



Office of Human Resources
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10/14/2020

MEMORANDUM OF AGREEMENT

The Newton Public Schools (NPS) and the Newton Teachers Association, Unit D (the Association) mutually agree to the following terms regarding Instructional Support Staff (ISS) for the 2020-2021 SY:

1. For the 2020-2021 SY ONLY, NPS will assign several ISS staff members for 4 or 5 days per week assignments.
2. ISS assigned to 4 or 5 day assignments will be paid the appropriate step according to the salary schedule for 5-day Salaried Positions in the Unit D Collective Bargaining Agreement. The salary will be prorated based on the date their assignment commenced. Those assigned for 4 days will be paid and receive benefits based on a 0.8 FTE.
3. These assignments are for the current school year only and will conclude at the conclusion of the 2020-2021 SY. The last paycheck for this assignment will be based on the last day of the 20-21 school year.
4. Those ISS staff members assigned to work 4 or more days per week will be eligible for health and dental insurance benefits for the 20-21 SY. If a member elected to participate in health and/or dental insurance, an individual payment plan will be developed based on the number of anticipated paychecks and the effective date of the plan chosen. The benefits will expire on August 31, 2021.
5. ISS that are assigned for 4 or 5 day a week assignments will be paid leave according to Article 7 "Authorized Leaves of Absence" of the Unit D Collective Bargaining Agreement. These days may not carry over or accrue given the fact that this is a one year only agreement, except in the event that the district determines to continue offering 4 or 5 day salaried positions in the following year.
6. ISS members do not have any guaranty or right to any 4 or 5 day assignment for any future school years. They may be contracted and hired for assignment based upon the District's needs and will be entitled to only those benefits associated with that assignment.
7. This Agreement is not precedent setting or binding on any other matters.
8. All parties to this Agreement acknowledge that they have been represented in the negotiation of this Agreement, and are entering into it freely and voluntarily.

Martine Albama

Martine Albama
Director of Human Resources & Staffing

Michael Zilles,
NTA President

DATE: *10/14/2020*

DATE: 10/19/2020