

Entry Plan Focus Areas

Move from a system of schools to a thriving school system.

A: Teaching and Learning

Work with district curriculum leaders to develop a coordinated set of updated and aligned

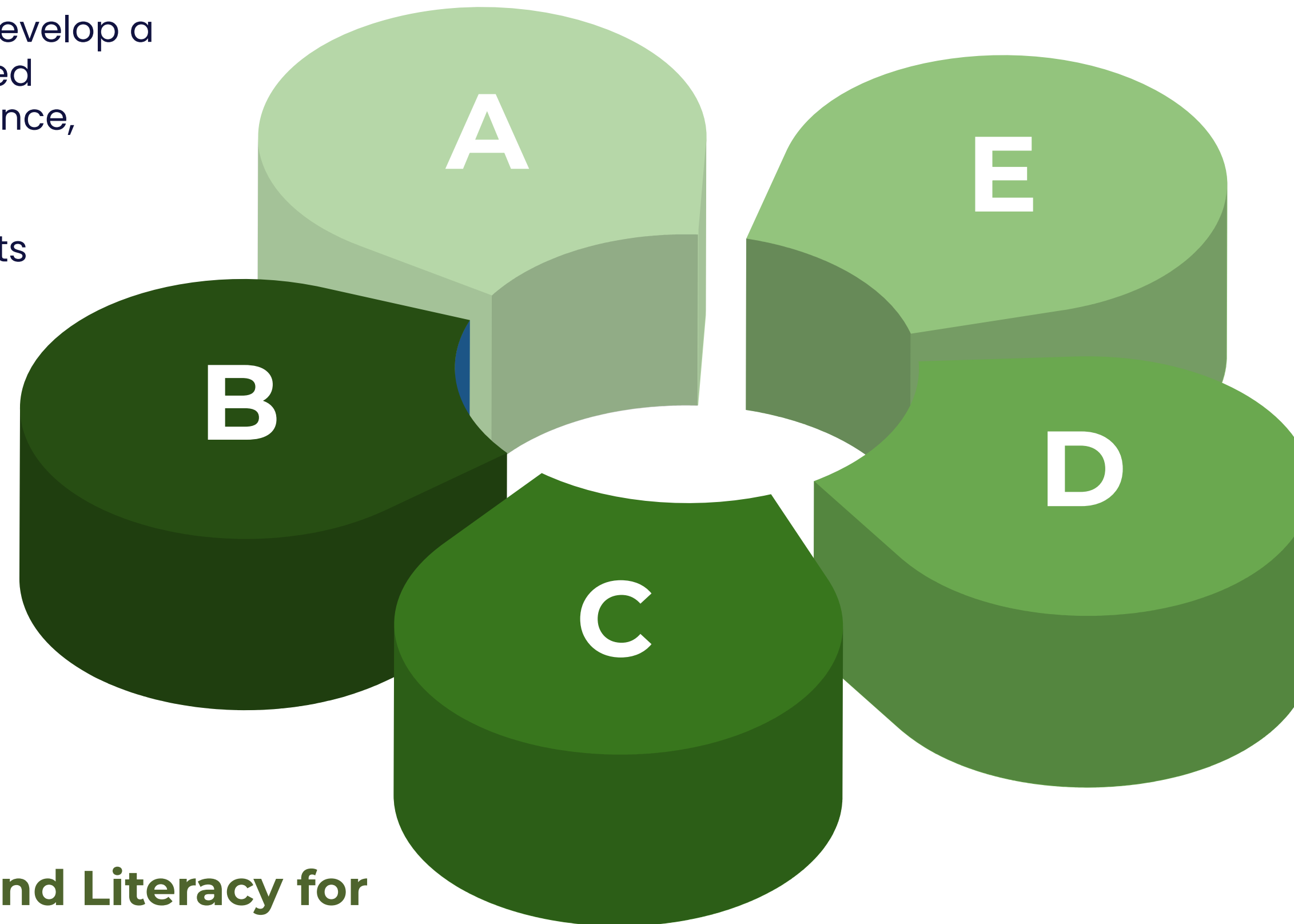
- curriculum scope and sequence,
- unit plans,
- common assessments and
- vertical alignment documents

B: High School

Address impact of prior cuts, reduce class sizes, restore electives, early college, online electives, arts classes, student agency and leadership / internship options. Profile of a Graduate.

