

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

February 11, 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.

SC # SUP 6 Set # SC 2 1/14/25
Recall Period (Article 11, Section H and J)

NTA Counter Proposal
Recall Period (Article 11, Section H and J)

H. An employee with professional teacher status or paraprofessional or SLPA/COTA who has passed the probationary period who has been laid off shall be entitled to recall rights, in the inverse order of layoff, to a position for which he/she is qualified for a period of ~~twelve (12) eighteen (18)~~ fifteen (15) months, except as otherwise provided herein, from the effective date of his/her layoff. During his/her recall period, an employee will be notified by certified mail, addressed to his/her last address of record, of the Superintendent's intent to recall him/her. An employee must notify the Superintendent in writing of his/her acceptance of an offer of recall within fifteen (15) days from the receipt of said certified mail. An employee's failure to notify the Superintendent of his/her acceptance of any such offer or his/her failure, after accepting any such offer, to report for duty on the date indicated shall terminate his/her recall rights, notwithstanding the fact that the ~~fifteen (15) twelve (12) eighteen (18)~~ month period of recall has not expired. A teacher who accepts a Massachusetts retirement pension, or any contractual retirement benefits after a layoff shall not be subject to recall.

J. An employee who is recalled within said ~~fifteen (15) twelve (12) eighteen (18)~~ month period shall have restored to him/her all benefits he/she had accumulated at the time of his/her layoff. An employee who has acquired professional teacher status at the time of his/her layoff and who is recalled within said ~~fifteen (15) twelve (12) eighteen (18)~~ month period, shall be recalled with said status

SC #8 Set # SC1 12/18/2024

Clubs and Activities (Article 13, Section B; and Appendix C)

There is a need to do a better job of matching student interests to club offerings and move to a more agile model; this need has been identified especially at the middle school. The District will submit a more detailed proposal which will include a focused proposal to change the duration and stipend structure for middle school club advisors and may have other elements as well.

NTA Counter Proposal 1 (New Language)

Clubs and Activities (Article 13, Section B; and Appendix C)

Clubs that have been inactive over the past 5 years as of the first day of school in September will no longer remain as listed clubs on the official Appendix C co-curricular High School and Middle School lists. Those stipends will then enter a shared pot in which those funds can be re-allocated to annual clubs that meet the application guidelines and are approved by a joint committee of school members appointed by the NTA] and administration to run on a single year basis. At Norton High School 2 full year annual club stipends and 2 half year annual club stipends (1 first half, 1+ second half) that may be filled by way of the application and committee approval process below). At Norton Middle School 3 full year annual club stipends and 4 half year (2 first half, 2+ second half) annual club stipends may be filled by way of this application and committee approval process. Any current full year club can petition the committee to run as a half year club. Half year clubs will be paid at half of the current full club rate and meet for half of the required full club sessions.

Applications for the annual club stipends must be filled with the building club oversight committee by September 20th. The process of meeting with the annual club advisers will be held from September 20 to September 30th and the decisions made by the committee must be made public no later than October 1st. Those unfilled stipends after October 1st will be held until

the half year point, where a second round of applications for half year stipends may be filed, pending funding. Second round filings must be made by January 15th, review will occur between January 15th and January 30. Staff Will be notified no later than February 1st as to the decisions made by the committee regarding the second half year annual club offerings.

The club oversight committee which oversees the approval of the annual clubs will be comprised of (a minimum) of 1 building administrator, 4 teachers and 6 students. The club oversight committee will generate a mutually agreed upon rating scale and interview process, as negotiated with the NTA. The committee will strive to ensure fairness of the overall impacts: student, school and community; in the approval or rejection of the proposal. The club oversight committee will meet twice per year to review applications, hold interviews and make decisions regarding the awarding of stipends.

Those clubs that are listed on Appendix C Co-Curriculars and whose stipends are not filled due to lack of student interest and/or faculty adviser by October 1st will have their funds reallocated to the half year stipend positions and will be available for application at the half year point.

For all other supplementary positions listed in Appendix C, the current language from Article 5, Section B will apply (see below for current language).

Supplementary compensation positions will be posted with an application deadline of May 15. Applicants will be notified of the status of their applications by June 20, except applicants for Spring coaching positions will be notified by September 1. The District reserves the right to decline to fill any position. If the qualifications, duties or pay rate for a position change materially between the time a position is posted and when it is filled, the District will post an amended posting and extend the closing period if needed to ensure that at least 5 days remain before the closing date.

NTA Counter Proposal 2 (New Language)

Clubs and Activities (Article 13, Section B; and Appendix C)

Middle School Drama Club will be moved to Appendix C: Coaching Stipends. The Drama Club will be renamed Middle School Drama Program and the Drama Club Advisor 1, 2 and 3 positions will be renamed Drama Coach 1, Drama Coach 2 and Drama Coach 3. Drama Coaches will be compensated according to the table below.

