

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION

FY19

<b>Salary Schedule NTE - 12 Month - Effective March 1, 2019</b>							
Step	LANES						
	Group A	Group B	Group C	Group D	Group E	Group F	Group G
1	44,382.03	48,719.30	57,433.10	66,193.58	72,612.42	81,970.55	86,307.79
1.5	45,172.85	49,589.73	58,461.68	67,383.52	73,918.07	83,449.20	87,865.01
2	45,979.58	50,477.13	59,510.43	68,593.62	75,249.17	84,953.34	89,449.80
2.5	46,800.13	51,379.41	60,576.17	69,827.07	76,601.51	86,485.07	91,064.34
3	47,636.58	52,298.67	61,663.13	71,081.74	77,981.45	88,044.40	92,707.53
3.5	48,487.91	53,233.83	62,768.15	72,358.73	79,386.87	89,632.38	94,380.44
4	49,354.09	54,187.04	63,895.45	73,661.18	80,815.64	91,250.10	96,085.21
4.5	50,235.11	55,158.31	65,041.86	74,986.98	82,272.01	92,897.54	97,819.69
5	51,134.20	56,146.56	66,210.58	76,336.13	83,752.78	94,573.64	99,587.05
5.5	52,048.14	57,152.85	67,398.38	77,708.65	85,262.23	96,281.57	101,386.29
6	52,978.00	58,174.02	68,606.37	79,104.51	86,795.02	98,015.00	103,212.05
6.5	53,923.79	59,214.26	69,836.63	80,524.78	88,356.47	99,781.30	105,072.85
7	54,886.57	60,274.71	71,088.12	81,970.55	89,944.46	101,578.43	106,966.56
<b>Salary Schedule NTF - 10 Month - Effective February 1, 2019</b>							
Step	LANES						
	Group C-1	Group D-1	Group E-1				
1	47,860.54	55,161.50	60,510.35				
1.5	48,718.25	56,152.93	61,598.39				
2	49,591.85	57,161.34	62,707.64				
2.5	50,480.32	58,188.86	63,834.95				
3	51,385.77	59,234.44	64,984.54				
3.5	52,307.13	60,299.11	66,155.37				
4	53,246.58	61,383.96	67,346.38				
4.5	54,201.92	62,488.98	68,559.63				
5	55,175.29	63,613.10	69,794.16				
5.5	56,165.68	64,757.38	71,052.03				
6	57,171.96	65,920.79	72,329.00				
6.5	58,197.36	67,104.35	73,630.40				
7	59,239.75	68,309.14	74,954.08				

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<b>Salary Schedule NTE - 12 Month - Effective September 1, 2019</b>							
<b>1.75% COLA increase</b>							
Step	LANES						
	Group A	Group B	Group C	Group D	Group E	Group F	Group G
1	45,158.72	49,571.89	58,438.18	67,351.97	73,883.14	83,405.03	87,818.18
1.5	45,963.37	50,457.55	59,484.76	68,562.73	75,211.64	84,909.56	89,402.65
2	46,784.22	51,360.48	60,551.86	69,794.01	76,566.03	86,440.02	91,015.17
2.5	47,619.13	52,278.55	61,636.25	71,049.04	77,942.04	87,998.56	92,657.97
3	48,470.22	53,213.90	62,742.23	72,325.67	79,346.13	89,585.18	94,329.91
3.5	49,336.45	54,165.42	63,866.59	73,625.01	80,776.14	91,200.95	96,032.10
4	50,217.79	55,135.31	65,013.62	74,950.25	82,229.91	92,846.98	97,766.70
4.5	51,114.22	56,123.58	66,180.09	76,299.25	83,711.77	94,523.25	99,531.53
5	52,029.05	57,129.12	67,369.27	77,672.01	85,218.45	96,228.68	101,329.82
5.5	52,958.98	58,153.02	68,577.85	79,068.55	86,754.32	97,966.50	103,160.55
6	53,905.12	59,192.07	69,806.98	80,488.84	88,313.93	99,730.26	105,018.26
6.5	54,867.46	60,250.51	71,058.77	81,933.96	89,902.71	101,527.47	106,911.62
7	55,847.08	61,329.52	72,332.16	83,405.03	91,518.49	103,356.05	108,838.47
<b>Salary Schedule NTF - 10 Month - Effective September 1, 2019</b>							
<b>1.75% COLA increase</b>							
Step	LANES						
	Group C-1	Group D-1	Group E-1				
1	48,698.48	56,126.64	61,569.28				
1.5	49,570.63	57,135.61	62,676.37				
2	50,459.88	58,161.68	63,805.03				
2.5	51,363.54	59,207.53	64,951.70				
3	52,285.19	60,271.39	66,121.78				
3.5	53,222.16	61,354.18	67,313.45				
4	54,178.02	62,458.54	68,524.93				
4.5	55,150.08	63,582.71	69,759.81				
5	56,141.06	64,726.68	71,015.38				
5.5	57,148.21	65,890.46	72,295.27				
6	58,172.48	67,074.03	73,594.94				
6.5	59,215.64	68,278.30	74,918.93				
7	60,276.80	69,504.19	76,265.41				

