

NTA NEGOTIATIONS 2020

NTA - Faculty meetings up to an hour each instead of one 90-minute meeting and one 45-minute meeting per month. Include language that states if a principal is finished with material early, staff can be dismissed.

RESPONSE– Keep times the same; must keep 90-minutes when there is a district-wide meeting. Early dismissal is up to principal and possibly new superintendent.

NTA - New teacher retention stipend –

RESPONSE – Good Idea! Instead of stipend we've increased Rank III 0 – 8 years with at starting salary of \$40,000+ effective 7/1/2020. 1% increase across all other cells. Increase years of experience to 30.

NTA - PLC time – firm up the way it is written to reflect the first meeting of the week and the second.

RESPONSE –

- **PLC Meetings**
 - **Teachers will participate in 2 PLC Meetings a week that will utilize the current PLC Protocol of the district**
 - One meeting will always be focused on the "Plan/Do" phases of the PLC Protocol to allow teachers time each week to collaborate in planning their lessons & assessments
 - This meeting can be led by the PLC Lead & Admin will provide support & assist teachers during the meeting
 - The other meeting will can be focused on the "Plan/Do" phases OR the "Study/Act" phases of the PLC Protocol depending on the current work needed of the individual PLC group
 - This meeting will be led by either the PLC Lead or Admin
- **Scheduling PLC Meetings**
 - PLC Meetings will not be required during Spring KPREP Testing Days or on the day of the College Readiness Test (Currently, this is ACT) administration days
 - If a school week contains only 2-3 instructional days, then only 1 PLC Meeting is required that week
 - If a school week contains 4-5 instructional days, then teachers will be required to participate in 2 PLC Meetings that week

- Admin will schedule the PLC Meetings on days that are best for their school, meet expectations set by the district, & will ensure school leaders are available to attend the meetings to provide support & assistance
 - Although the schedule will be set at the beginning of the year, flexibility will be needed when unexpected situations arise
 - If the PLC Meetings have to be rescheduled, teachers will be given ample time to prepare
 - If at all possible, teachers will be notified of any PLC Meeting schedule changes the week prior (This may not be able to occur if there's an emergency)

NTA - If there is a PLC day scheduled during the week then there is no faculty meeting that week unless the faculty meeting is regarding testing.

RESPONSE – Good suggestion

NTA – Assign mentors for new teachers (like KTIP) instead of first year induction meetings.

RESPONSE– Good suggestion! Newport is committed to providing support for our new teachers through the established New Teacher Program. All teachers new to Newport will be required to participate in the New Teacher Program for a minimum of 2 years. All new teachers will be required to work with their mentor collaboratively and attend all meetings and training sessions to complete the program. The principal and mentor may suggest an additional year if they feel the mentee needs an additional year of support.

NTA – 2nd year teachers attend meetings with contract if they need support.

RESPONSE –See above response regarding New Teacher Program

NTA – Create of menu of PD options where teachers can access them in a central location.

RESPONSE – PD choices must be quality and applicable for subject areas; the principal and chief academic officer must approve all PD. There must be no associated costs to the district unless approved by the superintendent.

NTA – move lunch time back to 30 minutes, or 27 minutes for additional transition time.

RESPONSE – Must keep 25 minutes – no wiggle room

NTA – pay for receiving doctorate

RESPONSE – create a doctorate salary schedule that reflects \$500 above Rank I for each cell.

NTA – change notice of personal days to 14 days. Currently 72 hours.

RESPONSE – Good thought! Prefer the notice of personal days be 7 days “except in cases of emergency”

NTA – all teachers will attend a minimum of six (6) extracurricular events per year, unpaid, recognizing the value of community and building relationships with students and families. Effective with the 19/20 SY, Graduation is a required event.

RESPONSE – Good idea.

NTA – No PLCs during K-PREP

RESPONSE - Good idea.

NTA – receive pay on regular pay dates of the 15th and last day of the month year-round, including summer. Checks will not be issued before a break; i.e. Christmas.

RESPONSE – Good suggestion and finance is agreeable.

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