

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY20

<b>Salary Schedule BC1 (Category C) - 185 Days</b>					
<b>Effective March 1, 2020</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	73,770.23	78,998.88	83,278.63	84,954.40	87,556.23
1.5	74,860.56	80,168.66	84,511.55	86,213.44	89,130.81
2	76,042.31	81,434.18	85,847.81	87,575.82	90,733.68
2.5	77,242.57	82,721.50	87,204.76	88,961.05	92,365.95
3	78,629.97	84,207.94	88,772.80	90,561.75	94,028.65
3.5	80,041.33	85,720.49	90,369.15	92,190.74	95,721.85
4	81,479.89	87,261.33	91,994.86	93,849.11	97,444.41
4.5	82,943.50	88,831.56	93,651.06	95,539.04	99,199.65
5	84,435.35	90,368.06	95,335.54	97,258.34	100,985.32
5.5	85,952.26	91,993.77	97,052.68	99,010.29	102,804.74
6	87,498.56	93,648.89	98,800.29	100,792.72	104,656.79
6.5	89,070.96	95,334.45	100,579.43	102,608.87	106,542.60
7	90,673.82	97,050.51	102,391.24	104,457.66	108,463.23
7.5	92,304.99	98,799.20	104,235.68	106,339.11	110,417.57
8	93,966.62	100,577.24	106,114.95	108,256.46	112,408.91
8.5	95,656.56	102,389.04	108,026.85	110,207.54	114,436.17
9	97,379.14	104,234.61	109,973.59	112,193.46	116,499.33
9.5	99,132.17	106,111.67	111,956.25	114,217.44	118,600.59
10	100,918.95	108,024.68	113,975.88	116,276.26	120,741.02
10.5	102,736.20	109,972.51	116,030.35	118,375.34	122,920.63
11	104,846.69	112,231.86	118,416.00	120,809.36	125,447.74

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<b>Salary Schedule BC2 (Category C) - 190 Days</b>					
<b>Effective March 1, 2020</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Coordinators, Elementary Assistant Principals, and					
Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	75,764.02	81,133.99	85,529.41	87,250.47	89,922.62
1.5	76,883.83	82,335.38	86,795.64	88,543.53	91,539.76
2	78,097.51	83,635.10	88,168.02	89,942.73	93,185.94
2.5	79,330.21	84,957.22	89,561.64	91,365.40	94,862.32
3	80,755.10	86,483.83	91,172.06	93,009.36	96,569.96
3.5	82,204.62	88,037.25	92,811.56	94,682.38	98,308.93
4	83,682.05	89,619.74	94,481.20	96,385.57	100,078.05
4.5	85,185.21	91,232.41	96,182.18	98,121.17	101,880.72
5	86,717.39	92,810.44	97,912.18	99,886.95	103,714.66
5.5	88,275.30	94,480.09	99,675.72	101,686.24	105,583.24
6	89,863.39	96,179.94	101,470.56	103,516.85	107,485.36
6.5	91,478.28	97,911.06	103,297.80	105,382.08	109,422.13
7	93,124.46	99,673.50	105,158.57	107,280.84	111,394.67
7.5	94,799.73	101,469.45	107,052.86	109,213.14	113,401.82
8	96,506.26	103,295.55	108,982.92	111,182.31	115,446.99
8.5	98,241.88	105,156.31	110,946.49	113,186.13	117,529.05
9	100,011.01	107,051.76	112,945.85	115,225.71	119,647.96
9.5	101,811.41	108,979.55	114,982.10	117,304.40	121,806.01
10	103,646.48	110,944.27	117,056.31	119,418.86	124,004.29
10.5	105,512.85	112,944.74	119,166.30	121,574.67	126,242.81
11	107,680.38	115,265.15	121,616.42	124,074.48	128,838.22

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<b>Salary Schedule BC3 (Category C) - 195 Days</b>					
<b>Effective March 1, 2020</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
<b>High School Department Heads, House Deans</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	77,757.81	83,269.09	87,780.18	89,546.54	92,289.00
1.5	78,907.08	84,502.10	89,079.74	90,873.62	93,948.70
2	80,152.71	85,836.03	90,488.23	92,309.65	95,638.20
2.5	81,417.84	87,192.94	91,918.53	93,769.76	97,358.70
3	82,880.24	88,759.72	93,571.33	95,456.98	99,111.27
3.5	84,367.89	90,354.03	95,253.98	97,174.03	100,896.01
4	85,884.21	91,978.16	96,967.55	98,922.03	102,711.68
4.5	87,426.93	93,633.26	98,713.29	100,703.31	104,561.80
5	88,999.43	95,252.82	100,488.82	102,515.54	106,443.99
5.5	90,598.33	96,966.40	102,298.77	104,362.20	108,361.75
6	92,228.21	98,710.99	104,140.84	106,240.98	110,313.92
6.5	93,885.61	100,487.66	106,016.15	108,155.30	112,301.66
7	95,575.11	102,296.48	107,925.90	110,104.02	114,326.10
7.5	97,294.46	104,139.69	109,870.04	112,087.17	116,386.09
8	99,045.90	106,013.86	111,850.89	114,108.16	118,485.07
8.5	100,827.18	107,923.58	113,866.14	116,164.71	120,621.91
9	102,642.87	109,868.91	115,918.11	118,257.97	122,796.59
9.5	104,490.67	111,847.44	118,007.94	120,391.36	125,011.44
10	106,374.03	113,863.85	120,136.74	122,561.47	127,267.56
10.5	108,289.51	115,916.98	122,302.26	124,774.00	129,564.99
11	110,514.08	118,298.44	124,816.86	127,339.60	132,228.70

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<b>Salary Schedule BC4 (Category C) - 200 Days</b>					
<b>Effective March 1, 2020</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Guidance Department Heads, Athletic Directors, Assistant Director of Elementary Special Education, High and Middle School Assistant Department Heads for Special Education, Middle School Assistant Principals, and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	79,751.59	85,404.19	90,030.96	91,842.60	94,655.39
1.5	80,930.34	86,668.82	91,363.84	93,203.71	96,357.64
2	82,207.91	88,036.95	92,808.44	94,676.56	98,090.46
2.5	83,505.48	89,428.65	94,275.41	96,174.11	99,855.08
3	85,005.37	91,035.60	95,970.59	97,904.59	101,652.59
3.5	86,531.17	92,670.80	97,696.38	99,665.67	103,483.09
4	88,086.37	94,336.57	99,453.90	101,458.49	105,345.31
4.5	89,668.65	96,034.11	101,244.39	103,285.44	107,242.86
5	91,281.46	97,695.20	103,065.46	105,144.15	109,173.32
5.5	92,921.36	99,452.72	104,921.82	107,038.15	111,140.26
6	94,593.05	101,242.04	106,811.12	108,965.10	113,142.48
6.5	96,292.93	103,064.27	108,734.52	110,928.51	115,181.19
7	98,025.75	104,919.47	110,693.23	112,927.20	117,257.54
7.5	99,789.19	106,809.94	112,687.22	114,961.20	119,370.34
8	101,585.54	108,732.16	114,718.87	117,034.01	121,523.15
8.5	103,412.50	110,690.85	116,785.78	119,143.29	123,714.78
9	105,274.74	112,686.06	118,890.37	121,290.22	125,945.22
9.5	107,169.91	114,715.32	121,033.79	123,478.31	128,216.86
10	109,101.56	116,783.45	123,217.16	125,704.06	130,530.83
10.5	111,066.16	118,889.20	125,438.21	127,973.34	132,887.17
11	113,347.77	121,331.73	128,017.29	130,604.72	135,619.17

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<b>Salary Schedule BC5 (Category C) - 211 Days</b>					
<b>Effective March 1, 2020</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	84,137.94	90,101.43	94,982.66	96,893.94	99,861.44
1.5	85,381.50	91,435.60	96,388.84	98,329.92	101,657.30
2	86,729.34	92,878.99	97,912.90	99,883.77	103,485.43
2.5	88,098.28	94,347.23	99,460.56	101,463.68	105,347.11
3	89,680.68	96,042.57	101,248.97	103,289.34	107,243.48
3.5	91,290.38	97,767.69	103,069.68	105,147.28	109,174.65
4	92,931.11	99,525.08	104,923.86	107,038.71	111,139.30
4.5	94,600.42	101,315.99	106,812.83	108,966.14	113,141.22
5	96,301.94	103,068.43	108,734.05	110,927.08	115,177.85
5.5	98,032.04	104,922.62	110,692.51	112,925.24	117,252.97
6	99,795.66	106,810.35	112,685.73	114,958.18	119,365.32
6.5	101,589.04	108,732.80	114,714.92	117,029.58	121,516.16
7	103,417.16	110,690.05	116,781.36	119,138.19	123,706.71
7.5	105,277.58	112,684.49	118,885.02	121,284.06	125,935.71
8	107,172.74	114,712.43	121,028.40	123,470.88	128,206.92
8.5	109,100.19	116,778.85	123,209.00	125,696.17	130,519.10
9	111,064.86	118,883.80	125,429.34	127,961.18	132,872.21
9.5	113,064.26	121,024.67	127,690.64	130,269.63	135,268.78
10	115,102.15	123,206.53	129,994.11	132,617.79	137,710.03
10.5	117,174.80	125,428.11	132,337.32	135,011.87	140,195.96
11	119,581.90	128,004.99	135,058.24	137,787.98	143,078.23

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<b>Salary Schedule BC1 (Category C) - 185 Days</b>					
<b>Effective September 1, 2020</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	75,061.21	80,381.36	84,736.01	86,441.10	89,088.46
1.5	76,170.62	81,571.61	85,990.50	87,722.18	90,690.60
2	77,373.05	82,859.28	87,350.15	89,108.40	92,321.52
2.5	78,594.31	84,169.13	88,730.84	90,517.87	93,982.35
3	80,005.99	85,681.58	90,326.32	92,146.58	95,674.15
3.5	81,442.05	87,220.60	91,950.61	93,804.08	97,396.98
4	82,905.79	88,788.40	93,604.77	95,491.47	99,149.69
4.5	84,395.01	90,386.11	95,289.95	97,210.97	100,935.64
5	85,912.97	91,949.50	97,003.91	98,960.36	102,752.56
5.5	87,456.42	93,603.66	98,751.10	100,742.97	104,603.82
6	89,029.78	95,287.75	100,529.30	102,556.59	106,488.28
6.5	90,629.70	97,002.80	102,339.57	104,404.53	108,407.10
7	92,260.61	98,748.89	104,183.09	106,285.67	110,361.34
7.5	93,920.33	100,528.19	106,059.80	108,200.04	112,349.88
8	95,611.04	102,337.34	107,971.96	110,150.95	114,376.07
8.5	97,330.55	104,180.85	109,917.32	112,136.17	116,438.80
9	99,083.27	106,058.72	111,898.13	114,156.85	118,538.07
9.5	100,866.98	107,968.62	113,915.48	116,216.25	120,676.10
10	102,685.03	109,915.11	115,970.46	118,311.09	122,853.99
10.5	104,534.08	111,897.03	118,060.88	120,446.91	125,071.74
11	106,943.62	114,476.50	120,784.32	123,225.55	127,956.69

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<b>Salary Schedule BC2 (Category C) - 190 Days</b>					
<b>Effective September 1, 2020</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Coordinators, Elementary Assistant Principals, and Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	77,089.89	82,553.83	87,026.17	88,777.35	91,496.26
1.5	78,229.29	83,776.25	88,314.57	90,093.05	93,141.70
2	79,464.21	85,098.72	89,710.96	91,516.74	94,816.70
2.5	80,718.48	86,443.97	91,128.97	92,964.30	96,522.41
3	82,168.31	87,997.30	92,767.57	94,637.03	98,259.94
3.5	83,643.19	89,577.91	94,435.76	96,339.33	100,029.33
4	85,146.49	91,188.09	96,134.63	98,072.32	101,829.41
4.5	86,675.96	92,828.98	97,865.35	99,838.29	103,663.63
5	88,234.94	94,434.62	99,625.64	101,634.96	105,529.66
5.5	89,820.11	96,133.49	101,420.05	103,465.75	107,430.95
6	91,435.99	97,863.09	103,246.31	105,328.39	109,366.34
6.5	93,079.15	99,624.50	105,105.50	107,226.27	111,337.02
7	94,754.14	101,417.78	106,998.85	109,158.26	113,344.08
7.5	96,458.72	103,245.17	108,926.28	111,124.37	115,386.36
8	98,195.12	105,103.21	110,890.12	113,128.00	117,467.32
8.5	99,961.11	106,996.55	112,888.06	115,166.88	119,585.79
9	101,761.20	108,925.17	114,922.40	117,242.17	121,741.80
9.5	103,593.11	110,886.69	116,994.28	119,357.23	123,937.62
10	105,460.30	112,885.79	119,104.80	121,508.69	126,174.37
10.5	107,359.33	114,921.27	121,251.71	123,702.23	128,452.06
11	109,833.99	117,570.46	124,048.76	126,555.97	131,414.98

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<b>Salary Schedule BC3 (Category C) - 195 Days</b>					
<b>Effective September 1, 2020</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
<b>High School Department Heads, House Deans</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	79,118.57	84,726.30	89,316.33	91,113.59	93,904.05
1.5	80,287.95	85,980.89	90,638.64	92,463.92	95,592.79
2	81,555.38	87,338.16	92,071.78	93,925.07	97,311.87
2.5	82,842.65	88,718.81	93,527.10	95,410.73	99,062.48
3	84,330.64	90,313.02	95,208.82	97,127.48	100,845.73
3.5	85,844.32	91,935.23	96,920.91	98,874.57	102,661.68
4	87,387.18	93,587.77	98,664.49	100,653.17	104,509.13
4.5	88,956.90	95,271.85	100,440.76	102,465.62	106,391.62
5	90,556.91	96,919.74	102,247.36	104,309.57	108,306.75
5.5	92,183.79	98,663.32	104,089.00	106,188.54	110,258.08
6	93,842.20	100,438.44	105,963.32	108,100.19	112,244.40
6.5	95,528.60	102,246.19	107,871.44	110,048.02	114,266.94
7	97,247.67	104,086.67	109,814.61	112,030.84	116,326.82
7.5	98,997.10	105,962.15	111,792.76	114,048.69	118,422.85
8	100,779.20	107,869.09	113,808.28	116,105.06	120,558.56
8.5	102,591.66	109,812.25	115,858.80	118,197.58	122,732.79
9	104,439.12	111,791.62	117,946.68	120,327.49	124,945.53
9.5	106,319.25	113,804.76	120,073.07	122,498.21	127,199.13
10	108,235.57	115,856.47	122,239.13	124,706.28	129,494.75
10.5	110,184.57	117,945.52	124,442.55	126,957.55	131,832.37
11	112,724.36	120,664.42	127,313.20	129,886.39	134,873.27



NEWTON PUBLIC SCHOOLS  
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<b>Salary Schedule BC4 (Category C) - 200 Days</b>					
<b>Effective September 1, 2020</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Guidance Department Heads, Athletic Directors,					
Assistant Director of Elementary Special Education,					
High and Middle School Assistant Department Heads for					
Special Education, Middle School Assistant Principals,					
and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	81,147.25	86,898.77	91,606.50	93,449.84	96,311.85
1.5	82,346.62	88,185.52	92,962.70	94,834.79	98,043.89
2	83,646.54	89,577.60	94,432.59	96,333.41	99,807.05
2.5	84,966.82	90,993.65	95,925.23	97,857.16	101,602.54
3	86,492.96	92,628.74	97,650.08	99,617.92	103,431.51
3.5	88,045.46	94,292.54	99,406.06	101,409.82	105,294.03
4	89,627.88	95,987.46	101,194.35	103,234.02	107,188.85
4.5	91,237.85	97,714.71	103,016.16	105,092.94	109,119.61
5	92,878.89	99,404.86	104,869.09	106,984.17	111,083.85
5.5	94,547.48	101,193.15	106,757.95	108,911.32	113,085.21
6	96,248.41	103,013.78	108,680.32	110,871.99	115,122.46
6.5	97,978.05	104,867.89	110,637.37	112,869.76	117,196.86
7	99,741.20	106,755.56	112,630.37	114,903.43	119,309.56
7.5	101,535.49	108,679.12	114,659.24	116,973.02	121,459.33
8	103,363.29	110,634.96	116,726.44	119,082.11	123,649.81
8.5	105,222.22	112,627.95	118,829.54	121,228.29	125,879.78
9	107,117.05	114,658.08	120,970.95	123,412.81	128,149.26
9.5	109,045.38	116,722.83	123,151.87	125,639.19	130,460.65
10	111,010.84	118,827.15	125,373.47	127,903.88	132,815.12
10.5	113,009.82	120,969.76	127,633.38	130,212.88	135,212.69
11	115,614.72	123,758.38	130,577.64	133,216.81	138,331.56