Appendix C

	2025-2026	2026-2027	2027-2028
MS Drama Coach 1	\$4300 +2%	+8%	+8%
MS Drama Coach 2	\$4300 +2%	+8%	+8%

MS Drama Coach 3	\$4300 +2%	+8%	+8%
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SC # SUP2 Set# SC2, 1/14/2025
Class Coverage (Article 7, Section C)
NTA Counter Proposal
Class Coverage (Article 7, Section C)

C. Class coverage by Teachers.

The Superintendent, to the extent possible, will employ substitute teachers to fill temporary absences of regular teachers and specialists. When an absence occurs and no substitute teacher is readily available, or when in the opinion of the Superintendent or his/her designee the employment of a substitute teacher is not warranted, a Teacher ~~shall~~ **may be assigned** during his/her non-teaching time on duty **to** substitute for an absent teacher, **each instructional block of which will count as a duty.** A Teacher ~~shall not be paid additional compensation for such substitution, except when they lose a preparation period because of such substitution. In such case, the Teacher~~ shall be compensated at **their per diem rate for all of the minutes they cover in the event of any of the following: loss or reduction of preparation period, and/or being pulled from their primary teaching assignment.** ~~for the preparation period lost at the rate of \$50 one seventh (1/7) of his/her daily rate of pay.~~ The assignment of Teachers as substitutes shall, to the extent possible, be made on an equitable basis.

SC # SUP4 Set # SC2, 1/14/2025
Paraprofessional Nonrenewal Period (Article 9, Section C)

NTA: REJECT

C. Discharge or Suspension of Non-Probationary Paraprofessionals (including and SLPAs/COTAs)

1. **Notice and Hearing.** Prior to imposing a suspension or discharge upon an employee for disciplinary reasons, the Principal or supervisor designated by the District shall provide the employee with a written notice of the reasons for such action. Within 10 days of such notice the employee may request a meeting with the Superintendent, at which meeting the employee may be represented by an Association representative or an attorney, and at which the employee or his/her representatives may present evidence or other information relevant to the proposed discipline. The Superintendent shall issue a written determination after such meeting. Failure to request the meeting waives this process.

2. **Standard of Review.** No non-probationary paraprofessional who has completed three (3) full consecutive years of service to the District shall be dismissed or suspended without just cause. **Paraprofessionals with less than three years'**

service shall be considered employees at will. ~~No non-probationary paraprofessional who has completed at least one (1) but no more than three (3) full consecutive years of service to the District shall be dismissed or suspended without good cause.~~

D. Probationary Employees

The discipline of probationary employees shall be committed to the sole discretion of the District.

E. Non-Renewal. Any teacher or paraprofessional who has not completed three full consecutive years of service to the District, ~~or a paraprofessional who has not completed one full year of service to the District,~~ may be notified that the District does not intend to appoint them for the following school year; provided, notice is given on or before June 15. Non-renewal is not a dismissal or discharge and is without recourse to the grievance and arbitration provisions of the agreement.

NTA Set #3 Supplement, 1/30/2025

Note: This is a supplement to the January 30, 2025 NTA proposal set #3 to increase stipends for all mentor positions.

Appendix C: Advisor/Activity Stipends

All Appendix C Stipends, with the exception of Drama Club (See **NTA Counter Proposal 2 (New Language) Clubs and Activities (Article 13, Section B; and Appendix C)**) and the Mentor Positions outlined below will increase by the following amounts

2025-2026- +2%

2026-2027 +8%

2027-2028 +8%

Para Mentor Coordinator	\$1,000.00	\$1,000.00	\$1,000.00	<u>\$1300</u> <u>+2%</u>	<u>+8%</u>	<u>+8%</u>
Para Mentors*	\$350.00	\$350.00	\$350.00	<u>\$455</u> <u>+2%</u>	<u>+8%</u>	<u>+8%</u>
+\$50 each additional up to 3 <u>+20% each additional after COLA increase up to 3</u>						
Teacher Mentor Coordinator (2)	\$1,785.00	\$1,825.16	\$1,875.35	<u>\$1912.8</u> <u>6 +2%</u>	<u>+8%</u>	<u>+8%</u>

<u>Teacher Mentors - Lead</u>	\$400.00	\$400.00	\$400.00	<u>\$520</u> <u>+2%</u>	<u>+8%</u>	<u>+8%</u>
<u>Teacher Mentors**</u>	\$500.00	\$500.00	\$500.00	<u>\$650</u> <u>+2%</u>	<u>+8%</u>	<u>+8%</u>
<u>**Mentors earn \$500 for the 1st protégé and \$300 for each additional protégé</u> <u>**+60% after COLA increase for each additional protégé</u>						