C: Build Data Systems and Literacy for Personalized Instructional Design

Data sets and systems to support and track student growth and achievement and personalize



D: Work place Culture, Systems and PLanning: HR and Business Office Long-Range Strategies

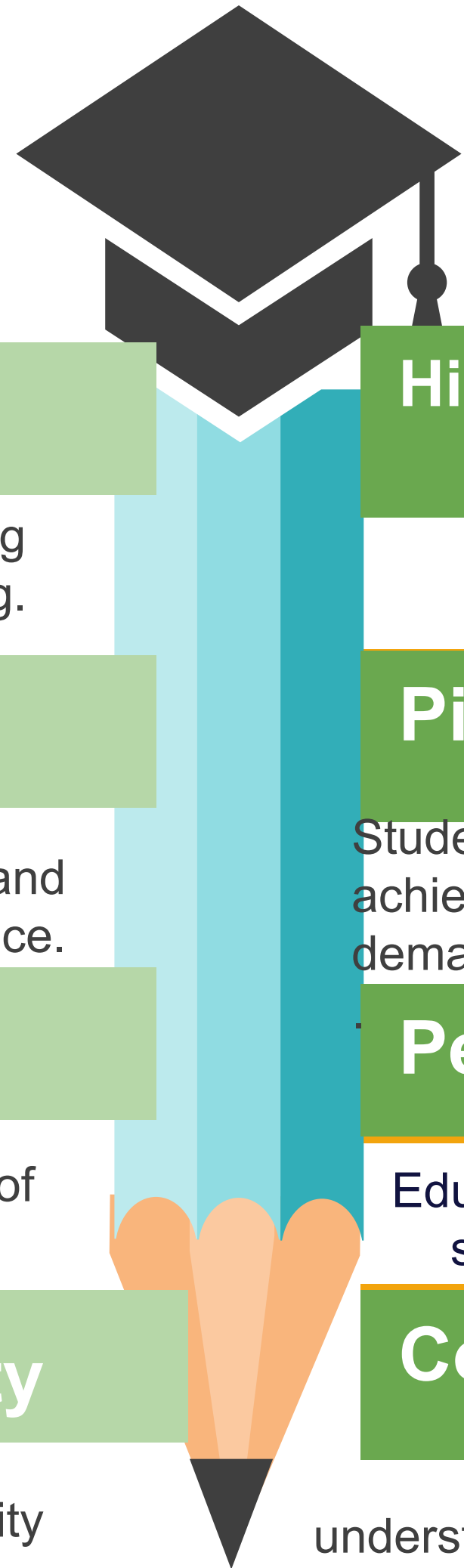
Develop staff recruitment, planning, budgeting, training and retention strategies coupled with long-range financial management..

E. Family and Community Engagement & Transparency

Engage families and community in the work and decision-making of NPS. Tailor involvement for community, families, and around the needs of individual populations or students.

Core Values

Values guide our vision and mission



Newton Core Values

Excellence and Equity

High expectations, teach whole child, ensure belonging inspire lifelong learning.

Innovation

Leader in curriculum and curriculum, creative working and learning conditions, reflective practice.

Respect

Every child is known, safe, valued, uniqueness and dignity of all are recognized; build on divers community strengths.

Responsibility

Collaborative culture of collegiality and collective responsibility for behavior, communication and care for the world.

Nolin Core Values

High Standards, High Supports = High Respect

Everyone can and should excel if given the support. This is what true respect, access and equity looks like.

Pioneer in Craft & Outcomes

Students deserve the best current practice aligned to address what achievement data tells us and what work and performance in creative fields demand. This requires teams working on innovation, research and reflection.

Personalized Learning for All

Educator teams work within the community to marshall the best for our students—iterating solutions until high standards are achieved by all.

Community Care, Collaboration & Trust

Every child is known by name, strength and need; every family understands and champions our vision; when there is a need; families feel empowered to collaborate. Business and governance boards understand schools as an economic development engine and investment for the City.

Key Findings

Elementary Staff/Schedule and MTSS (Student Support and Enrichment) and Common Planning Time


ALL In MOTION!

- Expand social workers at elementary level, and
- Redo schedule
- Expand teacher planning time to allow teacher teams time to adapt TIER 1 instruction to personalize instruction for students.
- Review elementary schedule and
- Create intervention and enrichment time.



Respect student, teacher and building agency and creativity and increase teaching and learning time and offerings.

Address High School Class Size, Absences and Electives/Study Pathways—partially in motion

- Math/science class sizes 
- Dual enrollment/early college and electives options
- Maximize CTE partnership and certifications
- Staff and student absences are excessive, classes are often cancelled at HS, staff have to cover l and MS.
- Expand arts opportunities and conservatory/performing arts

Personalize learning to meet the needs of all learners and feed their passions.

Teaching and Learning Department Should Be CENTRAL to school district Partially in motion!

- Budget for teaching and learning training, curriculum, curriculum development and assessment design is in adequate and must be central to the district's budget.
- Create regular and deep professional development opportunities
- Train teachers on data literacy in order to respond to student needs
- Align curriculum across schools in the district



K12 Alignment: Build a school system, from a system of schools.

Key Findings

Create Human Resources Systems and Strategies for our Greatest Asset: Our Staff ALL in MOTION!

- Align materials, processes, funds, systems, and training toward hiring the best teaching core possible
- Support staff through mentoring, professional development and coaching



Attract, retain, onboard, support and honor diverse staff reflective of our student body.