NEWTON PUBLIC SCHOOLS  
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<b>Salary Schedule BC5 (Category C) - 211 Days</b>					
<b>Effective September 1, 2020</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	85,610.35	91,678.20	96,644.85	98,589.58	101,609.00
1.5	86,875.68	93,035.73	98,075.65	100,050.70	103,436.31
2	88,247.10	94,504.37	99,626.39	101,631.74	105,296.44
2.5	89,640.00	95,998.31	101,201.12	103,239.30	107,190.68
3	91,250.08	97,723.32	103,020.83	105,096.91	109,120.25
3.5	92,887.96	99,478.63	104,873.40	106,987.36	111,085.20
4	94,557.41	101,266.77	106,760.03	108,911.89	113,084.24
4.5	96,255.93	103,089.02	108,682.05	110,873.05	115,121.19
5	97,987.23	104,872.13	110,636.89	112,868.30	117,193.46
5.5	99,747.59	106,758.77	112,629.63	114,901.44	119,304.90
6	101,542.07	108,679.54	114,657.74	116,969.95	121,454.20
6.5	103,366.85	110,635.63	116,722.43	119,077.60	123,642.69
7	105,226.97	112,627.11	118,825.04	121,223.12	125,871.58
7.5	107,119.94	114,656.48	120,965.50	123,406.53	128,139.59
8	109,048.27	116,719.89	123,146.40	125,631.62	130,450.54
8.5	111,009.44	118,822.48	125,365.16	127,895.85	132,803.17
9	113,008.49	120,964.27	127,624.35	130,200.52	135,197.47
9.5	115,042.88	123,142.59	129,925.22	132,549.34	137,635.98
10	117,116.44	125,362.64	132,269.01	134,938.59	140,119.96
10.5	119,225.36	127,623.10	134,653.22	137,374.58	142,649.39
11	121,973.53	130,565.09	137,759.41	140,543.74	145,939.79

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY21

<b>Salary Schedule BC1 (Category C) - 185 Days</b>					
<b>Effective March 1, 2021</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	75,624.17	80,984.22	85,371.53	87,089.41	89,756.62
1.5	76,741.90	82,183.40	86,635.43	88,380.10	91,370.78
2	77,953.35	83,480.72	88,005.28	89,776.71	93,013.93
2.5	79,183.77	84,800.40	89,396.32	91,196.75	94,687.22
3	80,606.03	86,324.19	91,003.77	92,837.68	96,391.71
3.5	82,052.87	87,874.75	92,640.24	94,507.61	98,127.46
4	83,527.58	89,454.31	94,306.81	96,207.66	99,893.31
4.5	85,027.97	91,064.01	96,004.62	97,940.05	101,692.66
5	86,557.32	92,639.12	97,731.44	99,702.56	103,523.20
5.5	88,112.34	94,305.69	99,491.73	101,498.54	105,388.35
6	89,697.50	96,002.41	101,283.27	103,325.76	107,286.94
6.5	91,309.42	97,730.32	103,107.12	105,187.56	109,220.15
7	92,952.56	99,489.51	104,964.46	107,082.81	111,189.05
7.5	94,624.73	101,282.15	106,855.25	109,011.54	113,192.50
8	96,328.12	103,104.87	108,781.75	110,977.08	115,233.89
8.5	98,060.53	104,962.21	110,741.70	112,977.19	117,312.09
9	99,826.39	106,854.16	112,737.37	115,013.03	119,427.11
9.5	101,623.48	108,778.38	114,769.85	117,087.87	121,581.17
10	103,455.17	110,739.47	116,840.24	119,198.42	123,775.39
10.5	105,318.09	112,736.26	118,946.34	121,350.26	126,009.78
11	108,013.06	115,621.27	121,992.16	124,457.81	129,236.26

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY21

<b>Salary Schedule BC2 (Category C) - 190 Days</b>					
<b>Effective March 1, 2021</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Coordinators, Elementary Assistant Principals, and					
Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	77,668.06	83,172.98	87,678.87	89,443.18	92,182.48
1.5	78,816.01	84,404.57	88,976.93	90,768.75	93,840.26
2	80,060.19	85,736.96	90,383.79	92,203.12	95,527.83
2.5	81,323.87	87,092.30	91,812.44	93,661.53	97,246.33
3	82,784.57	88,657.28	93,463.33	95,346.81	98,996.89
3.5	84,270.51	90,249.74	95,144.03	97,061.87	100,779.55
4	85,785.09	91,872.00	96,855.64	98,807.86	102,593.13
4.5	87,326.03	93,525.20	98,599.34	100,587.08	104,441.11
5	88,896.70	95,142.88	100,372.83	102,397.22	106,321.13
5.5	90,493.76	96,854.49	102,180.70	104,241.74	108,236.68
6	92,121.76	98,597.06	104,020.66	106,118.35	110,186.59
6.5	93,777.24	100,371.68	105,893.79	108,030.47	112,172.05
7	95,464.80	102,178.41	107,801.34	109,976.95	114,194.16
7.5	97,182.16	104,019.51	109,743.23	111,957.80	116,251.76
8	98,931.58	105,891.48	111,721.80	113,976.46	118,348.32
8.5	100,710.82	107,799.02	113,734.72	116,030.63	120,482.68
9	102,524.41	109,742.11	115,784.32	118,121.49	122,654.86
9.5	104,370.06	111,718.34	117,871.74	120,252.41	124,867.15
10	106,251.25	113,732.43	119,998.09	122,420.01	127,120.68
10.5	108,164.52	115,783.18	122,161.10	124,630.00	129,415.45
11	110,932.33	118,746.16	125,289.25	127,821.53	132,729.13

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY21

<b>Salary Schedule BC3 (Category C) - 195 Days</b>					
<b>Effective March 1, 2021</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
<b>High School Department Heads, House Deans</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	79,711.96	85,361.75	89,986.20	91,796.94	94,608.33
1.5	80,890.11	86,625.75	91,318.43	93,157.40	96,309.74
2	82,167.05	87,993.20	92,762.32	94,629.51	98,041.71
2.5	83,463.97	89,384.20	94,228.55	96,126.31	99,805.45
3	84,963.12	90,990.37	95,922.89	97,855.94	101,602.07
3.5	86,488.15	92,624.74	97,647.82	99,616.13	103,431.64
4	88,042.58	94,289.68	99,404.47	101,408.07	105,292.95
4.5	89,624.08	95,986.39	101,194.07	103,234.11	107,189.56
5	91,236.09	97,646.64	103,014.22	105,091.89	109,119.05
5.5	92,875.17	99,403.29	104,869.67	106,984.95	111,085.02
6	94,546.02	101,191.73	106,758.04	108,910.94	113,086.23
6.5	96,245.06	103,013.04	108,680.48	110,873.38	115,123.94
7	97,977.03	104,867.32	110,638.22	112,871.07	117,199.27
7.5	99,739.58	106,756.87	112,631.21	114,904.06	119,311.02
8	101,535.04	108,678.11	114,661.84	116,975.85	121,462.75
8.5	103,361.10	110,635.84	116,727.74	119,084.06	123,653.29
9	105,222.41	112,630.06	118,831.28	121,229.95	125,882.62
9.5	107,116.64	114,658.30	120,973.62	123,416.95	128,153.12
10	109,047.34	116,725.39	123,155.92	125,641.58	130,465.96
10.5	111,010.95	118,830.11	125,375.87	127,909.73	132,821.11
11	113,851.60	121,871.06	128,586.33	131,185.25	136,222.00

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY21

<b>Salary Schedule BC4 (Category C) - 200 Days</b>					
<b>Effective March 1, 2021</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Guidance Department Heads, Athletic Directors,					
Assistant Director of Elementary Special Education,					
High and Middle School Assistant Department Heads for					
Special Education, Middle School Assistant Principals,					
and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	81,755.85	87,550.51	92,293.55	94,150.71	97,034.19
1.5	82,964.22	88,846.91	93,659.92	95,546.05	98,779.22
2	84,273.89	90,249.43	95,140.83	97,055.91	100,555.60
2.5	85,604.07	91,676.10	96,644.67	98,591.09	102,364.56
3	87,141.66	93,323.46	98,382.46	100,365.05	104,207.25
3.5	88,705.80	94,999.73	100,151.61	102,170.39	106,083.74
4	90,300.09	96,707.37	101,953.31	104,008.28	107,992.77
4.5	91,922.13	98,447.57	103,788.78	105,881.14	109,938.01
5	93,575.48	100,150.40	105,655.61	107,786.55	111,916.98
5.5	95,256.59	101,952.10	107,558.63	109,728.15	113,933.35
6	96,970.27	103,786.38	109,495.42	111,703.53	115,985.88
6.5	98,712.89	105,654.40	111,467.15	113,716.28	118,075.84
7	100,489.26	107,556.23	113,475.10	115,765.21	120,204.38
7.5	102,297.01	109,494.21	115,519.18	117,850.32	122,370.27
8	104,138.51	111,464.72	117,601.89	119,975.23	124,577.18
8.5	106,011.39	113,472.66	119,720.76	122,137.50	126,823.88
9	107,920.43	115,518.02	121,878.23	124,338.41	129,110.38
9.5	109,863.22	117,598.25	124,075.51	126,581.48	131,439.10
10	111,843.42	119,718.35	126,313.77	128,863.16	133,811.23
10.5	113,857.39	121,877.03	128,590.63	131,189.48	136,226.79
11	116,770.87	124,995.96	131,883.42	134,548.98	139,714.88

NEWTON PUBLIC SCHOOLS  
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 FY21

<b>Salary Schedule BC5 (Category C) - 211 Days</b>					
<b>Effective March 1, 2021</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	86,252.43	92,365.79	97,369.69	99,329.00	102,371.07
1.5	87,527.25	93,733.50	98,811.22	100,801.08	104,212.08
2	88,908.95	95,213.15	100,373.59	102,393.98	106,086.16
2.5	90,312.30	96,718.30	101,960.13	104,013.59	107,994.61
3	91,934.46	98,456.24	103,793.49	105,885.14	109,938.65
3.5	93,584.62	100,224.72	105,659.95	107,789.77	111,918.34
4	95,266.59	102,026.27	107,560.73	109,728.73	113,932.37
4.5	96,977.85	103,862.19	109,497.17	111,704.60	115,984.60
5	98,722.13	105,658.67	111,466.67	113,714.81	118,072.41
5.5	100,495.70	107,559.46	113,474.35	115,763.20	120,199.69
6	102,303.64	109,494.64	115,517.67	117,847.22	122,365.11
6.5	104,142.10	111,465.40	117,597.85	119,970.68	124,570.01
7	106,016.17	113,471.81	119,716.23	122,132.29	126,815.62
7.5	107,923.34	115,516.40	121,872.74	124,332.08	129,100.64
8	109,866.13	117,595.29	124,070.00	126,573.86	131,428.92
8.5	111,842.01	119,713.65	126,305.40	128,855.07	133,799.19
9	113,856.05	121,871.50	128,581.53	131,177.02	136,211.45
9.5	115,905.70	124,066.16	130,899.66	133,543.46	138,668.25
10	117,994.81	126,302.86	133,261.03	135,950.63	141,170.86
10.5	120,119.55	128,580.27	135,663.12	138,404.89	143,719.26
11	123,193.27	131,870.74	139,137.00	141,949.18	147,399.19

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY22

<b>Salary Schedule BC1 (Category C) - 185 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	76,947.59	82,401.44	86,865.53	88,613.47	91,327.36
1.5	78,084.88	83,621.61	88,151.55	89,926.75	92,969.77
2	79,317.53	84,941.63	89,545.37	91,347.80	94,641.67
2.5	80,569.49	86,284.41	90,960.76	92,792.69	96,344.25
3	82,016.64	87,834.86	92,596.34	94,462.34	98,078.56
3.5	83,488.80	89,412.56	94,261.44	96,161.49	99,844.69
4	84,989.31	91,019.76	95,957.18	97,891.29	101,641.44
4.5	86,515.96	92,657.63	97,684.70	99,654.00	103,472.28
5	88,072.07	94,260.30	99,441.74	101,447.35	105,334.86
5.5	89,654.31	95,956.04	101,232.84	103,274.76	107,232.65
6	91,267.21	97,682.45	103,055.73	105,133.96	109,164.46
6.5	92,907.33	99,440.60	104,911.49	107,028.34	111,131.50
7	94,579.23	101,230.58	106,801.34	108,956.76	113,134.86
7.5	96,280.66	103,054.59	108,725.22	110,919.24	115,173.37
8	98,013.86	104,909.21	110,685.43	112,919.18	117,250.48
8.5	99,776.59	106,799.05	112,679.68	114,954.29	119,365.05
9	101,573.35	108,724.11	114,710.27	117,025.76	121,517.08
9.5	103,401.89	110,682.00	116,778.32	119,136.91	123,708.84
10	105,265.64	112,677.41	118,884.94	121,284.39	125,941.46
10.5	107,161.16	114,709.14	121,027.90	123,473.89	128,214.95
11	110,173.32	117,933.70	124,432.00	126,946.97	131,820.99



NEWTON PUBLIC SCHOOLS  
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<b>Salary Schedule BC2 (Category C) - 190 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Coordinators, Elementary Assistant Principals, and Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	79,027.25	84,628.51	89,213.25	91,008.44	93,795.67
1.5	80,195.29	85,881.65	90,534.03	92,357.20	95,482.46
2	81,461.24	87,237.36	91,965.51	93,816.67	97,199.57
2.5	82,747.04	88,616.42	93,419.16	95,300.61	98,948.14
3	84,233.30	90,208.78	95,098.94	97,015.38	100,729.34
3.5	85,745.24	91,829.11	96,809.05	98,760.45	102,543.19
4	87,286.33	93,479.76	98,550.61	100,537.00	104,388.51
4.5	88,854.24	95,161.89	100,324.83	102,347.35	106,268.83
5	90,452.39	96,807.88	102,129.35	104,189.17	108,181.75
5.5	92,077.40	98,549.44	103,968.86	106,065.97	110,130.82
6	93,733.89	100,322.51	105,841.02	107,975.42	112,114.86
6.5	95,418.34	102,128.18	107,746.93	109,921.00	114,135.06
7	97,135.43	103,966.53	109,687.86	111,901.55	116,192.56
7.5	98,882.85	105,839.85	111,663.74	113,917.06	118,286.17
8	100,662.88	107,744.58	113,676.93	115,971.05	120,419.42
8.5	102,473.26	109,685.50	115,725.08	118,061.17	122,591.13
9	104,318.59	111,662.60	117,810.55	120,188.62	124,801.32
9.5	106,196.54	113,673.41	119,934.50	122,356.83	127,052.33
10	108,110.65	115,722.75	122,098.06	124,562.36	129,345.29
10.5	110,057.40	117,809.39	124,298.92	126,811.03	131,680.22
11	113,150.98	121,121.08	127,795.04	130,377.96	135,383.71

NEWTON PUBLIC SCHOOLS  
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 FY22

