

**NORTON TEACHERS ASSOCIATION
PROPOSED CHANGES TO THE
COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE
NORTON TEACHERS ASSOCIATION
AND THE
NORTON SCHOOL COMMITTEE**

May 1, 2025

The Norton Teachers Association proposes that the Collective Bargaining Agreement (CBA) between the Norton Teachers Association (Association) and the Norton School Committee (Committee), currently in effect from July 1, 2022 through June 30, 2025, remain unchanged except detailed below.

[In modified text, deletions are denoted by ~~striketrough~~ and additions are denoted by underline.]

All changes are effective July 1, 2025, unless otherwise noted.

The Association reserves the right to make additional proposals and to alter, amend and/or modify any or all of its proposals.

Union #20 Norton University

Revise Article 18, Section E as follows:

E. Norton U – In District Credits. The purpose of Norton U is to provide all staff members with the opportunity to earn credits towards advancement on the salary scale while participating in high quality professional learning at the district level. The following criteria apply to Norton U credits.

1. A maximum of nine in-district credits may be applied towards a lane change.
2. The request for district credits for professional learning must meet the following:
 - Norton Public Schools Strategic Plan Goals
 - School Improvement Plans ● An activity supportive of Massachusetts Curriculum Frameworks
 - Is research-based
 - Is not an event subject to any compensation, stipend, or contractual obligations
 - May not be used in conjunction with graduate credits awarded by another educational institution
 - Is initiated after approval by the Superintendent/NTA President
3. All course offerings require pre-approval by the Professional Learning Committee. A course is typically conducted over the length of a semester or school year. Courses require outside preparation and an original product which will be assessed by the course instructor. 1 district credit = 15 contact hours and 5 to 10 hours of outside work. There is a maximum of 3 district credits per course for participants. Credit for instructors will vary and will be subject to the Superintendent's approval.
4. Compensation for Course Instructors: i. The instructor shall be given the option of receiving either Norton U. credits or pay if funds are available. ii. Credits, up to a maximum of 3, are earned based on 8-10 hours of work per credit to include class time and preparation time. iii. If pay is approved, the tutoring rate shall be paid for reasonable hours worked up to a maximum of 30 hours. iv. All hours worked must be recorded in a log and submitted to the District.

NTA SALARY COUNTER

Teachers Unit: and all stipend positions – increase all positions and salary schedule cells

FY26: 4%

FY27: 5%

FY28: 6%

Paraprofessional Unit

FY26: 6%

FY27: 7%,

FY28: 8% and eliminate first 3 steps, moving each educator to the next available step.

NTA COUNTER ON DUES DEDUCTION (12/18)

Eliminate ARTICLE 21 DUES DEDUCTION and revise ARTICLE 24 – ASSOCIATION RIGHTS as follows:

E. Dues Deduction

The District agrees to deduct membership dues from the salaries of its unit members once authorization is given by the Association and will make such deductions in accordance with instructions from the Association regarding disbursement to the respective organizations. Such deductions shall begin with the second paycheck, or in the first paycheck after any authorizations are given after the second payroll and continue monthly in equal installments until notice to cease such deductions is given by the Association. ~~who by October 1 of that year have voluntarily submitted a written authorization. The amount so deducted will be remitted in accordance with instructions from the Association for disbursement to the respective organizations, provided that the District shall cease such deductions as soon as practicable after the receipt of a written revocation of the employee's consent to deduct dues. The Association agrees to indemnify, defend and hold the District harmless from and against any and all claims, or other legal action arising from or related to compliance with this provision of the agreement~~

NTA REJECTS (12/18)

Reduction in Staff Clarification (Article 11, Section E)

Clarify the definitions of qualifications by adding to paragraph 1, “teaching experience under the relevant license” and to paragraph 2, “the best interests of the students in the school or district.”