



Northampton Association of School Employees



Who We Are

The Northampton Association of School Employees (NASE) is the professional community by which staff members of the Northampton Public Schools district and Smith Vocational Agricultural High School advocate for themselves and each other to provide the best education for our students.

We represent NPS cafeteria workers, clerical, custodians, para-professionals, licensed staff, in addition to NPS and Smith Voc teachers, and administrators. We negotiate contracts, we help resolve conflicts, and we make sure each of us has the working conditions necessary for our students to receive the education they deserve.

And remember, when you join, *YOU* are NASE. We do this together.

NASE Values

- advocating for students' needs
- promoting systemic justice, fighting institutional prejudice and inequities
- defending the socioeconomic well-being of public educators
- supporting members' professional advancement and dignity
- collaborating with Northampton's strong community

Recent Accomplishments of NASE

- 2022 Collective Bargaining Agreements (CBA) - (See the end of this document for details)
- Best COVID agreements in the state concerning health and safety as well as monetary compensation
- Grants from the MTA for organizing meetings and socials
- 2019 Collective Bargaining Agreement (CBA) for both NPS and SVAHS [eight units of educators]
 - Cost of Living Increases across all units
 - 3 added steps (teachers, ESPs, cafeteria)
 - ESP to Teacher Ladder (tuition reimbursement)
 - Bringing salaries in line with comparable city workers for custodians and clerical employees
 - Health & Safety clause for all units
 - Additional paid holidays

Benefits of being a NASE member

- Professional camaraderie, building level support, and social events
- Being an active union member ensures that your voice will be heard in labor, professional, and social justice issues
- Leadership opportunities including holding office, serving as a building delegate, sitting on committees and/or negotiating teams, and participating in annual union meetings (NASE, MTA, NEA)
- Assistance with grievances
- Sick bank benefits
- Access to statewide and national benefits (discounts on insurance, museums and tourist attractions, eye glasses, mortgages, travel and rental cars, and other special programs) of the Massachusetts Teachers Association (visit mtabenefits.com) and the National Education Association (visit neamb.com)

September, 2022

Legal Services

MTA's Division of Legal Services will assist union members in understanding and defending your due process rights. Legal representation for union members includes:

- \$1 million legal liability coverage. The MTA Educators Employment Liability policy protects educators from personal liability if sued by a parent or student. Most schools do not carry such coverage.
- Termination and non-renewal cases
- 51a Hearings with DCF- if a charge is filed against you
- Professional licensing disciplinary hearings with DESE
- Retirement claims
- Unemployment compensation hearings
- Employment discrimination claims (age, gender, race, religion, sexual preference, national origin, disability, etc.)
- Criminal charges related to employment

Professional Learning and Support

- Conferences - Annual Summer Conference for all Union Members as well as focused conferences for Early Career Educators, Educators of Color, Racial and Social Justice, Leadership, Paraprofessionals and Clerks
- Courses in many topics for all union members, including Special Education, English Language Learners, DCF rules and regulations
- Leadership Development - Teacher Leadership Initiative
- Support in Licensing with DESE
- Retirement Consultations
- Training in employment law, bargaining, legal issues, grievance processing, organizing, leadership, etc.

What NASE Members Have to Say about NASE

"I have never felt so supported by anyone in education as I have this past few years with NASE." - math teacher

"The negotiating team has even focused on the details of our small group. Thanks so much!" - bus driver

"I'm so proud and grateful for my amazing UNION!" - NASE member

"Thank you for your unending hard work to get us to this point!" - Unit A member

"Thank you and the committee SO MUCH. I am so grateful for your incredible work on this MOA and for your indefatigable dedication to NASE members. I feel so represented! You all truly wrote us out of hell. Alexander Hamilton would be proud." - Unit A member

"So very excited to be part of a Union again." - NASE member

"I am so glad that our union is pushing for a ban on the confederate flag and hate symbols in our schools. Thank you for standing up and fighting for this important issue!" - NASE member

WE CAN'T SPELL UNION WITHOUT U!

2022 NASE - NPS Negotiation Highlights

COLAs:

Unit A - 3% / 3% / 3%

Unit B - 3% / 2.5% / 2.5%

\$2.00 an hour each year for Unit C - Paraeducators

\$1.00 an hour each year for Unit C - Therapy assistants and LPNs

\$1.00 an hour each year for Unit E

\$1.00 an hour each year for Unit F

\$2.00 an hour each year for Unit G

Bereavement Language

Add great-grandparents, great-grandchildren. Look to the next CBA to discuss a possible PTO option (strong interest from NASE on PTO idea).

- **Holidays.** Paid Federal Holidays for all hourly units, in addition to those already in the existing contracts (Juneteenth, July 4th for Bus/Van Drivers, not President's Day) – Reformat to take out timeline of additions from 7 years ago.