<b>Salary Schedule BC3 (Category C) - 195 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
<b>High School Department Heads, House Deans</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	81,106.92	86,855.58	91,560.96	93,403.39	96,263.98
1.5	82,305.69	88,141.70	92,916.50	94,787.65	97,995.16
2	83,604.97	89,533.08	94,385.66	96,285.53	99,757.44
2.5	84,924.59	90,948.42	95,877.55	97,808.52	101,552.05
3	86,449.97	92,582.70	97,601.54	99,568.42	103,380.11
3.5	88,001.69	94,245.67	99,356.66	101,359.41	105,241.69
4	89,583.33	95,939.75	101,144.05	103,182.71	107,135.58
4.5	91,192.50	97,666.15	102,964.97	105,040.71	109,065.38
5	92,832.72	99,355.46	104,816.97	106,931.00	111,028.63
5.5	94,500.49	101,142.85	106,704.89	108,857.19	113,029.01
6	96,200.58	102,962.59	108,626.31	110,816.88	115,065.24
6.5	97,929.35	104,815.77	110,582.39	112,813.66	117,138.61
7	99,691.63	106,702.50	112,574.39	114,846.31	119,250.26
7.5	101,485.02	108,625.12	114,602.26	116,914.88	121,398.96
8	103,311.90	110,579.98	116,668.42	119,022.93	123,588.35
8.5	105,169.92	112,571.97	118,770.48	121,168.03	125,817.22
9	107,063.80	114,601.09	120,910.83	123,351.47	128,085.57
9.5	108,991.18	116,664.82	123,090.66	125,576.75	130,395.80
10	110,955.67	118,768.08	125,311.15	127,840.31	132,749.11
10.5	112,953.64	120,909.64	127,569.95	130,148.15	135,145.48
11	116,128.63	124,308.48	131,158.06	133,808.96	138,946.44

NEWTON PUBLIC SCHOOLS  
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<b>Salary Schedule BC4 (Category C) - 200 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Guidance Department Heads, Athletic Directors,					
Assistant Director of Elementary Special Education,					
High and Middle School Assistant Department Heads for					
Special Education, Middle School Assistant Principals,					
and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,186.58	89,082.64	93,908.69	95,798.35	98,732.29
1.5	84,416.09	90,401.73	95,298.97	97,218.11	100,507.86
2	85,748.68	91,828.80	96,805.79	98,754.39	102,315.32
2.5	87,102.14	93,280.43	98,335.95	100,316.43	104,155.94
3	88,666.64	94,956.62	100,104.15	102,121.44	106,030.88
3.5	90,258.15	96,662.23	101,904.26	103,958.37	107,940.21
4	91,880.34	98,399.75	103,737.49	105,828.42	109,882.64
4.5	93,530.77	100,170.40	105,605.08	107,734.06	111,861.93
5	95,213.05	101,903.03	107,504.58	109,672.81	113,875.53
5.5	96,923.58	103,736.26	109,440.91	111,648.39	115,927.18
6	98,667.25	105,602.64	111,411.59	113,658.34	118,015.63
6.5	100,440.37	107,503.35	113,417.83	115,706.31	120,142.17
7	102,247.82	109,438.46	115,460.91	117,791.10	122,307.96
7.5	104,087.21	111,410.36	117,540.77	119,912.70	124,511.75
8	105,960.93	113,415.35	119,659.92	122,074.80	126,757.28
8.5	107,866.59	115,458.43	121,815.87	124,274.91	129,043.30
9	109,809.04	117,539.59	124,011.10	126,514.33	131,369.81
9.5	111,785.83	119,656.22	126,246.83	128,796.66	133,739.28
10	113,800.68	121,813.42	128,524.26	131,118.27	136,152.93
10.5	115,849.89	124,009.88	130,840.97	133,485.30	138,610.76
11	119,106.29	127,495.88	134,521.09	137,239.96	142,509.18

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<b>Salary Schedule BC5 (Category C) - 211 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	87,761.85	93,982.19	99,073.66	101,067.26	104,162.56
1.5	89,058.98	95,373.84	100,540.42	102,565.10	106,035.79
2	90,464.86	96,879.38	102,130.13	104,185.87	107,942.67
2.5	91,892.77	98,410.87	103,744.43	105,833.83	109,884.52
3	93,543.31	100,179.22	105,609.88	107,738.13	111,862.58
3.5	95,222.35	101,978.65	107,509.00	109,676.09	113,876.91
4	96,933.76	103,811.73	109,443.04	111,648.98	115,926.19
4.5	98,674.96	105,679.78	111,413.37	113,659.43	118,014.33
5	100,449.77	107,507.70	113,417.34	115,704.82	120,138.68
5.5	102,254.37	109,441.75	115,460.15	117,789.06	122,303.18
6	104,093.95	111,410.80	117,539.23	119,909.55	124,506.50
6.5	105,964.59	113,416.04	119,655.81	122,070.17	126,749.99
7	107,871.45	115,457.57	121,811.26	124,269.61	129,034.89
7.5	109,812.00	117,537.94	124,005.51	126,507.89	131,359.90
8	111,788.79	119,653.21	126,241.23	128,788.90	133,728.93
8.5	113,799.25	121,808.64	128,515.74	131,110.03	136,140.68
9	115,848.53	124,004.25	130,831.71	133,472.62	138,595.15
9.5	117,934.05	126,237.32	133,190.40	135,880.47	141,094.94
10	120,059.72	128,513.16	135,593.10	138,329.77	143,641.35
10.5	122,221.64	130,830.42	138,037.22	140,826.98	146,234.35
11	125,657.14	134,508.15	141,919.74	144,788.16	150,347.17

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<b>Salary Schedule BC1 (Category C) - 185 Days</b>					
<b>Effective March 1, 2022</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	77,524.70	83,019.45	87,517.02	89,278.07	92,012.32
1.5	78,670.52	84,248.77	88,812.69	90,601.20	93,667.04
2	79,912.41	85,578.69	90,216.96	92,032.91	95,351.48
2.5	81,173.76	86,931.54	91,642.97	93,488.64	97,066.83
3	82,631.76	88,493.62	93,290.81	95,170.81	98,814.15
3.5	84,114.97	90,083.15	94,968.40	96,882.70	100,593.53
4	85,626.73	91,702.41	96,676.86	98,625.47	102,403.75
4.5	87,164.83	93,352.56	98,417.34	100,401.41	104,248.32
5	88,732.61	94,967.25	100,187.55	102,208.21	106,124.87
5.5	90,326.72	96,675.71	101,992.09	104,049.32	108,036.89
6	91,951.71	98,415.07	103,828.65	105,922.46	109,983.19
6.5	93,604.13	100,186.40	105,698.33	107,831.05	111,964.99
7	95,288.57	101,989.81	107,602.35	109,773.94	113,983.37
7.5	97,002.76	103,827.50	109,540.66	111,751.13	116,037.17
8	98,748.96	105,696.03	111,515.57	113,766.07	118,129.86
8.5	100,524.91	107,600.04	113,524.78	115,816.45	120,260.29
9	102,335.15	109,539.54	115,570.60	117,903.45	122,428.46
9.5	104,177.40	111,512.12	117,654.16	120,030.44	124,636.66
10	106,055.13	113,522.49	119,776.58	122,194.02	126,886.02
10.5	107,964.87	115,569.46	121,935.61	124,399.94	129,176.56
11	111,275.05	119,113.04	125,676.32	128,216.44	133,139.20

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<b>Salary Schedule BC2 (Category C) - 190 Days</b>					
<b>Effective March 1, 2022</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Coordinators, Elementary Assistant Principals, and					
Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	79,619.95	85,263.22	89,882.35	91,691.00	94,499.14
1.5	80,796.75	86,525.76	91,213.04	93,049.88	96,198.58
2	82,072.20	87,891.64	92,655.25	94,520.30	97,928.57
2.5	83,367.64	89,281.04	94,119.80	96,015.36	99,690.25
3	84,865.05	90,885.35	95,812.18	97,743.00	101,484.81
3.5	86,388.33	92,517.83	97,535.12	99,501.15	103,312.26
4	87,940.98	94,180.86	99,289.74	101,291.03	105,171.42
4.5	89,520.65	95,875.60	101,077.27	103,114.96	107,065.85
5	91,130.78	97,533.94	102,895.32	104,970.59	108,993.11
5.5	92,767.98	99,288.56	104,748.63	106,861.46	110,956.80
6	94,436.89	101,074.93	106,634.83	108,785.24	112,955.72
6.5	96,133.98	102,894.14	108,555.03	110,745.41	114,991.07
7	97,863.95	104,746.28	110,510.52	112,740.81	117,064.00
7.5	99,624.47	106,633.65	112,501.22	114,771.44	119,173.32
8	101,417.85	108,552.66	114,529.51	116,840.83	121,322.57
8.5	103,241.81	110,508.14	116,593.02	118,946.63	123,510.56
9	105,100.98	112,500.07	118,694.13	121,090.03	125,737.33
9.5	106,993.01	114,525.96	120,834.01	123,274.51	128,005.22
10	108,921.48	116,590.67	123,013.80	125,496.58	130,315.38
10.5	110,882.83	118,692.96	125,231.16	127,762.11	132,667.82
11	114,282.49	122,332.29	129,072.99	131,681.74	136,737.55

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<b>Salary Schedule BC3 (Category C) - 195 Days</b>					
<b>Effective March 1, 2022</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
<b>High School Department Heads, House Deans</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	81,715.22	87,507.00	92,247.67	94,103.92	96,985.96
1.5	82,922.98	88,802.76	93,613.37	95,498.56	98,730.12
2	84,232.01	90,204.58	95,093.55	97,007.67	100,505.62
2.5	85,561.52	91,630.53	96,596.63	98,542.08	102,313.69
3	87,098.34	93,277.07	98,333.55	100,315.18	104,155.46
3.5	88,661.70	94,952.51	100,101.83	102,119.61	106,031.00
4	90,255.20	96,659.30	101,902.63	103,956.58	107,939.10
4.5	91,876.44	98,398.65	103,737.21	105,828.52	109,883.37
5	93,528.97	100,100.63	105,603.10	107,732.98	111,861.34
5.5	95,209.24	101,901.42	107,505.18	109,673.62	113,876.73
6	96,922.08	103,734.81	109,441.01	111,648.01	115,928.23
6.5	98,663.82	105,601.89	111,411.76	113,659.76	118,017.15
7	100,439.32	107,502.77	113,418.70	115,707.66	120,144.64
7.5	102,246.16	109,439.81	115,461.78	117,791.74	122,309.45
8	104,086.74	111,409.33	117,543.43	119,915.60	124,515.26
8.5	105,958.69	113,416.26	119,661.26	122,076.79	126,760.85
9	107,866.78	115,460.60	121,817.66	124,276.61	129,046.21
9.5	109,808.61	117,539.81	124,013.84	126,518.58	131,373.77
10	111,787.84	119,658.84	126,250.98	128,799.11	133,744.73
10.5	113,800.79	121,816.46	128,526.72	131,124.26	136,159.07
11	117,289.92	125,551.56	132,469.64	135,147.05	140,335.90

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<b>Salary Schedule BC4 (Category C) - 200 Days</b>					
<b>Effective March 1, 2022</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Guidance Department Heads, Athletic Directors,					
Assistant Director of Elementary Special Education,					
High and Middle School Assistant Department Heads for					
Special Education, Middle School Assistant Principals,					
and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,810.48	89,750.76	94,613.01	96,516.84	99,472.78
1.5	85,049.21	91,079.74	96,013.71	97,947.25	101,261.67
2	86,391.80	92,517.52	97,531.83	99,495.05	103,082.68
2.5	87,755.41	93,980.03	99,073.47	101,068.80	104,937.11
3	89,331.64	95,668.79	100,854.93	102,887.35	106,826.11
3.5	90,935.09	97,387.20	102,668.54	104,738.06	108,749.76
4	92,569.44	99,137.75	104,515.52	106,622.13	110,706.76
4.5	94,232.25	100,921.68	106,397.12	108,542.07	112,700.89
5	95,927.15	102,667.30	108,310.86	110,495.36	114,729.60
5.5	97,650.51	104,514.28	110,261.72	112,485.75	116,796.63
6	99,407.25	106,394.66	112,247.18	114,510.78	118,900.75
6.5	101,193.67	108,309.63	114,268.46	116,574.11	121,043.24
7	103,014.68	110,259.25	116,326.87	118,674.53	123,225.27
7.5	104,867.86	112,245.94	118,422.33	120,812.05	125,445.59
8	106,755.64	114,265.97	120,557.37	122,990.36	127,707.96
8.5	108,675.59	116,324.37	122,729.49	125,206.97	130,011.12
9	110,632.61	118,421.14	124,941.18	127,463.19	132,355.08
9.5	112,624.22	120,553.64	127,193.68	129,762.63	134,742.32
10	114,654.19	122,727.02	129,488.19	132,101.66	137,174.08
10.5	116,718.76	124,939.95	131,822.28	134,486.44	139,650.34
11	120,297.35	128,770.84	135,866.30	138,612.36	143,934.27



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<b>Salary Schedule BC5 (Category C) - 211 Days</b>					
<b>Effective March 1, 2022</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	88,420.06	94,687.06	99,816.71	101,825.26	104,943.78
1.5	89,726.92	96,089.14	101,294.47	103,334.34	106,831.06
2	91,143.35	97,605.98	102,896.11	104,967.26	108,752.24
2.5	92,581.97	99,148.95	104,522.51	106,627.58	110,708.65
3	94,244.88	100,930.56	106,401.95	108,546.17	112,701.55
3.5	95,936.52	102,743.49	108,315.32	110,498.66	114,730.99
4	97,660.76	104,590.32	110,263.86	112,486.35	116,795.64
4.5	99,415.02	106,472.38	112,248.97	114,511.88	118,899.44
5	101,203.14	108,314.01	114,267.97	116,572.61	121,039.72
5.5	103,021.28	110,262.56	116,326.10	118,672.48	123,220.45
6	104,874.65	112,246.38	118,420.77	120,808.87	125,440.30
6.5	106,759.32	114,266.66	120,553.23	122,985.70	127,700.61
7	108,680.49	116,323.50	122,724.84	125,201.63	130,002.65
7.5	110,635.59	118,419.47	124,935.55	127,456.70	132,345.10
8	112,627.21	120,550.61	127,188.04	129,754.82	134,731.90
8.5	114,652.74	122,722.20	129,479.61	132,093.36	137,161.74
9	116,717.39	124,934.28	131,812.95	134,473.66	139,634.61
9.5	118,818.56	127,184.10	134,189.33	136,899.57	142,153.15
10	120,960.17	129,477.01	136,610.05	139,367.24	144,718.66
10.5	123,138.30	131,811.65	139,072.50	141,883.18	147,331.11
11	126,913.71	135,853.23	143,338.94	146,236.04	151,850.64

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<b>Salary Schedule BC1 (Category C) - 185 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	78,881.38	84,472.29	89,048.57	90,840.44	93,622.54
1.5	80,047.25	85,723.12	90,366.91	92,186.72	95,306.21
2	81,310.88	87,076.32	91,795.76	93,643.49	97,020.13
2.5	82,594.30	88,452.84	93,246.72	95,124.69	98,765.50
3	84,077.82	90,042.26	94,923.40	96,836.30	100,543.40
3.5	85,586.98	91,659.61	96,630.35	98,578.15	102,353.92
4	87,125.20	93,307.20	98,368.71	100,351.42	104,195.82
4.5	88,690.21	94,986.23	100,139.64	102,158.43	106,072.67
5	90,285.43	96,629.18	101,940.83	103,996.85	107,982.06
5.5	91,907.44	98,367.53	103,776.95	105,870.18	109,927.54
6	93,560.86	100,137.33	105,645.65	107,776.10	111,907.90
6.5	95,242.20	101,939.66	107,548.05	109,718.09	113,924.38
7	96,956.12	103,774.63	109,485.39	111,694.98	115,978.08
7.5	98,700.31	105,644.48	111,457.62	113,706.77	118,067.82
8	100,477.07	107,545.71	113,467.09	115,756.98	120,197.13
8.5	102,284.10	109,483.04	115,511.46	117,843.24	122,364.85
9	104,126.02	111,456.48	117,593.09	119,966.76	124,570.96
9.5	106,000.50	113,463.58	119,713.11	122,130.97	126,817.80
10	107,911.09	115,509.13	121,872.67	124,332.42	129,106.53
10.5	109,854.26	117,591.93	124,069.48	126,576.94	131,437.15
11	113,500.55	121,495.30	128,189.85	130,780.77	135,801.98