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<b>Salary Schedule NTE - 12 Month - Effective March 1, 2020</b>							
<b>0.75% COLA increase; 1.0% COLA increase Step 7</b>							
Step	LANES						
	Group A	Group B	Group C	Group D	Group E	Group F	Group G
1	45,497.41	49,943.68	58,876.47	67,857.11	74,437.26	84,030.57	88,476.82
1.5	46,308.10	50,835.98	59,930.90	69,076.95	75,775.73	85,546.38	90,073.17
2	47,135.10	51,745.68	61,006.00	70,317.47	77,140.28	87,088.32	91,697.78
2.5	47,976.27	52,670.64	62,098.52	71,581.91	78,526.61	88,658.55	93,352.90
3	48,833.75	53,613.00	63,212.80	72,868.11	79,941.23	90,257.07	95,037.38
3.5	49,706.47	54,571.66	64,345.59	74,177.20	81,381.96	91,884.96	96,752.34
4	50,594.42	55,548.82	65,501.22	75,512.38	82,846.63	93,543.33	98,499.95
4.5	51,497.58	56,544.51	66,676.44	76,871.49	84,339.61	95,232.17	100,278.02
5	52,419.27	57,557.59	67,874.54	78,254.55	85,857.59	96,950.40	102,089.79
5.5	53,356.17	58,589.17	69,092.18	79,661.56	87,404.98	98,701.25	103,934.25
6	54,309.41	59,636.01	70,330.53	81,092.51	88,976.28	100,478.24	105,805.90
6.5	55,278.97	60,702.39	71,591.71	82,548.46	90,576.98	102,288.93	107,713.46
7	56,405.55	61,942.82	73,055.48	84,239.08	92,433.67	104,389.61	109,926.85
<b>Salary Schedule NTF - 10 Month - Effective February 1, 2020</b>							
<b>0.75% COLA increase; 1.0% COLA increase Step 7</b>							
Step	LANES						
	Group C-1	Group D-1	Group E-1				
1	49,063.72	56,547.59	62,031.05				
1.5	49,942.41	57,564.13	63,146.44				
2	50,838.33	58,597.89	64,283.56				
2.5	51,748.77	59,651.59	65,438.84				
3	52,677.33	60,723.43	66,617.69				
3.5	53,621.32	61,814.33	67,818.30				
4	54,584.35	62,926.98	69,038.86				
4.5	55,563.70	64,059.58	70,283.01				
5	56,562.12	65,212.13	71,547.99				
5.5	57,576.82	66,384.64	72,837.48				
6	58,608.78	67,577.09	74,146.90				
6.5	59,659.76	68,790.39	75,480.82				
7	60,879.57	70,199.23	77,028.06				

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<b>Salary Schedule NCE - 12 Month - Effective March 1, 2019</b>					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1	41,934.25	52,294.42	38,737.02	21,328.56	13,475.64
1.5	42,680.47	53,229.60	39,425.94	21,699.03	13,702.81
2	43,441.57	54,182.78	40,126.52	22,075.84	13,934.20
2.5	44,215.39	55,154.06	40,840.92	22,461.18	14,169.86
3	45,005.13	56,142.31	41,566.98	22,852.87	14,409.76
3.5	45,806.58	57,148.62	42,306.84	23,250.92	14,654.96
4	46,624.98	58,171.89	43,061.55	23,656.42	14,903.36
4.5	47,457.17	59,215.35	43,829.01	24,069.34	15,157.05
5	48,305.32	60,277.89	44,610.26	24,490.74	15,414.99
5.5	49,168.32	61,359.55	45,406.39	24,919.58	15,678.23
6	50,045.10	62,458.19	46,213.12	25,354.81	15,944.67
6.5	50,937.82	63,575.94	47,036.85	25,798.50	16,216.42
7	51,846.46	64,714.93	47,874.35	26,249.64	16,493.45
<b>Salary Schedule NCF - 10 Month - Effective February 1, 2019</b>					
Step	LANES				
	Group C-1				
1	38,737.02				
1.5	39,425.94				
2	40,126.52				
2.5	40,840.92				
3	41,566.98				
3.5	42,306.84				
4	43,061.55				
4.5	43,829.01				
5	44,610.26				
5.5	45,406.39				
6	46,213.12				
6.5	47,036.85				
7	47,874.35				

