

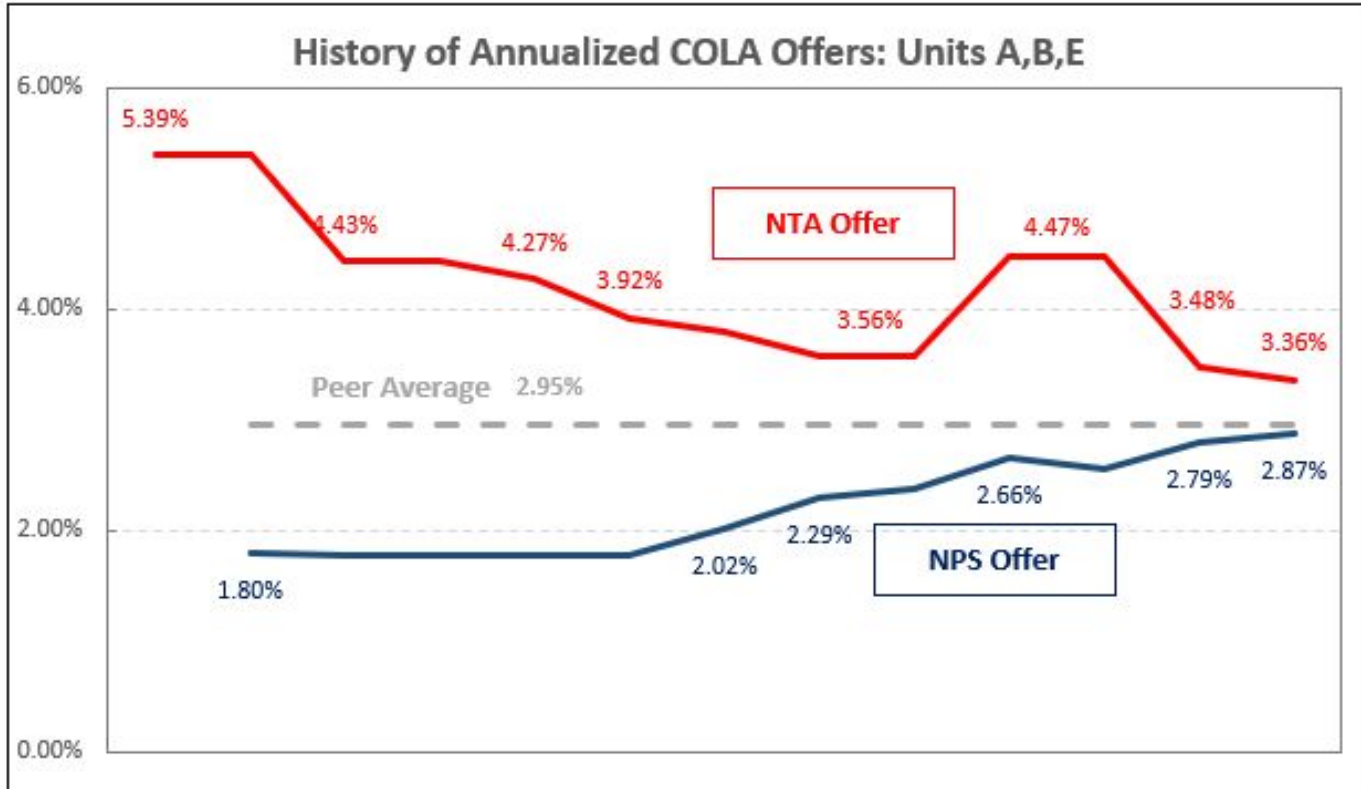
NPS Proposal Key Provisions

February 1, 2024



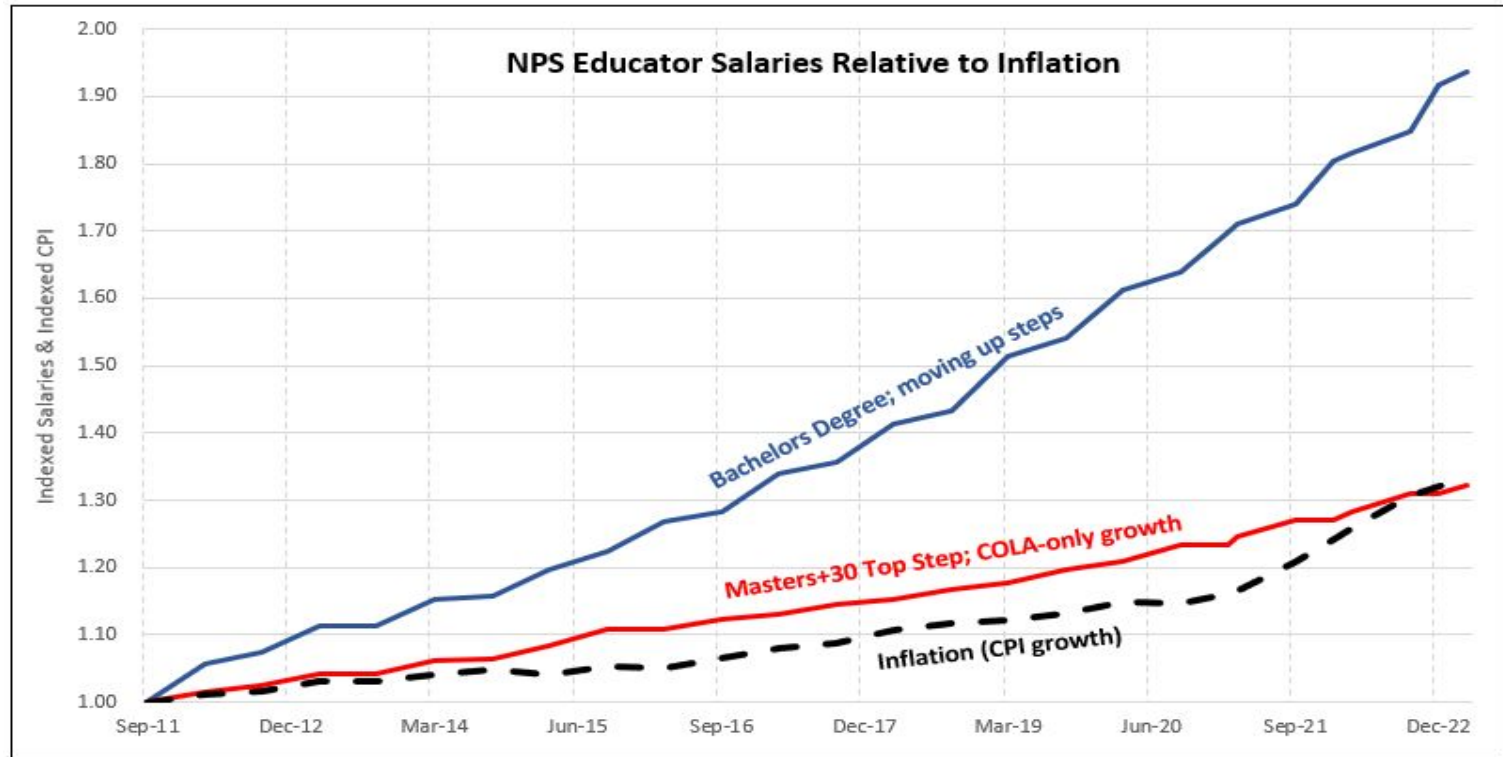
History of COLA Proposals

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



Current COLA Proposal - 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 Current Proposal - Unit A

A teacher making \$62,116 today will make

NPS Proposal = \$81,559

NTA = Proposal \$83,222

A teacher making \$91,251 today will make

NPS Proposal = \$121,299

NTA Proposal \$123,744

A teacher making \$120,172 today will make

NPS Proposal = \$135,277

NTA Proposal = \$138,036



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 + 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	168,140 Harvard Pilgrim
Wayland	144,215		Concord-Carlisle	168,484 Blue Cross Blue Shield
Wellesley	139,017		Wellesley	161,340 Harvard Pilgrim
Lincoln-Sudbury	138,593		Lincoln-Sudbury	161,047 Harvard Pilgrim
Lexington	138,045		NPS-SC Proposal	159,845 Blue Cross Blue Shield
Weston	138,044		Brookline	153,871 MA Group Insurance Commission*
Brookline	135,435		Lexington	153,793 MA Group Insurance Commission*
NPS-SC Proposal	135,277		Weston	153,433 MA Group Insurance Commission*
Belmont	130,301		Belmont	150,746 Harvard Pilgrim

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



Current COLA Proposal - 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%	



Sample Salaries with Current Proposal - Unit C

Paraprofessional (example)

Current = \$22.81/hr

NPS Proposal = \$32.66/hr

NTA Proposal = \$35.18

Paraprofessional (example)

Current = \$45.15/hr

NPS Proposal = \$51.18/hr

NTA Proposal = \$53.81



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 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%



Parental Leave

- 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.

Social Work Staff - Current and Proposed

- 26.7 Psychologists
- 16.8 Counselors
- 37.6 Guidance counselors
- 13.15 SEL staff
- 14.95 Social workers
 - Additional 5.7 social workers will be added for 2024-25 school year

Healthcare Provision

- **Revised to respond to NTA concerns about PPO plan costs**
 - For new employees hired on or after February 1, 2024, NPS will pay 52% of the premiums (district would now pay same \$ for HMO and PPO plan enrollees)
 - **NO change** for current employees
- **Urgent Care Copay: Copay moves from \$10 to \$20 per visit.**
- **Retail Care Copay: Copay moves from \$5 to \$20 per visit.**