Communication and Transparency Improvements

- Eliminate disparate and repetitive communications
- Address needs of ELL and multilingual families
- Create parent portals for reading curriculum/gaining training
- Begin Meritorious Budget Process (MASBO)

Build community partnerships and public trust to support school spending and plans.



Business office Upgrades and Collaborative Budgeting

- Develop budgets that build the future of an even stronger NPS
- Develop community partnerships
- Community budget polls and workshops
- Expansion of grants and development office
- Improvement of school meals

- Digitizing of busing routes/riding ap

Streamline and align communications with an eye toward engaging city's diverse caregivers

Key Findings

Creation of Data Dashboards and Curriculum Transparency Sites

Completed

- Creation of data dashboard to track student progress and return on education investments (ROI)
- Creation of parent curriculum overview site

Build community partnerships and public trust to support school spending and plans.

A growth-oriented school community that meets the needs of all learners

Expansion of DEI Office & Anti-Ableism work

- Family engagement Center Development
- Combating antisemitism systemically
- Expanding LGBTQ+ support and inclusion
- Anti-Ableism Working Group and Disability Advisory Group
- Articulate new health/wellness curriculum for LGBTQ education/gender identity per state expectations

PK-22 Curriculum and Assessment Alignment

- Work with district curriculum leaders to develop a coordinated set of
 - curriculum scope and sequence,
 - unit plans,
 - common assessments and
 - vertical alignment documents

K12 Alignment: Build a school system, from a system of schools.

Key Findings

Technology—Boston College Study Delayed due to work to rule/strike



- Develop implementation and sustainability plan for technology use and deployment.
- Include technology pedagogy in district instructional expectations.

Personalize learning to meet the needs of all learners and feed their passions.

Long-Range Planning

- Develop a long range strategic plan, including facilities plans, program improvement phase-in, and technology sustainability plans

Build community partnerships and public trust to support school spending and plans.

NEWTON PUBLIC SCHOOLS

Next steps:

- Settle Contract Negotiations**
 - **Profile of a Newton Graduate Sessions**
 - **Strategic Plan Development Sessions**
- Budget Education and Transparency Workshops of which this meeting is #1!**
- Government Partners School Visits**



Multi-Year NPS Budget Assumptions

| Desc | FY24 | FY25 | FY26 | FY27 | FY28 | FY29 | FY30 |
|--|------|---|--|---|--|---|--------------|
| NPS Allocation | | 3.6%: Additional \$268,000 recurring | 3.50% | 3.50% | 3.50% | 3.50% | 3.50% |
| Overlay Account w/Interest | | \$3.9M: \$1M used for contract and \$2.9M for initiatives | \$4M: \$1M used for contract and \$3M for initiatives | \$4.2M: \$1.1M used for contract and \$3.1M for initiatives | \$4.3M: \$1.1M used for contract and \$3.2M for initiatives | \$4.5M: \$1.2M used for contract and \$3.3M for initiatives | Overlay Ends |
| Other One-Time City Funding | | \$3M for contract: This may be added to the \$18.2M Overlay | | | | | |
| Operating Override | | | Proposed: Begin aggressive Interest-based contract negotiations | | Proposed: Vote in Spring 2027: \$7.5M override: \$4M needed for contracts and \$3.5M for new initiatives | | |
| NPS Efficiencies: New Revenue or Cost Efficiencies | | \$150,000 | \$300,000 | \$1M | \$1.5M | \$2M | \$4.5M |
| Charter Maintenance Savings (due to capital investment and summer projects) | | \$250,000 | \$250,000 | | | | |

4Yr Contract Increases from Baseline of FY23

The following chart shows aggregate increase in contract costs over 4 years - this is the cumulative increase over FY23 (implies over a baseline of 0% COLA)

4yr cumulative \$ in thousands

| | |
|--|-----------------|
| COLA Increases (All Units) | \$48,594 |
| Parental Leave (All Units) | 1,407 |
| Unit C Entry Level Step Change | 1,100 |
| Unit C Category 1 - Add 10 minutes / day | 822 |
| Asst Athletic Director & Trainer (Unit E, Cat D) | 780 |
| Move Step Date Anniversary | 600 |
| Teacher Stipend for Covering Classes | 225 |
| Unit D Daily Substitute Rates | 212 |
| All Other Cost Increases | 489 |
| Changes to Health Insurance Plans | (1,165) |
| | <u>\$53,063</u> |



Explanation of Increase vs Baseline 0% COLA

Almost the entirety of the ~\$49m of COLA increases (for years 1-3 of the contract) was included in the NPS COLA proposal made on December 18, 2024; NPS had not yet offered a fourth year of the contract on that date



| | COLA Offers Units A,B,E | | COLA Offers Units C & D | |
|------|--------------------------------|--------------------|------------------------------------|----------------------------|
| | 12/18/23 | final | 12/18/23 | final |
| FY24 | 2.50% | 2.50% | 2.50% | 2.50% |
| FY25 | 2.50% | 2.50% | 2.50% | 2.50% |
| FY26 | 3.00% | 3.00% | 3.00% | 3.00% + \$500 |
| FY27 | n/a | 3.62% ¹ | n/a | 3.62% ¹ + \$500 |