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<b>Salary Schedule BC2 (Category C) - 190 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Coordinators, Elementary Assistant Principals, and					
Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	81,013.30	86,755.33	91,455.29	93,295.59	96,152.87
1.5	82,210.69	88,039.96	92,809.27	94,678.25	97,882.06
2	83,508.46	89,429.74	94,276.72	96,174.41	99,642.32
2.5	84,826.57	90,843.46	95,766.90	97,695.63	101,434.83
3	86,350.19	92,475.84	97,488.89	99,453.50	103,260.79
3.5	87,900.13	94,136.89	99,241.98	101,242.42	105,120.22
4	89,479.95	95,829.03	101,027.31	103,063.62	107,011.92
4.5	91,087.26	97,553.42	102,846.12	104,919.47	108,939.50
5	92,725.57	99,240.78	104,695.99	106,807.58	110,900.49
5.5	94,391.42	101,026.11	106,581.73	108,731.54	112,898.54
6	96,089.54	102,843.74	108,500.94	110,688.98	114,932.45
6.5	97,816.32	104,694.79	110,454.74	112,683.45	117,003.41
7	99,576.57	106,579.34	112,444.45	114,713.77	119,112.62
7.5	101,367.90	108,499.74	114,469.99	116,779.94	121,258.85
8	103,192.66	110,452.33	116,533.78	118,885.54	123,445.71
8.5	105,048.54	112,442.03	118,633.40	121,028.20	125,671.99
9	106,940.25	114,468.82	120,771.28	123,209.11	127,937.73
9.5	108,865.39	116,530.16	122,948.61	125,431.81	130,245.31
10	110,827.61	118,631.01	125,166.54	127,692.77	132,595.90
10.5	112,823.28	120,770.09	127,422.71	129,997.95	134,989.51
11	116,568.14	124,778.94	131,654.45	134,315.37	139,472.30

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<b>Salary Schedule BC3 (Category C) - 195 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
<b>High School Department Heads, House Deans</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,145.24	89,038.37	93,862.00	95,750.74	98,683.21
1.5	84,374.13	90,356.81	95,251.60	97,169.78	100,457.90
2	85,706.07	91,783.16	96,757.69	98,705.30	102,264.47
2.5	87,058.85	93,234.06	98,287.07	100,266.57	104,104.18
3	88,622.56	94,909.42	100,054.39	102,070.70	105,978.18
3.5	90,213.28	96,614.18	101,853.61	103,906.70	107,886.54
4	91,834.67	98,350.84	103,685.93	105,775.82	109,828.03
4.5	93,484.28	100,120.63	105,552.61	107,680.52	111,806.33
5	95,165.73	101,852.39	107,451.15	109,618.31	113,818.91
5.5	96,875.40	103,684.69	109,386.52	111,592.91	115,869.57
6	98,618.22	105,550.17	111,356.23	113,601.85	117,956.97
6.5	100,390.44	107,449.92	113,361.47	115,648.81	120,082.45
7	102,197.01	109,384.07	115,403.53	117,732.54	122,247.17
7.5	104,035.47	111,355.01	117,482.36	119,853.10	124,449.87
8	105,908.26	113,358.99	119,600.44	122,014.12	126,694.28
8.5	107,812.97	115,401.04	121,755.33	124,213.13	128,979.16
9	109,754.45	117,481.16	123,949.47	126,451.45	131,304.52
9.5	111,730.26	119,596.76	126,184.08	128,732.66	133,672.81
10	113,744.13	121,752.87	128,460.37	131,053.09	136,085.26
10.5	115,792.30	123,948.25	130,775.94	133,418.93	138,541.85
11	119,635.72	128,062.59	135,119.03	137,849.99	143,142.62

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BC4 (Category C) - 200 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Guidance Department Heads, Athletic Directors,					
Assistant Director of Elementary Special Education,					
High and Middle School Assistant Department Heads for					
Special Education, Middle School Assistant Principals,					
and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	85,277.16	91,321.40	96,268.74	98,205.88	101,213.55
1.5	86,537.57	92,673.64	97,693.95	99,661.33	103,033.75
2	87,903.66	94,136.58	99,238.64	101,236.21	104,886.63
2.5	89,291.13	95,624.68	100,807.26	102,837.50	106,773.51
3	90,894.94	97,342.99	102,619.89	104,687.88	108,695.57
3.5	92,526.45	99,091.48	104,465.24	106,570.98	110,652.88
4	94,189.41	100,872.66	106,344.54	108,488.02	112,644.13
4.5	95,881.31	102,687.81	108,259.07	110,441.56	114,673.16
5	97,605.88	104,463.98	110,206.30	112,429.03	116,737.37
5.5	99,359.39	106,343.28	112,191.30	114,454.25	118,840.57
6	101,146.88	108,256.57	114,211.51	116,514.72	120,981.51
6.5	102,964.56	110,205.05	116,268.16	118,614.16	123,161.50
7	104,817.44	112,188.79	118,362.59	120,751.33	125,381.71
7.5	106,703.05	114,210.24	120,494.72	122,926.26	127,640.89
8	108,623.86	116,265.62	122,667.12	125,142.69	129,942.85
8.5	110,577.41	118,360.05	124,877.26	127,398.09	132,286.31
9	112,568.68	120,493.51	127,127.65	129,693.80	134,671.29
9.5	114,595.14	122,663.33	129,419.57	132,033.48	137,100.31
10	116,660.64	124,874.74	131,754.23	134,413.44	139,574.63
10.5	118,761.34	127,126.40	134,129.17	136,839.95	142,094.22
11	122,703.30	131,346.26	138,583.63	141,384.61	146,812.96

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BC5 (Category C) - 211 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	89,967.41	96,344.08	101,563.50	103,607.20	106,780.30
1.5	91,297.14	97,770.70	103,067.12	105,142.69	108,700.60
2	92,738.36	99,314.08	104,696.79	106,804.19	110,655.40
2.5	94,202.15	100,884.06	106,351.65	108,493.56	112,646.05
3	95,894.17	102,696.84	108,263.98	110,445.73	114,673.83
3.5	97,615.41	104,541.50	110,210.84	112,432.39	116,738.78
4	99,369.82	106,420.65	112,193.48	114,454.86	118,839.56
4.5	101,154.78	108,335.65	114,213.33	116,515.84	120,980.18
5	102,974.19	110,209.51	116,267.66	118,612.63	123,157.92
5.5	104,824.15	112,192.15	118,361.81	120,749.25	125,376.81
6	106,709.96	114,210.69	120,493.13	122,923.03	127,635.51
6.5	108,627.61	116,266.33	122,662.91	125,137.95	129,935.37
7	110,582.40	118,359.16	124,872.52	127,392.66	132,277.70
7.5	112,571.71	120,491.81	127,121.92	129,687.19	134,661.14
8	114,598.19	122,660.25	129,413.83	132,025.53	137,089.71
8.5	116,659.16	124,869.84	131,745.50	134,404.99	139,562.07
9	118,759.94	127,120.63	134,119.68	136,826.95	142,078.22
9.5	120,897.88	129,409.82	136,537.64	139,295.31	144,640.83
10	123,076.97	131,742.86	139,000.73	141,806.17	147,251.24
10.5	125,293.22	134,118.35	141,506.27	144,366.14	149,909.40
11	129,451.98	138,570.29	146,205.72	149,160.76	154,887.65

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
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<b>Salary Schedule BC1 (Category C) - 185 Days</b>					
<b>Effective February 28, 2023</b>					
<b>Distribute step increases evenly Steps 9 through 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	78,881.38	84,472.29	89,048.57	90,840.44	93,622.54
1.5	80,047.25	85,723.12	90,366.91	92,186.72	95,306.21
2	81,310.88	87,076.32	91,795.76	93,643.49	97,020.13
2.5	82,594.30	88,452.84	93,246.72	95,124.69	98,765.50
3	84,077.82	90,042.26	94,923.40	96,836.30	100,543.40
3.5	85,586.98	91,659.61	96,630.35	98,578.15	102,353.92
4	87,125.20	93,307.20	98,368.71	100,351.42	104,195.82
4.5	88,690.21	94,986.23	100,139.64	102,158.43	106,072.67
5	90,285.43	96,629.18	101,940.83	103,996.85	107,982.06
5.5	91,907.44	98,367.53	103,776.95	105,870.18	109,927.54
6	93,560.86	100,137.33	105,645.65	107,776.10	111,907.90
6.5	95,242.20	101,939.66	107,548.05	109,718.09	113,924.38
7	96,956.12	103,774.63	109,485.39	111,694.98	115,978.08
7.5	98,700.31	105,644.48	111,457.62	113,706.77	118,067.82
8	100,477.07	107,545.71	113,467.09	115,756.98	120,197.13
8.5	102,284.10	109,483.04	115,511.46	117,843.24	122,364.85
9	104,126.02	111,456.48	117,593.09	119,966.76	124,570.96
9.5	106,000.50	113,463.58	119,713.11	122,130.97	126,817.80
10	108,717.98	116,371.71	122,778.95	125,257.29	130,064.54
10.5	110,675.12	118,467.32	124,992.46	127,516.95	132,410.46
11	113,500.55	121,495.30	128,189.85	130,780.77	135,801.98

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
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<b>Salary Schedule BC2 (Category C) - 190 Days</b>					
<b>Effective February 28, 2023</b>					
<b>Distribute step increases evenly Steps 9 through 11</b>					
Coordinators, Elementary Assistant Principals, and					
Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	81,013.31	86,755.32	91,455.29	93,295.59	96,152.88
1.5	82,210.69	88,039.96	92,809.26	94,678.25	97,882.05
2	83,508.47	89,429.73	94,276.73	96,174.40	99,642.30
2.5	84,826.58	90,843.46	95,766.90	97,695.63	101,434.84
3	86,350.19	92,475.83	97,488.90	99,453.50	103,260.79
3.5	87,900.14	94,136.90	99,241.98	101,242.42	105,120.24
4	89,479.94	95,829.02	101,027.32	103,063.62	107,011.92
4.5	91,087.24	97,553.43	102,846.12	104,919.47	108,939.50
5	92,725.58	99,240.78	104,695.99	106,807.58	110,900.49
5.5	94,391.42	101,026.11	106,581.73	108,731.54	112,898.55
6	96,089.53	102,843.74	108,500.94	110,688.97	114,932.44
6.5	97,816.31	104,694.79	110,454.75	112,683.44	117,003.42
7	99,576.56	106,579.35	112,444.45	114,713.76	119,112.62
7.5	101,367.89	108,499.74	114,469.99	116,779.93	121,258.84
8	103,192.67	110,452.35	116,533.77	118,885.55	123,445.70
8.5	105,048.54	112,442.04	118,633.39	121,028.19	125,672.01
9	106,940.24	114,468.82	120,771.28	123,209.10	127,937.74
9.5	108,865.38	116,530.16	122,948.60	125,431.81	130,245.31
10	111,656.30	119,516.89	126,097.30	128,642.62	133,579.80
10.5	113,666.34	121,669.14	128,370.63	130,963.35	135,989.12
11	116,568.13	124,778.96	131,654.44	134,315.39	139,472.30



NEWTON PUBLIC SCHOOLS  
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<b>Salary Schedule BC3 (Category C) - 195 Days</b>					
<b>Effective February 28, 2023</b>					
<b>Distribute step increases evenly Steps 9 through 11</b>					
<b>High School Department Heads, House Deans</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,145.24	89,038.36	93,862.01	95,750.73	98,683.22
1.5	84,374.13	90,356.80	95,251.61	97,169.79	100,457.90
2	85,706.06	91,783.15	96,757.69	98,705.30	102,264.46
2.5	87,058.86	93,234.07	98,287.08	100,266.57	104,104.18
3	88,622.57	94,909.41	100,054.39	102,070.69	105,978.18
3.5	90,213.30	96,614.18	101,853.61	103,906.70	107,886.56
4	91,834.67	98,350.83	103,685.94	105,775.82	109,828.03
4.5	93,484.28	100,120.62	105,552.59	107,680.51	111,806.33
5	95,165.72	101,852.38	107,451.15	109,618.30	113,818.93
5.5	96,875.41	103,684.69	109,386.51	111,592.89	115,869.57
6	98,618.20	105,550.16	111,356.23	113,601.84	117,956.98
6.5	100,390.43	107,449.91	113,361.46	115,648.80	120,082.45
7	102,196.99	109,384.07	115,403.52	117,732.55	122,247.17
7.5	104,035.46	111,354.99	117,482.36	119,853.08	124,449.86
8	105,908.26	113,358.99	119,600.45	122,014.11	126,694.27
8.5	107,812.97	115,401.04	121,755.32	124,213.14	128,979.17
9	109,754.45	117,481.15	123,949.47	126,451.45	131,304.53
9.5	111,730.26	119,596.75	126,184.09	128,732.64	133,672.82
10	114,594.63	122,662.07	129,415.65	132,027.95	137,095.06
10.5	116,657.56	124,870.96	131,748.81	134,409.76	139,567.78
11	119,635.71	128,062.61	135,119.03	137,850.00	143,142.63

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BC4 (Category C) - 200 Days</b>					
<b>Effective February 28, 2023</b>					
<b>Distribute step increases evenly Steps 9 through 11</b>					
Guidance Department Heads, Athletic Directors,					
Assistant Director of Elementary Special Education,					
High and Middle School Assistant Department Heads for					
Special Education, Middle School Assistant Principals,					
and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	85,277.17	91,321.39	96,268.72	98,205.88	101,213.56
1.5	86,537.57	92,673.64	97,693.96	99,661.32	103,033.74
2	87,903.65	94,136.56	99,238.66	101,236.21	104,886.63
2.5	89,291.14	95,624.69	100,807.26	102,837.50	106,773.51
3	90,894.94	97,342.98	102,619.89	104,687.89	108,695.57
3.5	92,526.46	99,091.47	104,465.24	106,570.97	110,652.89
4	94,189.41	100,872.65	106,344.55	108,488.02	112,644.13
4.5	95,881.31	102,687.82	108,259.07	110,441.55	114,673.16
5	97,605.87	104,463.98	110,206.30	112,429.03	116,737.36
5.5	99,359.39	106,343.28	112,191.30	114,454.25	118,840.58
6	101,146.88	108,256.57	114,211.51	116,514.70	120,981.51
6.5	102,964.54	110,205.04	116,268.16	118,614.15	123,161.49
7	104,817.43	112,188.79	118,362.58	120,751.33	125,381.71
7.5	106,703.04	114,210.25	120,494.72	122,926.24	127,640.89
8	108,623.86	116,265.63	122,667.12	125,142.68	129,942.84
8.5	110,577.41	118,360.04	124,877.25	127,398.10	132,286.32
9	112,568.67	120,493.49	127,127.66	129,693.79	134,671.31
9.5	114,595.14	122,663.33	129,419.58	132,033.48	137,100.32
10	117,532.95	125,807.25	132,734.00	135,413.29	140,610.31
10.5	119,648.78	128,072.78	135,126.98	137,856.16	143,146.44
11	122,703.30	131,346.27	138,583.62	141,384.62	146,812.95