Unit G: FOOD SERVICE

- Salary Increases:
 - Year 1: \$2.00 an hour increase.
 - Year 2: \$2.00 an hour increase.
 - Year 3: \$2.00 an hour increase.
- Current lowest salary \$15.33. Goes to \$21.33 by end of the contract. **39% increase**
- Current highest salary \$23.76. Goes to \$29.76 by end of contract. **25% increase.**
- NASE has raised the lowest salary by 83.24% over two contracts!**
- NASE has raised the highest salary by 64.78% over two contracts!**
- Any bilingual employee receives a \$1000 per year stipend.
- Increase Longevity -
 - \$400 - 10 yrs
 - \$600 - 15 yrs,
 - \$800 - 20 yrs,
 - \$1,000 - 25 yrs.
- Stipend for head cook when working alone \$25/day
- Add Juneteenth as a paid holiday.

Unit F CUSTODIANS

- Salary Increases:
 - Year 1: \$1.00 an hour increase.
 - Year 2: \$1.00 an hour increase.
 - Year 3: \$1.00 an hour increase.
- Current lowest salary is \$16.77. Goes to \$19.77 by end of the contract. **17.88% increase**
- Current highest salary \$37.04. Goes to \$40.04 by end of contract. **8.09% increase**
- NASE has raised the lowest salary by 64.61% over two contracts!**
- NASE has raised the highest salary by 49.73% over two contracts!**

- Add Juneteenth and July Fourth as paid holidays
- Any bilingual employee receives a \$1000 per year stipend.
- Longevity at 30 years increased to \$1500 (\$700 increase)

Unit E CLERICAL

- Salary Increases:
 Year 1: \$1.00 an hour increase.
 Year 2: \$1.00 an hour increase.
 Year 3: \$1.00 an hour increase.
 Current lowest salary \$17.65. Goes to \$20.65 by end of the contract. **17% increase**
 Current highest salary \$37.04. Goes to \$40.04 by end of contract. **11.27% increase.**
NASE has raised the lowest salary by 41.73% over two contracts!
NASE has raised the highest salary by 20.21% over two contracts!
- Any bilingual employee receives a \$1000 per year stipend.
- Longevity at 30 years increased to \$1500 (\$700 increase)
- Working Alone Stipend (\$15.00 half day and \$30.00 full day) expanded to MS and HS.
- Option to work from home when school is not in session or canceled, with approval from building administrators.

Unit C PARAEDUCATORS

- Salary Increases:
 Year 1: \$2.00 an hour increase.
 Year 2: \$2.00 an hour increase.
 Year 3: \$2.00 an hour increase.
 Current lowest salary \$16.40. Goes to \$22.97 by end of the contract. **40% increase**
 Current highest salary \$21.71. Goes to \$29.07 by end of contract. **34% increase.**
NASE has raised the lowest salary by 60% over two contracts!
NASE has raised the highest salary by 58% over two contracts!

- Drop bottom step in Year 2
- \$1000 bilingual annual stipend (language in Unit E contract)
- Leveling top three steps to 3.5% in year 1
- Coverage Stipends. Section 5.10

An ESP who is assigned to substitute for a teacher(s) for a total of at least 40 minutes, but less than three (3) hours, in a day shall receive a twenty dollar (\$20.00) stipend. An ESP who is assigned to substitute for a teacher(s) for a total of three (3) or more hours in a day shall receive a thirty-five dollar (\$35.00) stipend. An ESP does not need to be a certified teacher, but must meet all Federal and State requirements for employment as a paraprofessional.

- Stipends linked to training and skills
 - CPI - \$750
 - Behavioral Tech - \$750
 - Library - \$750
- Summer School pay - \$18/hour or your regular hourly rate, whichever is higher.

Unit B ADMINISTRATORS

- Salary Increases:

Year 1: 3%

Year 2: 2.5%

Year 3: 2.5%

Current beginning salary \$70,337. Goes to \$76,114 by end of the contract. **8.21%**

increase

Current highest salary \$107,767. Goes to \$116,328 by end of contract. **8.21%**

increase.

NASE has raised the lowest salary by 15.4% over two contracts!

NASE has raised the highest salary by 24.27% over two contracts!

- Increase degree salary adjustment as follows:

YEAR	MA+30, MA+60, CAGS	DOCTORATE
1	\$1000	\$1000
2	\$1100	\$1100
3	\$1200	\$1200

- Add language that the district will follow Chapter 71 “Good Cause” standards”.
- Vacation buy back.

For the first two years of the contract: 10 days at 75% of regular salary.

Unit A LICENSED EMPLOYEES (TEACHERS, ETC.)

- Salary Increases:

Year 1: 3%

Year 2: 3%

Year 3: 3%

Current beginning salary \$46,733. Goes to \$51,066 by end of the contract. **9.27%**

increase

Current highest salary \$83,767. Goes to \$97,447 by end of contract. **16.33% increase.**

¹

NASE has raised the beginning teacher salary by 24.76% over two contracts!

NASE has raised the highest salary by 36.17% over two contracts!

- Level steps 12, 13, 14 so that by the end of the contract the increase from one step to the next will be 4.5 or 4.49% as the previous steps.
- \$35 hourly rate for extra work.

¹ Using MA+60/CAGS for comparison.