

Contract Edition

“Did You Know?”



Issue 01

September 9, 2025

New Year, New Contract, New Learning

Welcome to the 2024-2025 school year! We wish you all the best and are here to assist you. These newsletters aim to provide clear information about your contract. The new three-year contract, negotiated between the NTA and the Newton Board of Education, began on July 1st. Here’s a brief overview of the changes and additions.

Sick Leave

Sec. 8-4

You can now use up to 10 of the 15 annual sick leave days for family sick leave. Additionally, the Superintendent can grant new hires from other districts up to 50% of their current sick leave (up to 50 days).



Staff Safety and Student Discipline

Sec. 8-9.2

The Board and Association recognize the importance of its students’ and employees’ well-being in the working and learning environment. The Board strives to create a safe and healthy working environment for its employees, consistent with the values of collegiality, respect and professionalism. The Board is committed to working in collaboration with the Association to foster a safe and effective learning environment for students and to promote open lines of communication with its employees. In an effort to foster a safe working and learning environment, the Administration and the Association agree to meet quarterly to discuss staff safety and student discipline issues.



(In addition) Pursuant to C.G.S. Section 10-233g(a), where there is a physical assault made by a student upon a teacher or other school employee on school property or in the performance of school duties and such employee files a written report with the school principal based upon such assault, the school building principal shall report such physical assault to the local police authority. Pursuant to C.G.S. Section 10-233g(b), no school administration shall interfere with the right of any employee to file a complaint with the local police authority in cases of threats of physical violence and physical assaults by a student against such employee.

Elementary Prep Time - MOU & Outcomes

Scan Me!

MOU related to - Sec. 6-9

Any individual in the NTA who holds the appropriate qualification/certification and is not scheduled may earn additional compensation by teaching a section above and beyond a normal salaried assignment at the daily rate of pay of 0.2 of the member’s annual base salary divided by 184.5 days. There is also language to discuss how the individual is selected if more than one member applies. It will not reduce staff.

Homebound Tutoring	Summer School Rates
1 Student = \$55.00/\$56.13/\$57.57	Summer School Staff Rates \$60/\$61.50/\$63.19
2 Students = \$75.00/\$76.87/\$78.98	
3 Students = \$85.00/\$87.12/\$89.51	

Note:
These rates represent incremental increases over a three-year period.

Work Day/Work Year - Art. 12

Additional days compensated at per diem rates:

- High School Counselors – 6 additional days scheduled by mutual agreement by December 31st for management of course enrollment, meetings, with family, and other responsibilities.
- Middle School Counselors – 4 additional days scheduled by mutual agreement by December 31st for management of course enrollment, meetings, with family, and other responsibilities.
- Special Education Teachers -1 additional day immediately preceding the teacher work year to allow special education case managers and paraeducators to meet and review students’ IEPs, prepare materials, and implement plans...
- Instructional Coaches – 6 additional days scheduled by mutual agreement by December 31st to attend professional learning.

Housekeeping

- Section 6-3 Updated long-term substitute pay from \$150 to \$175
- Section 7-1 Removed outdated language on union service fees and included language on new hires
- Section 12-7 Updated language on duty-free lunch (30 minutes) to conform to State law
- Section 12-8 Removed reference to chaperoning roller skating parties

Health Insurance Changes

- no plan design or deductible funding changes. Changes in the premium cost share are as follows
 - 24-25 year 18.25%
 - 25-26 year 18.75%
 - 26-27 year 19.25%
- 0.5% premium cost share is equivalent to the following 2023-2024 insurance rates
 - Single = \$62/year
 - Two Person \$123/year
 - Family \$157/year

Life Insurance Changes

- The Board shall pay for 100% of the cost for the individual Group Life insurance for \$25,000 (was \$10,000)
- You can purchase on your own up to \$75,000 of coverage (was \$50,000)

