



Affiliated with the Massachusetts Teachers Association and National Education Association

# Newton Teachers Association

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March 28, 2023

Martine Albama, Director of Human Resources  
Newton Public Schools  
100 Walnut Avenue, Newton, MA, 02460

## **Step 2 Grievance:**

On or about March 24, 2023, the School Committee, through its agents, violated the Unit A and the Unit C Collective Bargaining Agreements by not assigning one kindergarten aide to each kindergarten classroom that has 14 or more students.

## **Provisions of the NTA Units A and B contract violated:**

Unit A, Article 19, "Full Day Kindergarten," Section 2, "Staffing Levels"

Unit C, Article 3, "Work Day – Work Year," Section 6

## **Remedy:**

- Reinstatement of Unit C Kindergarten Aide positions so as to comply with the contract.
- Return any Unit C Kindergarten Aides who were laid off to the reinstated positions.
- Return any Unit C Kindergarten Aides who were reassigned to other Unit C positions to a Kindergarten Aide position.
- Make Unit C members who suffered any loss of earnings due to this violation whole, including, but not limited to, the payment of back pay to recover any loss of earnings suffered due to layoff or transfer of assignment that resulted in a pay differential.

The NTA plans to hold firm to timelines regarding this grievance:

- If not resolved within 14 days of this presentation of the grievance at Step 2 (April 11), the NTA will immediately move the grievance to Step 3;
- If not resolved within 20 days of the School Committee's receipt of the grievance at Step 3 (May 12), the NTA will immediately refer the unsettled grievance to arbitration.

The NTA is open to moving this grievance to an expedited arbitration process if the parties conclude that this would be most judicious.

Mike Zilles, President  
Newton Teachers Association

Cc: Tamika Olszewski, Chair, Newton School Committee  
Jill Murray-Grady, attorney for the Newton Public Schools  
Kathleen Smith, Superintendent, Newton Public Schools  
Christine Walsh, Second Release Officer, Newton Teachers Association  
Jason Leto, Field Representative, Massachusetts Teachers Association