¹ 3.25% for first half year; 4.0% for second half of year



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| Cumulative increase in COLA: A, B, E | | | Cumulative increase in COLA: C & D | | |
|---|----------------|---------------|---|---------------|-------|
| FY23 | \$147.0 | | FY23 | \$30.0 | |
| <i>increase vs FY23:</i> | | | <i>increase vs FY23:</i> | | |
| 2.50% | \$150.7 | \$3.7 | 2.50% | \$30.8 | \$0.7 |
| 2.50% | 154.4 | 7.4 | 2.50% | 31.5 | 1.5 |
| 3.00% | 159.1 | 12.1 | 3.79%  | 32.7 | 2.7 |
| 3.62% | 164.8 | 17.8 | 4.39%  | 34.2 | 4.2 |
| | | <u>\$41.0</u> | | <u>\$9.1</u> | |

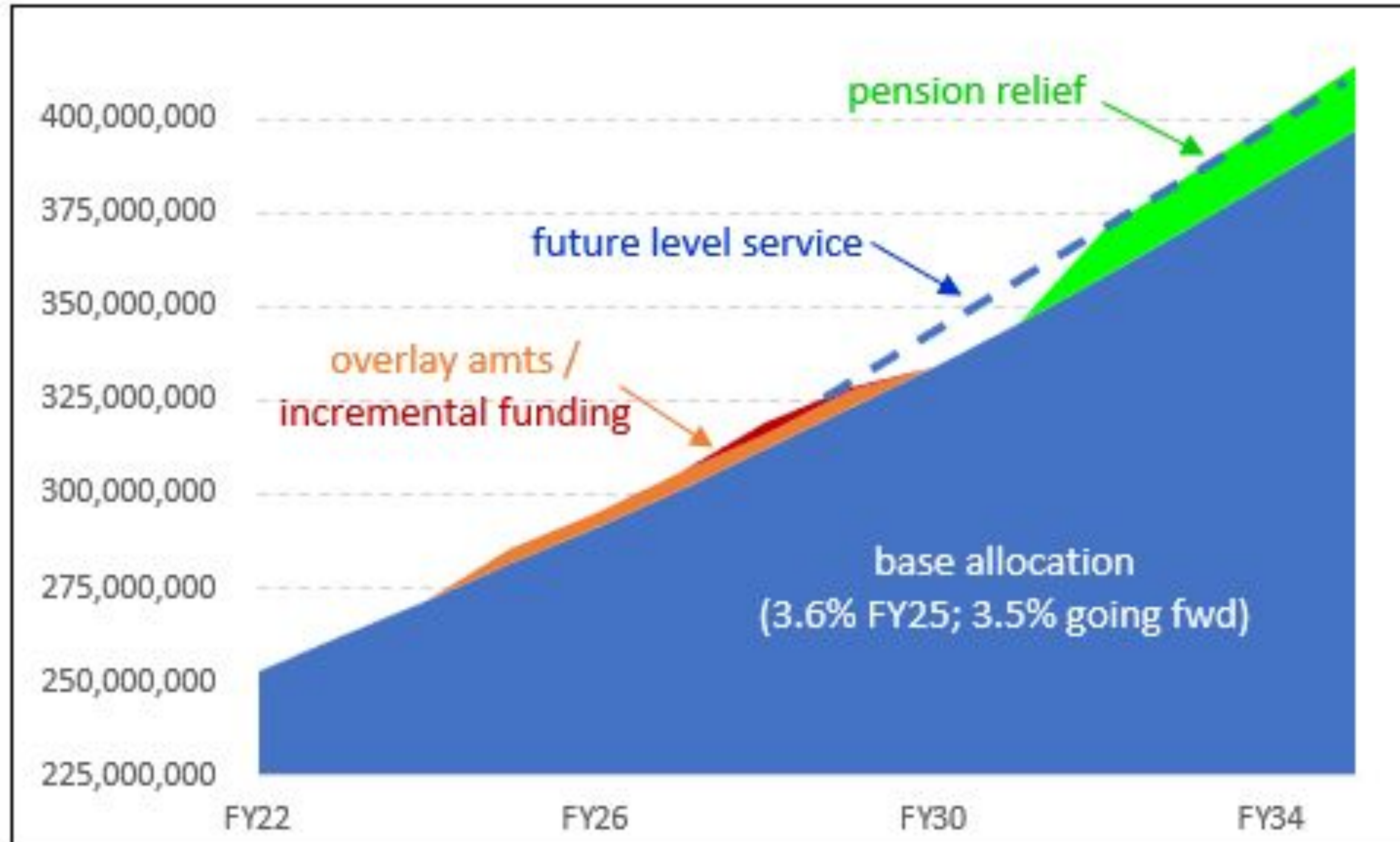
Total Increase over 4yrs from baseline 0% COLA: \$50.2