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<b>Salary Schedule NCE - 12 Month - Effective September 1, 2019</b>					
<b>1.75% COLA increase; Additional 2.5% to 12 Month Group B</b>					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1	42,668.10	54,516.93	39,414.92	21,701.81	13,711.46
1.5	43,427.38	55,491.86	40,115.89	22,078.76	13,942.61
2	44,201.80	56,485.55	40,828.73	22,462.17	14,178.05
2.5	44,989.16	57,498.11	41,555.64	22,854.25	14,417.83
3	45,792.72	58,528.36	42,294.40	23,252.80	14,661.93
3.5	46,608.20	59,577.44	43,047.21	23,657.81	14,911.42
4	47,440.92	60,644.20	43,815.13	24,070.41	15,164.17
4.5	48,287.67	61,732.00	44,596.02	24,490.55	15,422.30
5	49,150.66	62,839.70	45,390.94	24,919.33	15,684.75
5.5	50,028.77	63,967.33	46,201.00	25,355.67	15,952.60
6	50,920.89	65,112.66	47,021.85	25,798.52	16,223.70
6.5	51,829.23	66,277.92	47,859.99	26,249.97	16,500.21
7	52,753.77	67,465.31	48,712.15	26,709.01	16,782.09
<b>Salary Schedule NCF - 10 Month - Effective September 1, 2019</b>					
<b>1.75% COLA increase</b>					
Step	LANES				
	Group C-1				
1	39,414.92				
1.5	40,115.89				
2	40,828.73				
2.5	41,555.64				
3	42,294.40				
3.5	43,047.21				
4	43,815.13				
4.5	44,596.02				
5	45,390.94				
5.5	46,201.00				
6	47,021.85				
6.5	47,859.99				
7	48,712.15				

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<b>Salary Schedule NCE - 12 Month - Effective March 1, 2020</b>					
<b>0.75% COLA increase; 1.0% COLA increase Step 7</b>					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1	42,988.11	54,925.81	39,710.53	21,864.57	13,814.30
1.5	43,753.09	55,908.05	40,416.76	22,244.35	14,047.18
2	44,533.31	56,909.19	41,134.95	22,630.64	14,284.39
2.5	45,326.58	57,929.35	41,867.31	23,025.66	14,525.96
3	46,136.17	58,967.32	42,611.61	23,427.20	14,771.89
3.5	46,957.76	60,024.27	43,370.06	23,835.24	15,023.26
4	47,796.73	61,099.03	44,143.74	24,250.94	15,277.90
4.5	48,649.83	62,194.99	44,930.49	24,674.23	15,537.97
5	49,519.29	63,311.00	45,731.37	25,106.22	15,802.39
5.5	50,403.99	64,447.08	46,547.51	25,545.84	16,072.24
6	51,302.80	65,601.00	47,374.51	25,992.01	16,345.38
6.5	52,217.95	66,775.00	48,218.94	26,446.84	16,623.96
7	53,281.31	68,139.96	49,199.27	26,976.10	16,949.91
<b>Salary Schedule NCF - 10 Month - Effective February 1, 2020</b>					
<b>0.75% COLA increase; 1.0% COLA increase Step 7</b>					
Step	LANES				
	Group C-1				
1	39,710.53				
1.5	40,416.76				
2	41,134.95				
2.5	41,867.31				
3	42,611.61				
3.5	43,370.06				
4	44,143.74				
4.5	44,930.49				
5	45,731.37				
5.5	46,547.51				
6	47,374.51				
6.5	48,218.94				
7	49,199.27				