (48) preparation periods over a six-cycle period. Preparation time is defined as time during which the teacher has no direct service time with students. It is the goal of the Committee and the Association to balance the teaching load of all teachers equitably.
11. Homeroom, lunch and passing time are not counted as part of 1215 minutes/week.
12. Team teachers will have up to 20 teaching periods in their core subject per cycle. Multi-team teachers will teach up to 25 periods per cycle.
13. The Committee and Administration do not intend to make any significant changes in the split between core contact time and other student learning time (OSLT/Academic Responsibilities) beyond what is in the proposed schedules for 2001-2002.
14. The Committee and the Administration will consult the Association prior to any significant changes being made to the split between core contact time and OSLT/Academic Responsibilities. The Committee recognizes its obligation to bargain with the Association over mandatory subjects of collective bargaining.
15. The Middle School Oversight Committee, with an equal number of members appointed by the Committee and the Association, will continue to meet for the purpose of overseeing implementation of the Agreement and resolving related problems.

SICK LEAVE, FAMILY LEAVE AND PARENTAL LEAVE

FISCAL YEAR 2021

- Effective September 1, 2020, a total of eleven (11) personal illness days may be used to care for a close family member or dear friend. “Other” days may no longer be used to care for a seriously ill family member or dear friend. Strike “serious illness” from Article 7, Section 1, Part A.

ARTICLE 5

Sick Leave

Section 5: Sick leave with pay is intended to cover the employee’s own incapacitation due to sickness or injury, with the following exceptions:

An employee covered by this Agreement may use up to eleven (11) of his or her fifteen (15) annual sick days for a close family member’s or dear friend’s illness or injury.

ARTICLE 7

Leaves of Absence with Pay

Section 1: A full-time member of the professional staff covered by this Agreement will be allowed up to a total of six (6) days' leave of absence without loss of pay in any one (1) school year for the following reasons:

- A. Death ~~or serious illness~~ of a close family member or dear friend;

ELEMENTARY PLANNING TIME

FISCAL YEAR 2021

- Prior to January 15, 2021, the parties will convene a joint labor-management committee to discuss elementary prep time. The Committee will have an equal number of representatives from the Committee and the Association to discuss increasing elementary preparation time.

FISCAL YEAR 2023

- Effective September 1, 2022, the Committee will provide \$100,000 solely for the purpose of providing elementary teachers with increased preparation time per the recommendation of the Joint Labor Management Committee.

IN WITNESS WHEREOF, the parties have set their hand and seal by their duly authorized representatives, this 9th day of April 2020.

NEWTON SCHOOL COMMITTEE

NEWTON TEACHERS ASSOCIATION

Ruth Goldman

Ruth Goldman, Chairperson
Bridget Ray-Canada

A handwritten signature in black ink, appearing to be 'Michael Zilles', enclosed within a circular scribble.

Michael Zilles, President
Newton Teachers Association

Newton Public Schools Committee