Difference from \$48.6 on previous slide represents rounding



Sustainable - With a Future Gap

NPS will face a 2-3 year funding gap approximately five years in the future; We need to start addressing this reality now



**Growth of
Student Needs**



**Growth of
City Revenues**

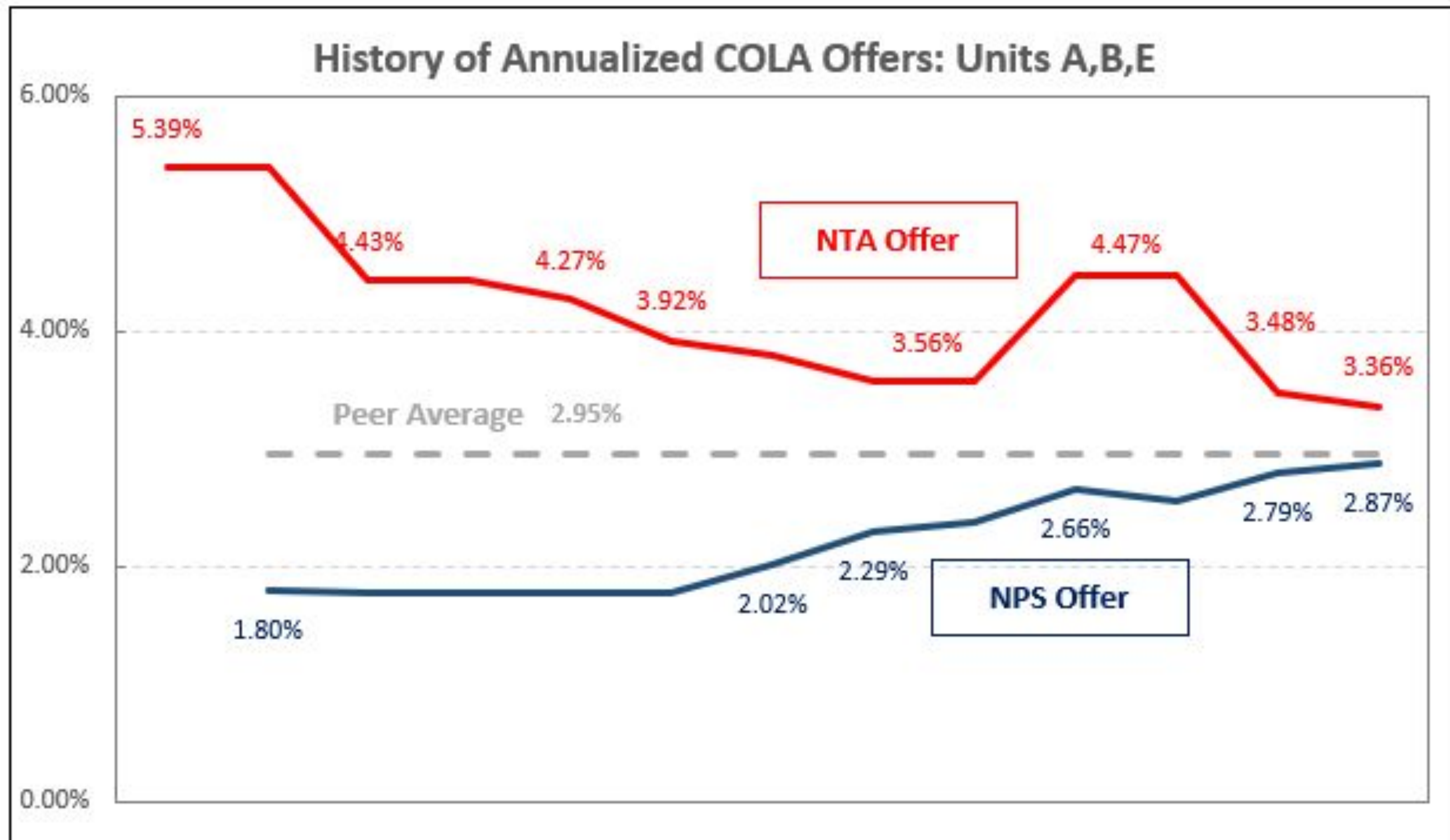
Contract Agreement Comparisons and Key Elements