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
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<b>Salary Schedule BC5 (Category C) - 211 Days</b>					
<b>Effective February 28, 2023</b>					
<b>Distribute step increases evenly Steps 9 through 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	89,967.41	96,344.07	101,563.50	103,607.20	106,780.30
1.5	91,297.13	97,770.69	103,067.12	105,142.69	108,700.60
2	92,738.36	99,314.07	104,696.79	106,804.20	110,655.39
2.5	94,202.15	100,884.05	106,351.66	108,493.57	112,646.06
3	95,894.16	102,696.85	108,263.99	110,445.73	114,673.82
3.5	97,615.42	104,541.50	110,210.83	112,432.38	116,738.80
4	99,369.82	106,420.64	112,193.50	114,454.86	118,839.56
4.5	101,154.78	108,335.65	114,213.32	116,515.83	120,980.18
5	102,974.19	110,209.50	116,267.65	118,612.62	123,157.92
5.5	104,824.16	112,192.16	118,361.82	120,749.23	125,376.82
6	106,709.95	114,210.68	120,493.15	122,923.01	127,635.50
6.5	108,627.59	116,266.31	122,662.91	125,137.93	129,935.37
7	110,582.39	118,359.17	124,872.53	127,392.65	132,277.70
7.5	112,571.70	120,491.81	127,121.93	129,687.18	134,661.14
8	114,598.17	122,660.24	129,413.82	132,025.53	137,089.70
8.5	116,659.16	124,869.85	131,745.50	134,404.99	139,562.07
9	118,759.95	127,120.63	134,119.69	136,826.95	142,078.23
9.5	120,897.87	129,409.81	136,537.66	139,295.32	144,640.84
10	123,997.26	132,726.65	140,034.37	142,861.02	148,343.88
10.5	126,229.46	135,116.78	142,558.97	145,438.25	151,019.50
11	129,451.98	138,570.32	146,205.72	149,160.77	154,887.66

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
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<b>Salary Schedule BC1 (Category C) - 185 Days</b>					
<b>Effective March 1, 2023</b>					
<b>1.0% COLA Increase all steps</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	79,670.19	85,317.01	89,939.06	91,748.84	94,558.77
1.5	80,847.72	86,580.35	91,270.58	93,108.59	96,259.27
2	82,123.99	87,947.08	92,713.72	94,579.92	97,990.33
2.5	83,420.24	89,337.37	94,179.19	96,075.94	99,753.16
3	84,918.60	90,942.68	95,872.63	97,804.66	101,548.83
3.5	86,442.85	92,576.21	97,596.65	99,563.93	103,377.46
4	87,996.45	94,240.27	99,352.40	101,354.93	105,237.78
4.5	89,577.11	95,936.09	101,141.04	103,180.01	107,133.40
5	91,188.28	97,595.47	102,960.24	105,036.82	109,061.88
5.5	92,826.51	99,351.21	104,814.72	106,928.88	111,026.82
6	94,496.47	101,138.70	106,702.11	108,853.86	113,026.98
6.5	96,194.62	102,959.06	108,623.53	110,815.27	115,063.62
7	97,925.68	104,812.38	110,580.24	112,811.93	117,137.86
7.5	99,687.31	106,700.92	112,572.20	114,843.84	119,248.50
8	101,481.84	108,621.17	114,601.76	116,914.55	121,399.10
8.5	103,306.94	110,577.87	116,666.57	119,021.67	123,588.50
9	105,167.28	112,571.04	118,769.02	121,166.43	125,816.67
9.5	107,060.51	114,598.22	120,910.24	123,352.28	128,085.98
10	109,805.16	117,535.43	124,006.74	126,509.86	131,365.19
10.5	111,781.87	119,651.99	126,242.38	128,792.12	133,734.56
11	114,635.56	122,710.25	129,471.75	132,088.58	137,160.00

NEWTON PUBLIC SCHOOLS  
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<b>Salary Schedule BC2 (Category C) - 190 Days</b>					
<b>Effective March 1, 2023</b>					
<b>1.0% COLA Increase all steps</b>					
Coordinators, Elementary Assistant Principals, and Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	81,823.44	87,622.88	92,369.85	94,228.54	97,114.41
1.5	83,032.79	88,920.36	93,737.35	95,625.04	98,860.87
2	84,343.56	90,324.03	95,219.50	97,136.13	100,638.72
2.5	85,674.84	91,751.89	96,724.57	98,672.59	102,449.19
3	87,213.70	93,400.59	98,463.78	100,448.03	104,293.39
3.5	88,779.14	95,078.27	100,234.40	102,254.85	106,171.45
4	90,374.73	96,787.30	102,037.60	104,094.25	108,082.04
4.5	91,998.11	98,528.96	103,874.58	105,968.66	110,028.90
5	93,652.83	100,233.19	105,742.95	107,875.65	112,009.50
5.5	95,335.33	102,036.38	107,647.55	109,818.85	114,027.54
6	97,050.43	103,872.18	109,585.95	111,795.86	116,081.76
6.5	98,794.47	105,741.74	111,559.30	113,810.28	118,173.45
7	100,572.32	107,645.15	113,568.90	115,860.90	120,303.75
7.5	102,381.56	109,584.73	115,614.69	117,947.73	122,471.43
8	104,224.59	111,556.88	117,699.10	120,074.40	124,680.16
8.5	106,099.02	113,566.46	119,819.72	122,238.47	126,928.73
9	108,009.64	115,613.50	121,978.99	124,441.20	129,217.12
9.5	109,954.04	117,695.47	124,178.08	126,686.13	131,547.76
10	112,772.87	120,712.06	127,358.27	129,929.05	134,915.60
10.5	114,803.00	122,885.83	129,654.34	132,272.99	137,349.01
11	117,733.82	126,026.74	132,970.99	135,658.54	140,867.03

NEWTON PUBLIC SCHOOLS  
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<b>Salary Schedule BC3 (Category C) - 195 Days</b>					
<b>Effective March 1, 2023</b>					
<b>1.0% COLA Increase all steps</b>					
High School Department Heads, House Deans					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,976.69	89,928.74	94,800.63	96,708.24	99,670.05
1.5	85,217.87	91,260.37	96,204.12	98,141.49	101,462.47
2	86,563.12	92,700.98	97,725.27	99,692.35	103,287.10
2.5	87,929.44	94,166.42	99,269.96	101,269.23	105,145.22
3	89,508.79	95,858.50	101,054.93	103,091.40	107,037.96
3.5	91,115.44	97,580.33	102,872.14	104,945.76	108,965.43
4	92,753.01	99,334.34	104,722.80	106,833.57	110,926.31
4.5	94,419.12	101,121.82	106,608.12	108,757.31	112,924.39
5	96,117.38	102,870.90	108,525.66	110,714.49	114,957.12
5.5	97,844.16	104,721.55	110,480.38	112,708.82	117,028.27
6	99,604.39	106,605.66	112,469.79	114,737.85	119,136.55
6.5	101,394.33	108,524.41	114,495.07	116,805.28	121,283.28
7	103,218.96	110,477.91	116,557.55	118,909.87	123,469.64
7.5	105,075.81	112,468.54	118,657.18	121,051.62	125,694.36
8	106,967.34	114,492.58	120,796.45	123,234.26	127,961.21
8.5	108,891.10	116,555.05	122,972.87	125,455.27	130,268.96
9	110,852.00	118,655.96	125,188.97	127,715.97	132,617.57
9.5	112,847.56	120,792.72	127,445.93	130,019.97	135,009.55
10	115,740.57	123,888.70	130,709.81	133,348.23	138,466.01
10.5	117,824.13	126,119.67	133,066.29	135,753.86	140,963.46
11	120,832.08	129,343.24	136,470.22	139,228.50	144,574.05

NEWTON PUBLIC SCHOOLS  
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<b>Salary Schedule BC4 (Category C) - 200 Days</b>					
<b>Effective March 1, 2023</b>					
<b>1.0% COLA Increase all steps</b>					
Guidance Department Heads, Athletic Directors, Assistant Director of Elementary Special Education, High and Middle School Assistant Department Heads for Special Education, Middle School Assistant Principals, and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	86,129.94	92,234.61	97,231.42	99,187.94	102,225.70
1.5	87,402.94	93,600.38	98,670.90	100,657.94	104,064.08
2	88,782.69	95,077.92	100,231.05	102,248.56	105,935.49
2.5	90,184.04	96,580.94	101,815.34	103,865.88	107,841.25
3	91,803.89	98,316.41	103,646.09	105,734.77	109,782.52
3.5	93,451.73	100,082.39	105,509.89	107,636.68	111,759.42
4	95,131.30	101,881.37	107,408.00	109,572.90	113,770.57
4.5	96,840.12	103,714.69	109,341.66	111,545.96	115,819.89
5	98,581.92	105,508.62	111,308.37	113,553.32	117,904.74
5.5	100,352.98	107,406.71	113,313.21	115,598.79	120,028.99
6	102,158.35	109,339.14	115,353.63	117,679.85	122,191.33
6.5	103,994.18	111,307.09	117,430.84	119,800.29	124,393.10
7	105,865.60	113,310.68	119,546.21	121,958.84	126,635.52
7.5	107,770.06	115,352.35	121,699.68	124,155.50	128,917.30
8	109,710.10	117,428.29	123,893.79	126,394.11	131,242.27
8.5	111,683.18	119,543.64	126,126.02	128,672.08	133,609.19
9	113,694.36	121,698.42	128,398.94	130,990.74	136,018.02
9.5	115,741.09	123,889.97	130,713.77	133,353.82	138,471.33
10	118,708.28	127,065.33	134,061.34	136,767.42	142,016.42
10.5	120,845.26	129,353.50	136,478.25	139,234.72	144,577.90
11	123,930.34	132,659.73	139,969.46	142,798.46	148,281.08

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BC5 (Category C) - 211 Days</b>					
<b>Effective March 1, 2023</b>					
<b>1.0% COLA Increase all steps</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	90,867.08	97,307.51	102,579.14	104,643.27	107,848.11
1.5	92,210.10	98,748.40	104,097.80	106,194.12	109,787.60
2	93,665.74	100,307.21	105,743.76	107,872.23	111,761.94
2.5	95,144.17	101,892.89	107,415.18	109,578.50	113,772.52
3	96,853.11	103,723.81	109,346.62	111,550.18	115,820.56
3.5	98,591.57	105,586.92	111,312.94	113,556.70	117,906.18
4	100,363.52	107,484.85	113,315.44	115,599.41	120,027.95
4.5	102,166.33	109,419.00	115,355.46	117,680.98	122,189.99
5	104,003.93	111,311.59	117,430.33	119,798.75	124,389.50
5.5	105,872.40	113,314.08	119,545.44	121,956.72	126,630.59
6	107,777.05	115,352.79	121,698.08	124,152.24	128,911.85
6.5	109,713.86	117,428.98	123,889.54	126,389.31	131,234.72
7	111,688.21	119,542.77	126,121.25	128,666.58	133,600.48
7.5	113,697.42	121,696.72	128,393.16	130,984.06	136,007.75
8	115,744.15	123,886.85	130,707.95	133,345.78	138,460.60
8.5	117,825.75	126,118.54	133,062.95	135,749.04	140,957.69
9	119,947.55	128,391.83	135,460.88	138,195.23	143,499.01
9.5	122,106.85	130,703.92	137,903.03	140,688.28	146,087.25
10	125,237.24	134,053.92	141,434.71	144,289.62	149,827.32
10.5	127,491.75	136,467.95	143,984.55	146,892.63	152,529.69
11	130,746.50	139,956.01	147,667.78	150,652.38	156,436.54



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<b>Salary Schedule BA1 (Category A) - 195 Days</b>					
<b>Effective March 1, 2020</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	81,257.06	87,015.86	91,729.51	93,576.09	96,442.16
1.5	82,458.17	88,304.82	93,088.52	94,962.74	98,176.24
2	83,758.96	89,698.38	94,560.07	96,463.87	99,941.86
2.5	85,081.46	91,116.63	96,055.28	97,989.69	101,740.08
3	86,609.26	92,753.96	97,782.44	99,752.36	103,571.84
3.5	88,164.66	94,419.92	99,541.16	101,546.63	105,436.17
4	89,748.72	96,117.46	101,331.49	103,374.47	107,333.10
4.5	91,361.37	97,847.57	103,155.36	105,234.84	109,266.51
5	93,003.63	99,539.20	105,010.81	107,128.79	111,234.47
5.5	94,675.53	101,330.49	106,902.78	109,058.25	113,237.97
6	96,378.00	103,153.38	108,827.31	111,021.30	115,278.00
6.5	98,111.09	105,009.83	110,787.40	113,022.81	117,354.52
7	99,875.73	106,899.81	112,782.99	115,058.88	119,470.52
7.5	101,672.96	108,826.34	114,814.12	117,131.43	121,624.04
8	103,502.77	110,784.43	116,883.74	119,242.55	123,817.02
8.5	105,365.13	112,781.02	118,989.88	121,392.09	126,049.50
9	107,262.02	114,813.13	121,133.52	123,580.17	128,322.42
9.5	109,192.50	116,880.78	123,318.61	125,808.67	130,637.79
10	111,160.46	118,986.90	125,543.19	128,077.66	132,993.62
10.5	113,161.97	121,132.54	127,806.24	130,388.08	135,394.86
11	115,486.87	123,622.65	130,433.62	133,069.36	138,179.57

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY20

<b>Salary Schedule BA2 (Category A) - 195 Days (Grandfathered)</b>					
<b>Effective March 1, 2020</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Employees in this schedule are grandfathered at a 3% increase over the AA1 (195 days) schedule.					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,694.32	89,625.92	94,482.42	96,383.45	99,335.66
1.5	84,931.56	90,952.41	95,880.73	97,811.12	101,121.33
2	86,272.19	92,389.88	97,397.63	99,357.43	102,939.67
2.5	87,634.58	93,850.20	98,936.30	100,929.82	104,792.84
3	89,208.06	95,535.77	100,715.45	102,744.89	106,678.62
3.5	90,809.86	97,252.89	102,527.25	104,593.68	108,599.24
4	92,441.02	99,001.57	104,371.71	106,475.13	110,553.59
4.5	94,102.65	100,782.92	106,249.87	108,391.39	112,543.85
5	95,793.66	102,525.06	108,161.79	110,341.39	114,571.11
5.5	97,516.25	104,370.61	110,109.60	112,330.57	116,635.37
6	99,269.27	106,247.71	112,091.18	114,352.39	118,736.62
6.5	101,054.97	108,160.69	114,110.81	116,413.36	120,874.86
7	102,873.30	110,107.45	116,166.35	118,510.28	123,055.57
7.5	104,723.17	112,090.07	118,257.82	120,645.26	125,272.16
8	106,608.97	114,108.63	120,389.54	122,819.42	127,532.28
8.5	108,526.34	116,164.20	122,559.35	125,033.85	129,830.47
9	110,479.59	118,256.73	124,768.33	127,287.44	132,172.22
9.5	112,468.76	120,387.36	127,018.66	129,582.39	134,557.50
10	114,496.03	122,556.08	129,309.27	131,919.78	136,984.10
10.5	116,557.01	124,767.24	131,641.21	134,300.68	139,456.43
11	118,951.61	127,331.68	134,347.04	137,062.23	142,324.56

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 FY20

<b>Salary Schedule BA3 (Category A) - 215 Days</b>					
<b>Effective March 1, 2020</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	89,591.12	95,940.57	101,137.67	103,173.63	106,333.67
1.5	90,915.42	97,361.72	102,636.06	104,702.50	108,245.60
2	92,349.62	98,898.22	104,258.54	106,357.60	110,192.31
2.5	93,807.76	100,461.93	105,907.11	108,039.92	112,174.96
3	95,492.26	102,267.18	107,811.41	109,983.37	114,194.59
3.5	97,207.19	104,104.01	109,750.51	111,961.67	116,250.15
4	98,953.72	105,975.66	111,724.47	113,976.97	118,341.61
4.5	100,731.76	107,883.22	113,735.40	116,028.15	120,473.33
5	102,542.47	109,748.35	115,781.14	118,116.36	122,643.13
5.5	104,385.85	111,723.37	117,867.17	120,243.71	124,852.12
6	106,262.93	113,733.22	119,989.09	122,408.10	127,101.38
6.5	108,173.76	115,780.07	122,150.21	124,614.89	129,390.88
7	110,119.40	117,863.90	124,350.48	126,859.79	131,723.90
7.5	112,100.96	119,988.02	126,589.93	129,144.91	134,098.30
8	114,118.44	122,146.93	128,871.82	131,472.55	136,516.21
8.5	116,171.80	124,348.31	131,193.97	133,842.57	138,977.65
9	118,263.25	126,588.84	133,557.47	136,255.06	141,483.70
9.5	120,391.73	128,868.55	135,966.68	138,712.13	144,036.54
10	122,561.53	131,190.69	138,419.42	141,213.83	146,633.99
10.5	124,768.33	133,556.39	140,914.57	143,761.21	149,281.52
11	127,331.68	136,301.89	143,811.43	146,717.50	152,351.83

