

City of Newton
Massachusetts School Nurses Association (MNA) Fringe Benefits

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Join a committed public health team as a School Nurse! In the Department of Health and Human Services, you will have access to all of the resources of a Public Health Department, while working in school settings as a School Nurse. You will have regular meetings with your peers, as well as have access to professional development opportunities with the City Physician. Orientation for new School Nurses is individualized based on the level of experience a new School Nurse has.

The City of Newton will hire School Nurses who are not yet DESE certified, so long as candidates are eligible for DESE certification.

Item	Description	Amount/Incentive														
Base Salary (Effective 9/1/2023)	37.5 hours per week, Monday through Friday 7.5 hours per days 181 days worked over 10 months 15 step wage scale Cost of Living increase: 3% effective 9/1/2023 The City of Newton will hire Nurses who are not DESE certified, so long as those Nurses are eligible for certification in the future.	MNA1 – BA Non-Certified: \$53,438 - \$59,080 (in 4 steps) MNA 2 – BA Certified School Nurse: \$59,699 - \$68,678 (in 5 steps) MNA 3 – MS National School Nurses: \$64,998 - \$74,907 (in 5 steps) Salaries increase throughout the year, as described in the Collective Bargaining Agreement (CBA).														
Clothing Allowance	Yearly clothing allowance for members of this bargaining unit	\$250 per year														
Safety Team Stipend	School Nurses receive a yearly stipend for being a member of their school’s safety team.	\$500														
Longevity	Longevity payments for members of this bargaining unit begin after 5 years of service.	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Years of Service</u></th> <th style="text-align: left;"><u>Amount</u></th> </tr> </thead> <tbody> <tr> <td>5 – 9 years</td> <td>\$625</td> </tr> <tr> <td>10 – 14 years</td> <td>\$875</td> </tr> <tr> <td>15 – 19 years</td> <td>\$975</td> </tr> <tr> <td>20 – 24 years</td> <td>\$1175</td> </tr> <tr> <td>25 – 29 years</td> <td>\$1350</td> </tr> <tr> <td>30 or more years</td> <td>\$1600</td> </tr> </tbody> </table>	<u>Years of Service</u>	<u>Amount</u>	5 – 9 years	\$625	10 – 14 years	\$875	15 – 19 years	\$975	20 – 24 years	\$1175	25 – 29 years	\$1350	30 or more years	\$1600
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Compensatory Time	Elective	Members of MNA may accrue 1 day of compensatory time prior to their school opening for the academic year														
Holiday Pay	Coverage benefit	Members of this bargaining unit are eligible for holidays observed by Newton Public Schools (NPS).														
Mayor’s Half Holiday	Coverage benefit	Members of this bargaining unit are eligible to use the Mayor’s Half Holiday on the nearest scheduled working day before Christmas, or the nearest scheduled working day before New Year’s Day. The														

		scheduling of such a half holiday is to be at the discretion of the Department Head.
Summers Off	Work year is 10 months per year.	Members of this bargaining unit have 2 months in the summer off.
Special Leave Time (sick time)	All School Nurses who work 181 days/year shall accumulate special leave at the rate of 12.5 days per year .	12.5 days per year All School Nurses will accrue special leave days on the following schedule: 4 days on September 1 st (or the first day of the school year); 4 days on December 1 st ; 4.5 days on March 1 st . Any Nurse who starts after the first day of school will have their special leave prorated to the number of months left in the school year.
Personal Business Days	Up to two (2) special leave days can be used for Personal Business use	2 days per year
Retirement System (pension)	Member of the Newton Retirement System	Employee contributes 9% of weekly pay plus an additional 2% (11% total) for base wages over \$30,000. Employees become vested in the Newton Retirement System after 10 years of continuous service, eligible for retirement and to receive a pension. As a public sector employee who is eligible for a pension, you are not paying into Social Security.
Health Insurance	The City of Newton currently offers Blue Cross Blue Shield of Massachusetts. There is an HMO and PPO option.	75% employer contribution, employee pays the remaining 25%. MNA rates for employees hired after 7/1/2011: <u>Network Blue NE (HMO)</u> - Individual rate: \$58.20/week - Family rate: \$163.78/week <u>Blue Care Elect (PPO)</u> - Individual rate: \$218.91 - Family rate: \$462.27
Dental Insurance	The City of Newton offers two health insurance plans through Guardian Dental, a basic plan and a high plan	Employee contribution rates: <u>Guardian Basic Dental Plan</u> - Individual: \$3.88/week - Family: \$9.64/week <u>Guardian High Dental Plan</u> - Individual: \$9.99/week - Family: \$24.82/week
Flexible Spending Account (FSA)	FSA allows you to set aside a portion of your paycheck, pre-tax, to pay for certain	

	health and dependent care expenses. The City also offers a commuter benefit. Offered only during open enrollment, or when an employee is first hired by the City of Newton.	
Tuition Reimbursement	Tuition reimbursement	Up to \$500 per semester. Additionally, Nurses have access to a Professional Development fund. The monies in this fund is accessible to all nurses.
Union Membership	Represented by Massachusetts Nurses Association (MNA)	Employee pays union dues directly to the Massachusetts Nurses Association.
Probationary period	1 Year	