February 7, 2024



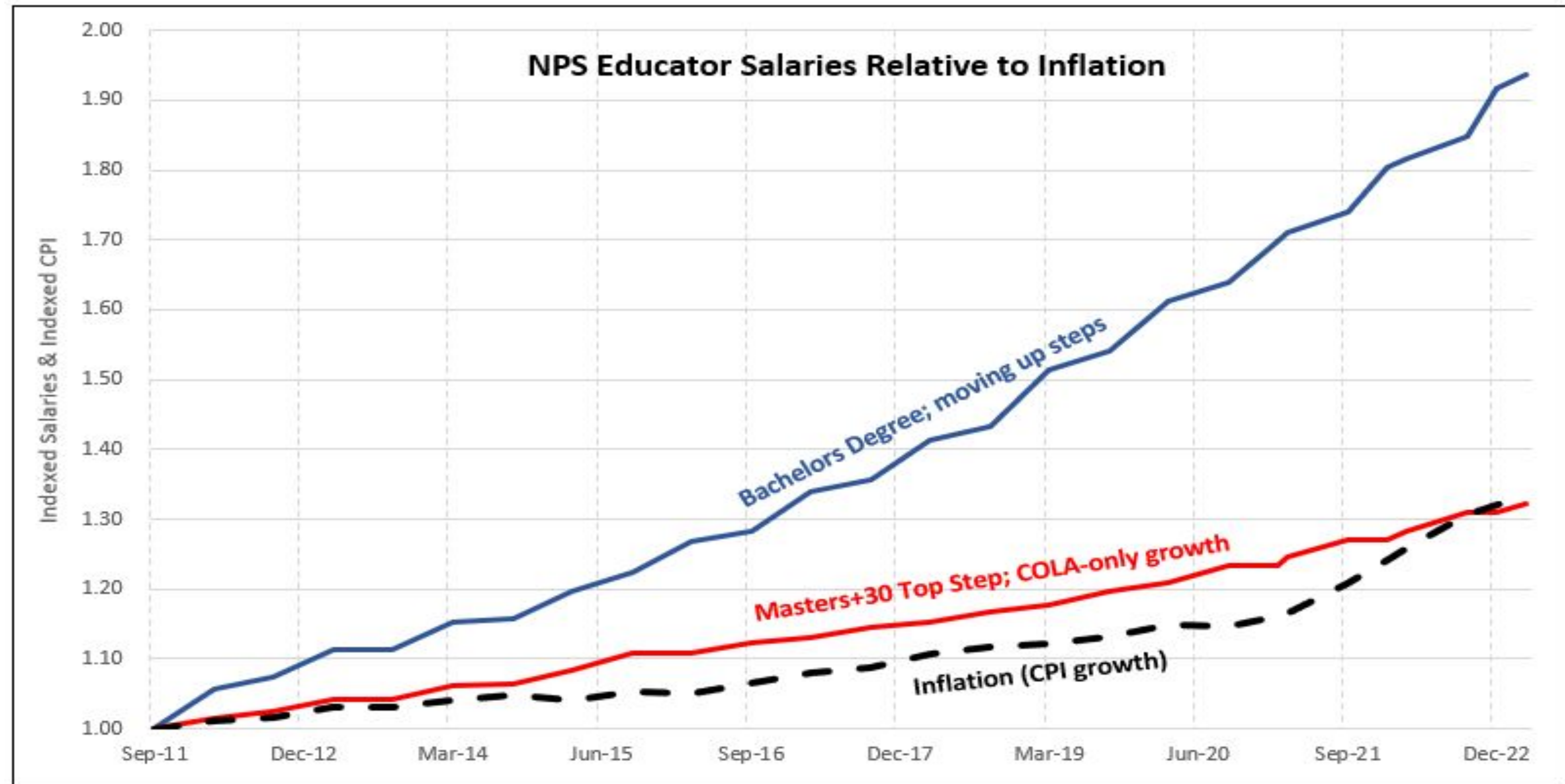
History of COLA Proposals

The NPS COLA offer for Units A, B & E meets the peer average



Inflation Impact on Educator Salaries

NPS Salaries have kept pace with inflation over the average tenure of an NTA member



COLA Agreement - Unit A, B and E

| Effective Date | % Increase |
|----------------|------------|
| 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% |

Sample Salaries with Agreement - Unit A

- A teacher making \$62,116 today will make \$81,559 in 4 years
- A teacher making \$91,251 today will make \$121,299 in 4 years
- A teacher making \$120,172 today will make \$135,277 in 4 years

COLA Agreement - Unit C

| Effective Date | Percent Increase | Description |
|----------------|------------------|---|
| 9/1/23 | 2.5% | Eliminate half a step |
| 9/1/24 | 2.5% | Eliminate half a step and add 10 minutes to work day for Category 1 |
| 9/1/25 | 3.0% | Eliminate half a step and add \$500 to all Unit C 1.0 FTE Annualized salary (prorated) |
| 9/1/26 | 3.25% | Eliminate half a step on August 31, 2026. Then add \$700 to steps 3 -7.5 and \$300 to steps 8-12 to Unit C 1.0 FTE Category 1 annualized salary (prorated for other FTEs) |
| 2/1/27 | .75% | |



Unit C Hours Increase - Agreement

- Extra 10 minutes after school for all Category 1 Unit C members
- That is the equivalent of 50 minutes/ wk or a salary increase of approximately 2.5%.