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY21

<b>Salary Schedule BA1 (Category A) - 195 Days</b>					
<b>Effective September 1, 2020</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	82,679.06	88,538.64	93,334.78	95,213.67	98,129.90
1.5	83,901.19	89,850.15	94,717.57	96,624.58	99,894.33
2	85,224.74	91,268.11	96,214.87	98,151.99	101,690.85
2.5	86,570.39	92,711.17	97,736.25	99,704.52	103,520.53
3	88,124.92	94,377.15	99,493.63	101,498.03	105,384.35
3.5	89,707.55	96,072.26	101,283.13	103,323.70	107,281.32
4	91,319.33	97,799.51	103,104.80	105,183.52	109,211.42
4.5	92,960.19	99,559.91	104,960.58	107,076.44	111,178.67
5	94,631.20	101,281.14	106,848.49	109,003.55	113,181.07
5.5	96,332.36	103,103.78	108,773.58	110,966.76	115,219.63
6	98,064.62	104,958.57	110,731.79	112,964.17	117,295.36
6.5	99,828.03	106,847.50	112,726.18	115,000.71	119,408.22
7	101,623.56	108,770.56	114,756.69	117,072.41	121,561.25
7.5	103,452.24	110,730.80	116,823.37	119,181.23	123,752.46
8	105,314.07	112,723.15	118,929.21	121,329.29	125,983.82
8.5	107,209.01	114,754.70	121,072.20	123,516.46	128,255.36
9	109,139.11	116,822.36	123,253.36	125,742.82	130,568.06
9.5	111,103.37	118,926.19	125,476.70	128,010.33	132,923.95
10	113,105.77	121,069.18	127,740.20	130,319.02	135,321.00
10.5	115,142.31	123,252.36	130,042.84	132,669.86	137,764.28
11	117,796.61	126,095.10	133,042.30	135,730.75	140,943.16

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<b>Salary Schedule BA2 (Category A) - 195 Days (Grandfathered)</b>					
<b>Effective September 1, 2020</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Employees in this schedule are grandfathered at a 3% increase over the AA1 (195 days) schedule.					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	85,159.43	91,194.80	96,134.82	98,070.08	101,073.80
1.5	86,418.23	92,545.65	97,559.10	99,523.32	102,891.16
2	87,781.48	94,006.15	99,101.32	101,096.55	104,741.58
2.5	89,167.50	95,492.51	100,668.34	102,695.66	106,626.15
3	90,768.67	97,208.46	102,478.44	104,542.97	108,545.88
3.5	92,398.78	98,954.43	104,321.62	106,423.41	110,499.76
4	94,058.91	100,733.50	106,197.94	108,339.03	112,487.76
4.5	95,749.00	102,546.71	108,109.40	110,288.73	114,514.03
5	97,470.14	104,319.57	110,053.94	112,273.66	116,576.50
5.5	99,222.33	106,196.89	112,036.79	114,295.76	118,676.22
6	101,006.56	108,107.33	114,053.74	116,353.10	120,814.22
6.5	102,822.87	110,052.93	116,107.97	118,450.73	122,990.47
7	104,672.27	112,033.68	118,199.39	120,584.58	125,208.09
7.5	106,555.81	114,052.72	120,328.07	122,756.67	127,465.03
8	108,473.49	116,104.84	122,497.09	124,969.17	129,763.33
8.5	110,425.28	118,197.34	124,704.37	127,221.95	132,103.02
9	112,413.28	120,327.03	126,950.96	129,515.10	134,485.10
9.5	114,436.47	122,493.98	129,241.00	131,850.64	136,911.67
10	116,498.94	124,701.26	131,572.41	134,228.59	139,380.63
10.5	118,596.58	126,949.93	133,944.13	136,649.96	141,897.21
11	121,330.51	129,877.95	137,033.57	139,802.67	145,171.45

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<b>Salary Schedule BA3 (Category A) - 215 Days</b>					
<b>Effective September 1, 2020</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	91,158.96	97,619.53	102,907.58	104,979.17	108,194.51
1.5	92,506.44	99,065.55	104,432.19	106,534.79	110,139.90
2	93,965.74	100,628.94	106,083.06	108,218.86	112,120.68
2.5	95,449.40	102,220.01	107,760.48	109,930.62	114,138.02
3	97,163.37	104,056.86	109,698.11	111,908.08	116,193.00
3.5	98,908.32	105,925.83	111,671.14	113,921.00	118,284.53
4	100,685.41	107,830.23	113,679.65	115,971.57	120,412.59
4.5	102,494.57	109,771.18	115,725.77	118,058.64	122,581.61
5	104,336.96	111,668.95	117,807.31	120,183.40	124,789.38
5.5	106,212.60	113,678.53	119,929.85	122,347.97	127,037.03
6	108,122.53	115,723.55	122,088.90	124,550.24	129,325.65
6.5	110,066.80	117,806.22	124,287.84	126,795.65	131,655.22
7	112,046.49	119,926.52	126,526.61	129,079.84	134,029.07
7.5	114,062.73	122,087.81	128,805.25	131,404.95	136,445.02
8	116,115.51	124,284.50	131,127.08	133,773.32	138,905.24
8.5	118,204.81	126,524.41	133,489.86	136,184.81	141,409.76
9	120,332.86	128,804.14	135,894.73	138,639.52	143,959.66
9.5	122,498.59	131,123.75	138,346.10	141,139.59	146,557.18
10	124,706.36	133,486.53	140,841.76	143,685.07	149,200.08
10.5	126,951.78	135,893.63	143,380.57	146,277.03	151,893.95
11	129,878.31	139,027.93	146,687.66	149,651.85	155,398.87

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<b>Salary Schedule BA1 (Category A) - 195 Days</b>					
<b>Effective March 1, 2021</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,299.15	89,202.68	94,034.79	95,927.77	98,865.87
1.5	84,530.45	90,524.03	95,427.95	97,349.26	100,643.54
2	85,863.93	91,952.62	96,936.48	98,888.13	102,453.53
2.5	87,219.67	93,406.50	98,469.27	100,452.30	104,296.93
3	88,785.86	95,084.98	100,239.83	102,259.27	106,174.73
3.5	90,380.36	96,792.80	102,042.75	104,098.63	108,085.93
4	92,004.22	98,533.01	103,878.09	105,972.40	110,030.51
4.5	93,657.39	100,306.61	105,747.78	107,879.51	112,012.51
5	95,340.93	102,040.75	107,649.85	109,821.08	114,029.93
5.5	97,054.85	103,877.06	109,589.38	111,799.01	116,083.78
6	98,800.10	105,745.76	111,562.28	113,811.40	118,175.08
6.5	100,576.74	107,648.86	113,571.63	115,863.22	120,303.78
7	102,385.74	109,586.34	115,617.37	117,950.45	122,472.96
7.5	104,228.13	111,561.28	117,699.55	120,075.09	124,680.60
8	106,103.93	113,568.57	119,821.18	122,239.26	126,928.70
8.5	108,013.08	115,615.36	121,980.24	124,442.83	129,217.28
9	109,957.65	117,698.53	124,177.76	126,685.89	131,547.32
9.5	111,936.65	119,818.14	126,417.78	128,970.41	133,920.88
10	113,954.06	121,977.20	128,698.25	131,296.41	136,335.91
10.5	116,005.88	124,176.75	131,018.16	133,664.88	138,797.51
11	118,974.58	127,356.05	134,372.72	137,088.06	142,352.59

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY21

<b>Salary Schedule BA2 (Category A) - 195 Days (Grandfathered)</b>					
<b>Effective March 1, 2021</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Employees in this schedule are grandfathered at a 3% increase over the AA1 (195 days) schedule.					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	85,798.13	91,878.76	96,855.83	98,805.61	101,831.85
1.5	87,066.37	93,239.74	98,290.79	100,269.74	103,662.84
2	88,439.84	94,711.20	99,844.58	101,854.77	105,527.14
2.5	89,836.26	96,208.70	101,423.35	103,465.88	107,425.85
3	91,449.44	97,937.52	103,247.03	105,327.04	109,359.97
3.5	93,091.77	99,696.59	105,104.03	107,221.59	111,328.51
4	94,764.35	101,489.00	106,994.42	109,151.57	113,331.42
4.5	96,467.12	103,315.81	108,920.22	111,115.90	115,372.89
5	98,201.17	105,101.97	110,879.34	113,115.71	117,450.82
5.5	99,966.50	106,993.37	112,877.07	115,152.98	119,566.29
6	101,764.11	108,918.13	114,909.14	117,225.75	121,720.33
6.5	103,594.04	110,878.33	116,978.78	119,339.11	123,912.90
7	105,457.31	112,873.93	119,085.89	121,488.96	126,147.15
7.5	107,354.98	114,908.12	121,230.53	123,677.35	128,421.02
8	109,287.04	116,975.63	123,415.82	125,906.44	130,736.55
8.5	111,253.47	119,083.82	125,639.65	128,176.11	133,093.79
9	113,256.38	121,229.48	127,903.09	130,486.46	135,493.74
9.5	115,294.74	123,412.68	130,210.31	132,839.52	137,938.51
10	117,372.68	125,636.52	132,559.20	135,235.30	140,425.98
10.5	119,486.05	127,902.05	134,948.71	137,674.83	142,961.44
11	122,543.82	131,176.73	138,403.91	141,200.70	146,623.16



NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY21

<b>Salary Schedule BA3 (Category A) - 215 Days</b>					
<b>Effective March 1, 2021</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	91,842.65	98,351.68	103,679.39	105,766.51	109,005.97
1.5	93,200.24	99,808.54	105,215.43	107,333.80	110,965.95
2	94,670.48	101,383.66	106,878.68	109,030.50	112,961.59
2.5	96,165.27	102,986.66	108,568.68	110,755.10	114,994.06
3	97,892.10	104,837.29	110,520.85	112,747.39	117,064.45
3.5	99,650.13	106,720.27	112,508.67	114,775.41	119,171.66
4	101,440.55	108,638.96	114,532.25	116,841.36	121,315.68
4.5	103,263.28	110,594.46	116,593.71	118,944.08	123,500.97
5	105,119.49	112,506.47	118,690.86	121,084.78	125,725.30
5.5	107,009.19	114,531.12	120,829.32	123,265.58	127,989.81
6	108,933.45	116,591.48	123,004.57	125,484.37	130,295.59
6.5	110,892.30	118,689.77	125,220.00	127,746.62	132,642.63
7	112,886.84	120,825.97	127,475.56	130,047.94	135,034.29
7.5	114,918.20	123,003.47	129,771.29	132,390.49	137,468.36
8	116,986.38	125,216.63	132,110.53	134,776.62	139,947.03
8.5	119,091.35	127,473.34	134,491.03	137,206.20	142,470.33
9	121,235.36	129,770.17	136,913.94	139,679.32	145,039.36
9.5	123,417.33	132,107.18	139,383.70	142,198.14	147,656.36
10	125,641.66	134,487.68	141,898.07	144,762.71	150,319.08
10.5	127,903.92	136,912.83	144,455.92	147,374.11	153,033.15
11	131,177.09	140,418.21	148,154.54	151,148.37	156,952.86

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY22

<b>Salary Schedule BA1 (Category A) - 195 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	84,756.89	90,763.73	95,680.40	97,606.51	100,596.02
1.5	86,009.73	92,108.20	97,097.94	99,052.87	102,404.80
2	87,366.55	93,561.79	98,632.87	100,618.67	104,246.47
2.5	88,746.01	95,041.11	100,192.48	102,210.22	106,122.13
3	90,339.61	96,748.97	101,994.03	104,048.81	108,032.79
3.5	91,962.02	98,486.67	103,828.50	105,920.36	109,977.43
4	93,614.29	100,257.34	105,695.96	107,826.92	111,956.04
4.5	95,296.39	102,061.98	107,598.37	109,767.40	113,972.73
5	97,009.40	103,826.46	109,533.72	111,742.95	116,025.45
5.5	98,753.31	105,694.91	111,507.19	113,755.49	118,115.25
6	100,529.10	107,596.31	113,514.62	115,803.10	120,243.14
6.5	102,336.83	109,532.72	115,559.13	117,890.83	122,409.10
7	104,177.49	111,504.10	117,640.67	120,014.58	124,616.24
7.5	106,052.12	113,513.60	119,759.29	122,176.40	126,862.51
8	107,960.75	115,556.02	121,918.05	124,378.45	129,149.95
8.5	109,903.31	117,638.63	124,114.89	126,620.58	131,478.58
9	111,881.91	119,758.25	126,350.87	128,902.89	133,849.40
9.5	113,895.54	121,914.96	128,630.09	131,227.39	136,264.50
10	115,948.26	124,111.80	130,950.47	133,594.10	138,721.79
10.5	118,035.98	126,349.84	133,310.98	136,004.02	141,226.47
11	121,354.07	129,903.17	137,060.17	139,829.82	145,199.64

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY22

<b>Salary Schedule BA2 (Category A) - 195 Days (Grandfathered)</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Employees in this schedule are grandfathered at a 3% increase over the AA1 (195 days) schedule.					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	87,299.60	93,486.64	98,550.81	100,534.71	103,613.91
1.5	88,590.03	94,871.44	100,010.88	102,024.46	105,476.94
2	89,987.54	96,368.65	101,591.86	103,637.23	107,373.86
2.5	91,408.39	97,892.35	103,198.26	105,276.53	109,305.80
3	93,049.81	99,651.43	105,053.85	107,170.26	111,273.77
3.5	94,720.88	101,441.28	106,943.35	109,097.97	113,276.76
4	96,422.73	103,265.06	108,866.82	111,061.72	115,314.72
4.5	98,155.29	105,123.84	110,826.32	113,060.43	117,391.92
5	99,919.69	106,941.25	112,819.73	115,095.23	119,506.21
5.5	101,715.91	108,865.75	114,852.42	117,168.16	121,658.70
6	103,544.98	110,824.20	116,920.05	119,277.20	123,850.44
6.5	105,406.94	112,818.70	119,025.91	121,427.54	126,081.38
7	107,302.81	114,849.22	121,169.89	123,615.02	128,354.73
7.5	109,233.69	116,919.01	123,352.06	125,841.70	130,668.39
8	111,199.56	119,022.70	125,575.60	128,109.80	133,024.44
8.5	113,200.41	121,167.79	127,838.34	130,419.19	135,422.93
9	115,238.37	123,351.00	130,141.39	132,769.97	137,864.88
9.5	117,312.40	125,572.40	132,488.99	135,164.21	140,352.43
10	119,426.70	127,835.16	134,878.99	137,601.92	142,883.43
10.5	121,577.06	130,140.34	137,310.31	140,084.14	145,463.27
11	124,994.70	133,800.26	141,171.99	144,024.71	149,555.62

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY22

<b>Salary Schedule BA3 (Category A) - 215 Days</b>					
<b>Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	93,449.90	100,072.83	105,493.78	107,617.42	110,913.57
1.5	94,831.24	101,555.19	107,056.70	109,212.14	112,907.85
2	96,327.21	103,157.87	108,749.06	110,938.53	114,938.42
2.5	97,848.16	104,788.93	110,468.63	112,693.31	117,006.46
3	99,605.21	106,671.94	112,454.96	114,720.47	119,113.08
3.5	101,394.01	108,587.87	114,477.57	116,783.98	121,257.16
4	103,215.76	110,540.14	116,536.56	118,886.08	123,438.70
4.5	105,070.39	112,529.86	118,634.10	121,025.60	125,662.24
5	106,959.08	114,475.33	120,767.95	123,203.76	127,925.49
5.5	108,881.85	116,535.41	122,943.83	125,422.73	130,229.63
6	110,839.79	118,631.83	125,157.15	127,680.35	132,575.76
6.5	112,832.92	120,766.84	127,411.35	129,982.19	134,963.88
7	114,862.36	122,940.42	129,706.38	132,323.78	137,397.39
7.5	116,929.27	125,156.03	132,042.29	134,707.32	139,874.06
8	119,033.64	127,407.92	134,422.46	137,135.21	142,396.10
8.5	121,175.45	129,704.12	136,844.62	139,607.31	144,963.56
9	123,356.98	132,041.15	139,309.93	142,123.71	147,577.55
9.5	125,577.13	134,419.06	141,822.91	144,686.61	150,240.35
10	127,840.39	136,841.21	144,381.29	147,296.06	152,949.66
10.5	130,142.24	139,308.80	146,983.90	149,953.16	155,711.23
11	133,800.63	143,226.57	151,117.63	154,171.34	160,091.92

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY22

<b>Salary Schedule BA1 (Category A) - 195 Days</b>					
<b>Effective March 1, 2022</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	85,392.57	91,444.46	96,398.00	98,338.56	101,350.49
1.5	86,654.80	92,799.01	97,826.17	99,795.77	103,172.84
2	88,021.80	94,263.50	99,372.62	101,373.31	105,028.32
2.5	89,411.61	95,753.92	100,943.92	102,976.80	106,918.05
3	91,017.16	97,474.59	102,758.99	104,829.18	108,843.04
3.5	92,651.74	99,225.32	104,607.21	106,714.76	110,802.26
4	94,316.40	101,009.27	106,488.68	108,635.62	112,795.71
4.5	96,011.11	102,827.44	108,405.36	110,590.66	114,827.53
5	97,736.97	104,605.16	110,355.22	112,581.02	116,895.64
5.5	99,493.96	106,487.62	112,343.49	114,608.66	119,001.11
6	101,283.07	108,403.28	114,365.98	116,671.62	121,144.96
6.5	103,104.36	110,354.22	116,425.82	118,775.01	123,327.17
7	104,958.82	112,340.38	118,522.98	120,914.69	125,550.86
7.5	106,847.51	114,364.95	120,657.48	123,092.72	127,813.98
8	108,770.46	116,422.69	122,832.44	125,311.29	130,118.57
8.5	110,727.58	118,520.92	125,045.75	127,570.23	132,464.67
9	112,721.02	120,656.44	127,298.50	129,869.66	134,853.27
9.5	114,749.76	122,829.32	129,594.82	132,211.60	137,286.48
10	116,817.87	125,042.64	131,932.60	134,596.06	139,762.20
10.5	118,921.25	127,297.46	134,310.81	137,024.05	142,285.67
11	122,567.61	131,202.20	138,430.77	141,228.12	146,651.64

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY22

<b>Salary Schedule BA2 (Category A) - 195 Days (Grandfathered)</b>					
<b>Effective March 1, 2022</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Employees in this schedule are grandfathered at a 3% increase over the AA1 (195 days) schedule.					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	87,954.35	94,187.79	99,289.94	101,288.72	104,391.01
1.5	89,254.46	95,582.98	100,760.96	102,789.64	106,268.02
2	90,662.45	97,091.41	102,353.80	104,414.51	108,179.16
2.5	92,093.95	98,626.54	103,972.25	106,066.10	110,125.59
3	93,747.68	100,398.82	105,841.75	107,974.04	112,108.32
3.5	95,431.29	102,202.09	107,745.43	109,916.20	114,126.34
4	97,145.90	104,039.55	109,683.32	111,894.68	116,179.58
4.5	98,891.45	105,912.27	111,657.52	113,908.38	118,272.36
5	100,669.09	107,743.31	113,665.88	115,958.44	120,402.51
5.5	102,478.78	109,682.24	115,713.81	118,046.92	122,571.14
6	104,321.57	111,655.38	117,796.95	120,171.78	124,779.32
6.5	106,197.49	113,664.84	119,918.60	122,338.25	127,026.99
7	108,107.58	115,710.59	122,078.66	124,542.13	129,317.39
7.5	110,052.94	117,795.90	124,277.20	126,785.51	131,648.40
8	112,033.56	119,915.37	126,517.42	129,070.62	134,022.12
8.5	114,049.41	122,076.55	128,797.13	131,397.33	136,438.60
9	116,102.66	124,276.13	131,117.45	133,765.74	138,898.87
9.5	118,192.24	126,514.19	133,482.66	136,177.94	141,405.07
10	120,322.40	128,793.92	135,890.58	138,633.93	143,955.06
10.5	122,488.89	131,116.39	138,340.14	141,134.77	146,554.24
11	126,244.65	135,138.26	142,583.71	145,464.96	151,051.18

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY22

<b>Salary Schedule BA3 (Category A) - 215 Days</b>					
<b>Effective March 1, 2022</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	94,150.77	100,823.38	106,284.98	108,424.55	111,745.42
1.5	95,542.47	102,316.85	107,859.63	110,031.23	113,754.66
2	97,049.66	103,931.55	109,564.68	111,770.57	115,800.46
2.5	98,582.02	105,574.85	111,297.14	113,538.51	117,884.01
3	100,352.25	107,471.98	113,298.37	115,580.87	120,006.43
3.5	102,154.47	109,402.28	115,336.15	117,659.86	122,166.59
4	103,989.88	111,369.19	117,410.58	119,777.73	124,364.49
4.5	105,858.42	113,373.83	119,523.86	121,933.29	126,604.71
5	107,761.27	115,333.89	121,673.71	124,127.79	128,884.93
5.5	109,698.46	117,409.43	123,865.91	126,363.40	131,206.35
6	111,671.09	119,521.57	126,095.83	128,637.95	133,570.08
6.5	113,679.17	121,672.59	128,366.94	130,957.06	135,976.11
7	115,723.83	123,862.47	130,679.18	133,316.21	138,427.87
7.5	117,806.24	126,094.70	133,032.61	135,717.62	140,923.12
8	119,926.39	128,363.48	135,430.63	138,163.72	143,464.07
8.5	122,084.27	130,676.90	137,870.95	140,654.36	146,050.79
9	124,282.16	133,031.46	140,354.75	143,189.64	148,684.38
9.5	126,518.96	135,427.20	142,886.58	145,771.76	151,367.15
10	128,799.19	137,867.52	145,464.15	148,400.78	154,096.78
10.5	131,118.31	140,353.62	148,086.28	151,077.81	156,879.06
11	135,138.64	144,658.84	152,628.81	155,713.05	161,692.84

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BA1 (Category A) - 195 Days</b>					
<b>Effective September 1, 2022</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	86,886.94	93,044.74	98,084.97	100,059.48	103,124.12
1.5	88,171.26	94,422.99	99,538.13	101,542.20	104,978.36
2	89,562.18	95,913.11	101,111.64	103,147.34	106,866.32
2.5	90,976.31	97,429.61	102,710.44	104,778.89	108,789.12
3	92,609.96	99,180.40	104,557.27	106,663.69	110,747.79
3.5	94,273.15	100,961.76	106,437.84	108,582.27	112,741.30
4	95,966.94	102,776.93	108,352.23	110,536.74	114,769.63
4.5	97,691.30	104,626.92	110,302.45	112,526.00	116,837.01
5	99,447.37	106,435.75	112,286.44	114,551.19	118,941.31
5.5	101,235.10	108,351.15	114,309.50	116,614.31	121,083.63
6	103,055.52	110,300.34	116,367.38	118,713.37	123,265.00
6.5	104,908.69	112,285.42	118,463.27	120,853.57	125,485.40
7	106,795.60	114,306.34	120,597.13	123,030.70	127,748.00
7.5	108,717.34	116,366.34	122,768.99	125,246.84	130,050.72
8	110,673.94	118,460.09	124,982.01	127,504.24	132,395.64
8.5	112,665.31	120,595.04	127,234.05	129,802.71	134,782.80
9	114,693.64	122,767.93	129,526.22	132,142.38	137,213.20
9.5	116,757.88	124,978.83	131,862.73	134,525.30	139,688.99
10	118,862.18	127,230.89	134,241.42	136,951.49	142,208.04
10.5	121,002.37	129,525.17	136,661.25	139,421.97	144,775.67
11	125,018.96	133,826.24	141,199.39	144,052.68	149,584.67



NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BA2 (Category A) - 195 Days (Grandfathered)</b>					
<b>Effective September 1, 2022</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Employees in this schedule are grandfathered at a 3% increase over the AA1 (195 days) schedule.					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	89,493.55	95,836.08	101,027.51	103,061.27	106,217.85
1.5	90,816.41	97,255.68	102,524.28	104,588.46	108,127.71
2	92,249.04	98,790.51	104,144.99	106,241.76	110,072.30
2.5	93,705.59	100,352.50	105,791.76	107,922.26	112,052.79
3	95,388.26	102,155.80	107,693.98	109,863.59	114,070.22
3.5	97,101.34	103,990.63	109,630.98	111,839.73	116,123.55
4	98,845.95	105,860.24	111,602.78	113,852.84	118,212.72
4.5	100,622.05	107,765.73	113,611.53	115,901.78	120,342.13
5	102,430.80	109,628.82	115,655.03	117,987.71	122,509.55
5.5	104,272.16	111,601.68	117,738.80	120,112.74	124,716.13
6	106,147.20	113,609.35	119,858.40	122,274.79	126,962.96
6.5	108,055.95	115,653.97	122,017.18	124,479.17	129,249.96
7	109,999.46	117,735.53	124,215.04	126,721.62	131,580.44
7.5	111,978.87	119,857.33	126,452.05	129,004.26	133,952.25
8	113,994.15	122,013.89	128,731.47	131,329.36	136,367.51
8.5	116,045.27	124,212.89	131,051.08	133,696.78	138,826.28
9	118,134.46	126,450.96	133,412.01	136,106.64	141,329.60
9.5	120,260.60	128,728.19	135,818.61	138,561.05	143,879.66
10	122,428.04	131,047.81	138,268.67	141,060.02	146,474.27
10.5	124,632.45	133,410.93	140,761.09	143,604.63	149,118.94
11	128,769.54	137,841.03	145,435.38	148,374.26	154,072.20

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BA3 (Category A) - 215 Days</b>					
<b>Effective September 1, 2022</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	95,798.41	102,587.79	108,144.97	110,321.98	113,700.96
1.5	97,214.46	104,107.39	109,747.17	111,956.78	115,745.37
2	98,748.03	105,750.35	111,482.06	113,726.55	117,826.97
2.5	100,307.21	107,422.41	113,244.84	115,525.43	119,946.98
3	102,108.41	109,352.74	115,281.09	117,603.54	122,106.54
3.5	103,942.17	111,316.82	117,354.53	119,718.91	124,304.51
4	105,809.70	113,318.15	119,465.27	121,873.84	126,540.87
4.5	107,710.94	115,357.87	121,615.53	124,067.12	128,820.29
5	109,647.09	117,352.23	123,803.00	126,300.03	131,140.42
5.5	111,618.18	119,464.10	126,033.56	128,574.76	133,502.46
6	113,625.33	121,613.20	128,302.51	130,889.11	135,907.56
6.5	115,668.56	123,801.86	130,613.36	133,248.81	138,355.69
7	117,749.00	126,030.06	132,966.07	135,649.24	140,850.36
7.5	119,867.85	128,301.36	135,360.68	138,092.68	143,389.27
8	122,025.10	130,609.84	137,800.67	140,581.59	145,974.69
8.5	124,220.74	132,963.75	140,283.69	143,115.81	148,606.68
9	126,457.10	135,359.51	142,810.96	145,695.46	151,286.36
9.5	128,733.04	137,797.18	145,387.10	148,322.77	154,016.08
10	131,053.18	140,280.20	148,009.77	150,997.79	156,793.47
10.5	133,412.88	142,809.81	150,677.79	153,721.67	159,624.44
11	137,841.41	147,552.02	155,681.39	158,827.31	164,926.70

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BA1 (Category A) - 195 Days</b>					
<b>Effective February 28, 2023</b>					
<b>Distribute step increases evenly Steps 9 through 11</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	86,886.93	93,044.74	98,084.97	100,059.47	103,124.13
1.5	88,171.25	94,422.98	99,538.13	101,542.20	104,978.36
2	89,562.17	95,913.11	101,111.64	103,147.34	106,866.32
2.5	90,976.31	97,429.63	102,710.44	104,778.88	108,789.12
3	92,609.95	99,180.39	104,557.27	106,663.68	110,747.79
3.5	94,273.13	100,961.77	106,437.83	108,582.27	112,741.30
4	95,966.94	102,776.93	108,352.22	110,536.74	114,769.63
4.5	97,691.32	104,626.91	110,302.46	112,525.99	116,837.01
5	99,447.36	106,435.74	112,286.44	114,551.19	118,941.31
5.5	101,235.09	108,351.16	114,309.51	116,614.32	121,083.63
6	103,055.53	110,300.34	116,367.39	118,713.38	123,265.00
6.5	104,908.69	112,285.41	118,463.28	120,853.57	125,485.39
7	106,795.60	114,306.33	120,597.13	123,030.71	127,748.00
7.5	108,717.35	116,366.35	122,768.99	125,246.85	130,050.73
8	110,673.93	118,460.09	124,982.00	127,504.23	132,395.65
8.5	112,665.32	120,595.03	127,234.04	129,802.71	134,782.80
9	114,693.65	122,767.93	129,526.22	132,142.39	137,213.21
9.5	116,757.87	124,978.84	131,862.72	134,525.30	139,689.00
10	119,740.17	128,181.99	135,238.32	137,969.87	143,264.31
10.5	121,895.22	130,490.41	137,677.86	140,457.87	145,849.29
11	125,018.95	133,826.25	141,199.40	144,052.68	149,584.68

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BA2 (Category A) - 195 Days (Grandfathered)</b>					
<b>Effective February 28, 2023</b>					
<b>Distribute step increases evenly Steps 9 through 11</b>					
Employees in this schedule are grandfathered at a 3% increase over the AA1 (195 days) schedule.					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	89,493.54	95,836.08	101,027.52	103,061.25	106,217.85
1.5	90,816.39	97,255.67	102,524.27	104,588.47	108,127.71
2	92,249.04	98,790.50	104,144.99	106,241.76	110,072.31
2.5	93,705.60	100,352.52	105,791.75	107,922.25	112,052.79
3	95,388.25	102,155.80	107,693.99	109,863.59	114,070.22
3.5	97,101.32	103,990.62	109,630.96	111,839.74	116,123.54
4	98,845.95	105,860.24	111,602.79	113,852.84	118,212.72
4.5	100,622.06	107,765.72	113,611.53	115,901.77	120,342.12
5	102,430.78	109,628.81	115,655.03	117,987.73	122,509.55
5.5	104,272.14	111,601.69	117,738.80	120,112.75	124,716.14
6	106,147.20	113,609.35	119,858.41	122,274.78	126,962.95
6.5	108,055.95	115,653.97	122,017.18	124,479.18	129,249.95
7	109,999.47	117,735.52	124,215.04	126,721.63	131,580.44
7.5	111,978.87	119,857.34	126,452.06	129,004.26	133,952.25
8	113,994.15	122,013.89	128,731.46	131,329.36	136,367.52
8.5	116,045.28	124,212.88	131,051.06	133,696.79	138,826.28
9	118,134.46	126,450.97	133,412.01	136,106.66	141,329.61
9.5	120,260.61	128,728.21	135,818.60	138,561.06	143,879.67
10	123,332.38	132,027.45	139,295.47	142,108.97	147,562.24
10.5	125,552.08	134,405.12	141,808.20	144,671.61	150,224.77
11	128,769.52	137,841.04	145,435.38	148,374.26	154,072.22