Sample Salaries with Current Proposal - Unit C

Paraprofessional (example)

Current = \$22.81/hr

In 4 years = \$32.66/hr (43% increase)

Paraprofessional (example)

Current = \$45.15/hr

In 4 years = \$51.18/hr (13% increase)

Comparative District Salaries (Sample Steps & Lanes)

Unit A

NPS's offer is competitive even with the NTA-preferred comparable districts; NPS believes a broader set of comparables would be more representative

| <u>Masters (step 1.0)</u> | <u>FY27(est)</u> | <u>Masters (top step)</u> | <u>FY27(est)</u> | <u>Masters (step 7.0)</u> | <u>FY27(est)</u> | <u>Highest Salary</u> | <u>FY27(est)</u> |
|---------------------------|------------------|---------------------------|------------------|---------------------------|------------------|------------------------|------------------|
| Brookline | 70,907 | Concord-Carlisle | 128,699 | Brookline | 91,180 | Concord-Carlisle | 145,451 |
| Concord-Carlisle | 70,256 | Lincoln-Sudbury | 121,920 | Concord-Carlisle | 88,894 | Wayland | 144,215 |
| NPS-SC Proposal | 69,679 | Wellesley | 120,617 | NPS-SC Proposal | 88,837 | Wellesley | 139,017 |
| Lexington | 65,869 | Lexington | 120,557 | Lexington | 85,315 | Lincoln-Sudbury | 138,593 |
| Wellesley | 65,466 | NPS-SC Proposal | 120,061 | Wellesley | 83,633 | Lexington | 138,045 |
| Belmont | 64,315 | Weston | 119,225 | Belmont | 82,755 | Weston | 138,044 |
| Lincoln-Sudbury | 63,628 | Brookline | 118,530 | Wayland | 82,664 | Brookline | 135,435 |
| Wayland | 62,958 | Wayland | 117,997 | Lincoln-Sudbury | 80,510 | NPS-SC Proposal | 135,277 |
| Weston | 62,266 | Belmont | 117,670 | Weston | 79,239 | Belmont | 130,301 |



Comparative District Salaries (Sample Steps & Lanes)

Unit C

Entry level Category 1 becomes increasingly competitive throughout the life of the contract

| FY25 | | | | |
|------------|------------------------------------|---------------------------------|------------------------------------|---------------------------------|
| City/Town | Category 1 Bottom Step Hourly Rate | Category 1 Top Step Hourly Rate | Category 2 Bottom Step Hourly Rate | Category 2 Top Step Hourly Rate |
| Newton | \$23.96 | \$43.49 | \$30.73 | \$47.44 |
| Lexington* | \$28.92 | \$37.96 | \$31.99 | \$41.97 |
| Wellesley | \$25.05 | \$29.29 | \$30.67 | \$37.28 |
| Weston | \$26.19 | \$32.31 | \$26.19 | \$32.31 |
| Brookline* | \$25.84 | \$31.50 | \$26.87 | \$32.53 |
| Belmont | \$23.56 | \$31.49 | \$23.56 | \$31.49 |
| Wayland | \$22.99 | \$29.48 | \$25.04 | \$31.73 |
| Average | \$25.22 | \$33.65 | \$27.87 | \$36.39 |

***Figures are calculated using an average COLA of 3.0%**



Comparative District Salaries + Benefits

When normalizing for NPS's superior benefits, the NPS total compensation package is even more attractive relative to the NTA-preferred peers

Comparison of NTA-Preferred Comparable Districts: Total Compensation

FY27 Total Compensation = FY27 Salaries + Longevity Payment + Employer Share of Healthcare - Insurance Out of Pocket Maximum

Longevity and insurance based on available FY24 data for all districts

| | <u>FY27 Highest Salary</u> | | <u>FY27 Total Comp</u> | <u>Healthcare Plan</u> |
|------------------------|----------------------------|---|------------------------|--------------------------------|
| Concord-Carlisle | 145,451 | ➔ | Wayland | Harvard Pilgrim |
| Wayland | 144,215 | | Concord-Carlisle | Blue Cross Blue Shield |
| Wellesley | 139,017 | | Wellesley | Harvard Pilgrim |
| Lincoln-Sudbury | 138,593 | | Lincoln-Sudbury | Harvard Pilgrim |
| Lexington | 138,045 | | NPS-SC Proposal | Blue Cross Blue Shield |
| Weston | 138,044 | | Brookline | MA Group Insurance Commission* |
| Brookline | 135,435 | | Lexington | MA Group Insurance Commission* |
| NPS-SC Proposal | 135,277 | | Weston | MA Group Insurance Commission* |
| Belmont | 130,301 | | Belmont | Harvard Pilgrim |

**MA Group Insurance Commission is a state-run health insurance program*



Comparative District Benefits

| | NPS Proposals | NTA-Peer* Average | NTA-Peer* Range |
|--|---------------------------|-------------------|--------------------|
| COLAs: FY24 - FY27 | | | |
| 4-Year Total COLA | 12.00% | 11.82% | 10.00% - 13.99% |
| Average COLA Per Year | 2.87% | 2.95% | 2.65% - 3.49% |
| Unit C Salary: FY24² | | | |
| Category 1 Bottom Step | \$22.87 per hour | \$24.51 per hour | \$22.32 - \$28.08 |
| Category 1 Top Step | \$42.43 per hour | \$32.80 per hour | \$28.51 - \$42.23 |
| Category 2 Bottom Step | \$29.11 per hour | \$27.04 per hour | \$22.99 - \$31.06 |
| Category 2 Top Step | \$46.29 per hour | \$35.48 per hour | \$30.72 - \$46.29 |
| ² To compare with other districts, published hourly rate adjusted for 182.5 days worked vs annual pay based on contractual 185 days | | | |
| Parental Leave | | | |
| Total Days | 60 days | 51 days | 40 - 60 days |
| Paid Days By District | 20 days | 12 days | 0 - 40 days |
| Paid from Sick Leave | upto 40 days | 33 days | 0 - 60 days |
| Incremental partial paid days | upto 40 days ³ | n/a | n/a |
| Spouse Covered | Yes | 89% Yes | n/a |
| ³ Days beyond accrued sick days paid at 50% of daily rate | | | |
| Health Insurance | | | |
| Deductible (Individual / Family) | \$400 / \$800 | \$400 / \$933 | \$300 - \$1,000 |
| Out of Pocket Max (Individual / Family) | \$1,000 / \$2,500 | \$3,100 / \$6,200 | \$1,000 - \$10,000 |
| Employer Contribution Rate % - HMO | 75% | 74% | 60% - 83% |
| Employer Contribution Rate % - PPO | ~52% | 59% | 50% - 78% |
| DESE Reported Retention: 2023 | | | |
| Teacher Retention | 88.40% | 87.50% | 85.5% - 93.3% |



Time and Learning - Agreement

- This agreement governs the structure of the school day
- It ensures flexibility in scheduling meetings while preserving educator prep time.
- At the high school level, the agreement pilots moving faculty meetings to the morning prior to student arrival.
- Creates a group to study ways to decrease high school class sizes

Social Work Staff - Side Letter - Agreement

- NPS and NTA will form a joint working group to address increasing mental health supports for students in Preschool, Elementary and Middle school.
- Superintendent has committed to add 5.7 social workers at the elementary level in the next school year.

Social Work Staff - Current and Proposed

(Side Letter agreement)

- 26.7 Psychologists
- 16.8 Counselors
- 37.6 Guidance counselors
- 13.15 SEL staff
- 14.95 Social workers
 - **PROPOSED: Additional 5.7 social workers will be added for 2024-25 school year**
 - Result: social workers in all but three schools



Elementary School Day/Prep Time Expansion

- Improve the learning experience and outcomes for students;
- Offer clear and pragmatic scheduling guidance for the elementary day
- Provide increased preparation time and common planning time for elementary teachers including specialists, and special educators, and ELL teachers
- Goal: preserving 220 minutes per five day week of preparation time for those educators who have it in the 2023-2024 school year and of increasing preparation time to 220 minutes per five day week for those educators who do not yet have the 220 minutes.

Parental Leave - Agreement

- 12 weeks paid parental leave (60 days) for both parents
- 20 days paid by district
- 40 days paid by employee accrued sick days (5 days held in reserve)*
- Employees with fewer than 45 accrued sick days have the following options:
 - Remain out of work for half of the remaining balance of the 60 days at the rate of 100% of their daily rate
 - Remain out of work for the balance of the 60 days with pay at 50% of the employee's daily rate
 - Return to work



*NPS employees accrue 15 days of sick leave per 185 day work year. 1 donated to sick bank

FMLA - Agreement

- Employees who have an ill spouse, child, or parent may use up to 15 days of their personal accrued sick time to care for those relatives under FMLA.

Healthcare - Agreement

- **PPO Plan Premiums**
 - For new employees hired on or after February 2, 2024, NPS will pay 52% of the premiums for PPO plans; HMO premium percentages unchanged
 - No change for current employees (district pays 65% or 75% of PPO premiums depending on date of hire).
- **Urgent Care Copay: Copay moves from \$10 to \$20 per visit.**
- **Retail Care Copay: Copay moves from \$5 to \$20 per visit.**



Restore Newton Framework

Renewal and Growth in the Garden City

01

Reflect

Restorative circles and mediated conversations designed to surface issues and name them.

02

Reconnect

Social and community activities that allow people of diverse viewpoints to come together in low-stakes environments to reconnect.

03

Serve

Serving others within the community gives community vision for the healing the community.

04

Heal

The aggregate of these activities should help us come back together, heal divisions and become a stronger Newton.