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BA3 (Category A) - 215 Days</b>					
<b>Effective February 28, 2023</b>					
<b>Distribute step increases evenly Steps 9 through 11</b>					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	95,798.41	102,587.79	108,144.97	110,321.98	113,700.96
1.5	97,214.46	104,107.39	109,747.17	111,956.78	115,745.37
2	98,748.03	105,750.35	111,482.06	113,726.55	117,826.97
2.5	100,307.21	107,422.41	113,244.84	115,525.43	119,946.98
3	102,108.41	109,352.74	115,281.09	117,603.54	122,106.54
3.5	103,942.17	111,316.82	117,354.53	119,718.91	124,304.51
4	105,809.70	113,318.15	119,465.27	121,873.84	126,540.87
4.5	107,710.94	115,357.87	121,615.53	124,067.12	128,820.29
5	109,647.09	117,352.23	123,803.00	126,300.03	131,140.42
5.5	111,618.18	119,464.10	126,033.56	128,574.76	133,502.46
6	113,625.33	121,613.20	128,302.51	130,889.11	135,907.56
6.5	115,668.56	123,801.86	130,613.36	133,248.81	138,355.69
7	117,749.00	126,030.06	132,966.07	135,649.24	140,850.36
7.5	119,867.85	128,301.36	135,360.68	138,092.68	143,389.27
8	122,025.10	130,609.84	137,800.67	140,581.59	145,974.69
8.5	124,220.74	132,963.75	140,283.69	143,115.81	148,606.68
9	126,457.10	135,359.51	142,810.96	145,695.46	151,286.36
9.5	128,733.04	137,797.18	145,387.10	148,322.77	154,016.08
10	132,021.21	141,328.86	149,108.92	152,120.63	157,958.09
10.5	134,397.29	143,874.04	151,798.67	154,863.80	160,808.19
11	137,841.41	147,552.02	155,681.39	158,827.31	164,926.70

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BA1 (Category A) - 195 Days</b>					
<b>Effective March 1, 2023</b>					
<b>1.0% COLA Increase all steps</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	87,755.80	93,975.19	99,065.82	101,060.07	104,155.37
1.5	89,052.96	95,367.21	100,533.51	102,557.62	106,028.14
2	90,457.79	96,872.24	102,122.75	104,178.81	107,934.99
2.5	91,886.07	98,403.92	103,737.54	105,826.66	109,877.01
3	93,536.05	100,172.20	105,602.84	107,730.32	111,855.27
3.5	95,215.86	101,971.39	107,502.21	109,668.09	113,868.72
4	96,926.61	103,804.69	109,435.74	111,642.11	115,917.32
4.5	98,668.23	105,673.18	111,405.49	113,651.25	118,005.37
5	100,441.83	107,500.10	113,409.31	115,696.70	120,130.72
5.5	102,247.44	109,434.67	115,452.61	117,780.46	122,294.46
6	104,086.08	111,403.35	117,531.07	119,900.51	124,497.65
6.5	105,957.78	113,408.26	119,647.91	122,062.11	126,740.25
7	107,863.56	115,449.40	121,803.10	124,261.01	129,025.48
7.5	109,804.53	117,530.01	123,996.68	126,499.32	131,351.24
8	111,780.67	119,644.69	126,231.83	128,779.28	133,719.61
8.5	113,791.98	121,800.98	128,506.39	131,100.74	136,130.63
9	115,840.58	123,995.61	130,821.48	133,463.81	138,585.34
9.5	117,925.45	126,228.62	133,181.34	135,870.56	141,085.89
10	120,937.57	129,463.81	136,590.71	139,349.58	144,696.96
10.5	123,114.17	131,795.31	139,054.65	141,862.45	147,307.78
11	126,269.14	135,164.51	142,611.39	145,493.20	151,080.53

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BA2 (Category A) - 195 Days (Grandfathered)</b>					
<b>Effective March 1, 2023</b>					
<b>1.0% COLA Increase all steps</b>					
Employees in this schedule are grandfathered at a 3% increase over the AA1 (195 days) schedule.					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	90,388.47	96,794.45	102,037.79	104,091.87	107,280.03
1.5	91,724.55	98,228.23	103,549.52	105,634.35	109,208.98
2	93,171.52	99,778.41	105,186.43	107,304.17	111,173.04
2.5	94,642.65	101,356.04	106,849.67	109,001.46	113,173.32
3	96,342.13	103,177.37	108,770.93	110,962.23	115,210.93
3.5	98,072.34	105,030.53	110,727.28	112,958.13	117,284.78
4	99,834.41	106,918.83	112,718.81	114,991.37	119,394.84
4.5	101,628.28	108,843.38	114,747.65	117,060.79	121,545.53
5	103,455.08	110,725.10	116,811.59	119,167.60	123,734.64
5.5	105,314.86	112,717.71	118,916.19	121,313.87	125,963.29
6	107,208.66	114,745.45	121,057.00	123,497.53	128,232.58
6.5	109,136.51	116,810.51	123,237.35	125,723.97	130,542.46
7	111,099.47	118,912.88	125,457.19	127,988.84	132,896.24
7.5	113,098.67	121,055.91	127,716.58	130,294.30	135,291.78
8	115,134.09	123,234.03	130,018.78	132,642.66	137,731.20
8.5	117,205.74	125,455.01	132,361.58	135,033.76	140,214.55
9	119,315.80	127,715.48	134,746.12	137,467.72	142,742.90
9.5	121,463.21	130,015.48	137,176.78	139,946.68	145,318.47
10	124,565.70	133,347.72	140,688.43	143,530.07	149,037.87
10.5	126,807.60	135,749.17	143,226.29	146,118.32	151,727.01
11	130,057.21	139,219.45	146,889.73	149,858.00	155,612.95

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule BA3 (Category A) - 215 Days</b>					
<b>Effective March 1, 2023</b>					
<b>1.0% COLA Increase all steps</b>					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	96,756.39	103,613.67	109,226.42	111,425.20	114,837.97
1.5	98,186.60	105,148.46	110,844.64	113,076.35	116,902.82
2	99,735.51	106,807.85	112,596.88	114,863.82	119,005.24
2.5	101,310.28	108,496.63	114,377.29	116,680.68	121,146.45
3	103,129.49	110,446.27	116,433.90	118,779.58	123,327.61
3.5	104,981.59	112,429.99	118,528.08	120,916.10	125,547.56
4	106,867.80	114,451.33	120,659.92	123,092.58	127,806.28
4.5	108,788.05	116,511.45	122,831.69	125,307.79	130,108.49
5	110,743.56	118,525.75	125,041.03	127,563.03	132,451.82
5.5	112,734.36	120,658.74	127,293.90	129,860.51	134,837.48
6	114,761.58	122,829.33	129,585.54	132,198.00	137,266.64
6.5	116,825.25	125,039.88	131,919.49	134,581.30	139,739.25
7	118,926.49	127,290.36	134,295.73	137,005.73	142,258.86
7.5	121,066.53	129,584.37	136,714.29	139,473.61	144,823.16
8	123,245.35	131,915.94	139,178.68	141,987.41	147,434.44
8.5	125,462.95	134,293.39	141,686.53	144,546.97	150,092.75
9	127,721.67	136,713.11	144,239.07	147,152.41	152,799.22
9.5	130,020.37	139,175.15	146,840.97	149,806.00	155,556.24
10	133,341.42	142,742.15	150,600.01	153,641.84	159,537.67
10.5	135,741.26	145,312.78	153,316.66	156,412.44	162,416.27
11	139,219.82	149,027.54	157,238.20	160,415.58	166,575.97



NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY20

<b>Salary Schedule MCD - 211 Days</b>				
<b>Effective March 1, 2020</b>				
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	84,971.82	90,123.20	91,474.71	93,762.06
1.5	86,940.33	92,211.41	93,594.47	95,934.04
2	88,954.51	94,347.47	95,763.19	98,157.17
2.5	91,015.50	96,533.63	97,981.97	100,431.45
3	93,124.39	98,769.81	100,251.90	102,757.95
3.5	95,282.24	101,058.22	102,574.05	105,138.86
4	97,490.10	103,399.97	104,950.61	107,575.28
4.5	99,749.16	105,795.04	107,382.65	110,067.19
5	102,060.41	108,245.60	109,870.21	112,616.77
5.5	104,425.02	110,753.80	112,415.44	115,226.18
6	106,844.01	113,319.70	115,019.44	117,895.46
6.5	109,319.61	115,945.45	117,684.35	120,626.77
7	111,852.86	118,632.15	120,411.31	123,421.19
7.5	114,443.78	121,380.85	123,201.38	126,280.90
8	117,095.66	124,192.70	126,055.64	129,206.97
8.5	119,808.45	127,069.80	128,976.28	132,200.53
9	122,584.39	130,013.32	131,964.40	135,263.72
9.5	125,424.49	133,025.35	135,022.15	138,397.64
10	128,329.93	136,107.05	138,150.64	141,604.48
10.5	131,303.13	139,260.25	141,350.64	144,884.33
11	134,678.12	142,839.96	144,984.63	148,609.32

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY21

<b>Salary Schedule MCD - 211 Days</b>				
<b>Effective September 1, 2020</b>				
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	86,458.83	91,700.36	93,075.52	95,402.90
1.5	88,461.79	93,825.11	95,232.37	97,612.89
2	90,511.21	95,998.55	97,439.05	99,874.92
2.5	92,608.27	98,222.97	99,696.65	102,189.00
3	94,754.07	100,498.28	102,006.31	104,556.21
3.5	96,949.68	102,826.74	104,369.10	106,978.79
4	99,196.18	105,209.47	106,787.25	109,457.85
4.5	101,494.77	107,646.45	109,261.85	111,993.37
5	103,846.47	110,139.90	111,792.94	114,587.56
5.5	106,252.46	112,691.99	114,382.71	117,242.64
6	108,713.78	115,302.79	117,032.28	119,958.63
6.5	111,232.70	117,974.50	119,743.83	122,737.74
7	113,810.29	120,708.21	122,518.51	125,581.06
7.5	116,446.55	123,505.01	125,357.40	128,490.82
8	119,144.83	126,366.07	128,261.61	131,468.09
8.5	121,905.10	129,293.52	131,233.36	134,514.04
9	124,729.62	132,288.55	134,273.78	137,630.84
9.5	127,619.42	135,353.29	137,385.04	140,819.60
10	130,575.70	138,488.92	140,568.28	144,082.56
10.5	133,600.93	141,697.30	143,824.28	147,419.81
11	137,371.68	145,696.76	147,884.32	151,581.51

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY21

<b>Salary Schedule MCD - 211 Days</b>				
<b>Effective March 1, 2021</b>				
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	87,107.27	92,388.11	93,773.59	96,118.42
1.5	89,125.25	94,528.80	95,946.61	98,344.99
2	91,190.04	96,718.54	98,169.84	100,623.98
2.5	93,302.83	98,959.64	100,444.37	102,955.42
3	95,464.73	101,252.02	102,771.36	105,340.38
3.5	97,676.80	103,597.94	105,151.87	107,781.13
4	99,940.15	105,998.54	107,588.15	110,278.78
4.5	102,255.98	108,453.80	110,081.31	112,833.32
5	104,625.32	110,965.95	112,631.39	115,446.97
5.5	107,049.35	113,537.18	115,240.58	118,121.96
6	109,529.13	116,167.56	117,910.02	120,858.32
6.5	112,066.95	118,859.31	120,641.91	123,658.27
7	114,663.87	121,613.52	123,437.40	126,522.92
7.5	117,319.90	124,431.30	126,297.58	129,454.50
8	120,038.42	127,313.82	129,223.57	132,454.10
8.5	122,819.39	130,263.22	132,217.61	135,522.90
9	125,665.09	133,280.71	135,280.83	138,663.07
9.5	128,576.57	136,368.44	138,415.43	141,875.75
10	131,555.02	139,527.59	141,622.54	145,163.18
10.5	134,602.94	142,760.03	144,902.96	148,525.46
11	138,745.40	147,153.73	149,363.16	153,097.33

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY22

<b>Salary Schedule MCD - 211 Days</b>				
<b>Effective September 1, 2021</b>				
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	88,631.65	94,004.90	95,414.63	97,800.49
1.5	90,684.94	96,183.05	97,625.68	100,066.03
2	92,785.87	98,411.11	99,887.81	102,384.90
2.5	94,935.63	100,691.43	102,202.15	104,757.14
3	97,135.36	103,023.93	104,569.86	107,183.84
3.5	99,386.14	105,410.90	106,992.03	109,667.30
4	101,689.10	107,853.51	109,470.94	112,208.66
4.5	104,045.46	110,351.74	112,007.73	114,807.90
5	106,456.26	112,907.85	114,602.44	117,467.29
5.5	108,922.71	115,524.08	117,257.29	120,189.09
6	111,445.89	118,200.49	119,973.45	122,973.34
6.5	114,028.12	120,939.35	122,753.14	125,822.29
7	116,670.49	123,741.76	125,597.55	128,737.07
7.5	119,373.00	126,608.85	128,507.79	131,719.95
8	122,139.09	129,541.81	131,484.98	134,772.05
8.5	124,968.73	132,542.83	134,531.42	137,894.55
9	127,864.23	135,613.12	137,648.24	141,089.67
9.5	130,826.66	138,754.89	140,837.70	144,358.58
10	133,857.23	141,969.32	144,100.93	147,703.54
10.5	136,958.49	145,258.33	147,438.76	151,124.66
11	141,520.31	150,096.80	152,350.42	156,159.28

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY22

<b>Salary Schedule MCD - 211 Days</b>				
<b>Effective March 1, 2022</b>				
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	89,296.39	94,709.94	96,130.24	98,533.99
1.5	91,365.08	96,904.42	98,357.87	100,816.53
2	93,481.76	99,149.19	100,636.97	103,152.79
2.5	95,647.65	101,446.62	102,968.67	105,542.82
3	97,863.88	103,796.61	105,354.13	107,987.72
3.5	100,131.54	106,201.48	107,794.47	110,489.80
4	102,451.77	108,662.41	110,291.97	113,050.22
4.5	104,825.80	111,179.38	112,847.79	115,668.96
5	107,254.68	113,754.66	115,461.96	118,348.29
5.5	109,739.63	116,390.51	118,136.72	121,090.51
6	112,281.73	119,086.99	120,873.25	123,895.64
6.5	114,883.33	121,846.40	123,673.79	126,765.96
7	117,545.52	124,669.82	126,539.53	129,702.60
7.5	120,268.30	127,558.42	129,471.60	132,707.85
8	123,055.13	130,513.37	132,471.12	135,782.84
8.5	125,906.00	133,536.90	135,540.41	138,928.76
9	128,823.21	136,630.22	138,680.60	142,147.84
9.5	131,807.86	139,795.55	141,893.98	145,441.27
10	134,861.16	143,034.09	145,181.69	148,811.32
10.5	137,985.68	146,347.77	148,544.55	152,258.09
11	142,935.51	151,597.77	153,873.92	157,720.87

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

<b>Salary Schedule MCD - 211 Days</b>				
<b>Effective September 1, 2022</b>				
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	90,859.08	96,367.36	97,812.52	100,258.33
1.5	92,963.97	98,600.25	100,079.13	102,580.82
2	95,117.69	100,884.30	102,398.12	104,957.96
2.5	97,321.48	103,221.94	104,770.62	107,389.82
3	99,576.50	105,613.05	107,197.83	109,877.51
3.5	101,883.84	108,060.01	109,680.87	112,423.37
4	104,244.68	110,564.00	112,222.08	115,028.60
4.5	106,660.25	113,125.02	114,822.63	117,693.17
5	109,131.64	115,745.37	117,482.54	120,419.39
5.5	111,660.07	118,427.34	120,204.11	123,209.59
6	114,246.66	121,171.01	122,988.53	126,063.81
6.5	116,893.79	123,978.71	125,838.08	128,984.36
7	119,602.57	126,851.54	128,753.97	131,972.40
7.5	122,373.00	129,790.69	131,737.35	135,030.24
8	125,208.59	132,797.35	134,789.36	138,159.04
8.5	128,109.36	135,873.80	137,912.37	141,360.01
9	131,077.62	139,021.25	141,107.51	144,635.43
9.5	134,114.50	142,241.97	144,377.12	147,986.49
10	137,221.23	145,537.19	147,722.37	151,415.52
10.5	140,400.43	148,908.86	151,144.08	154,922.61
11	145,794.22	154,629.73	156,951.40	160,875.29

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule MCD - 211 Days</b>				
<b>Effective February 28, 2023</b>				
<b>Distribute step increases evenly Steps 9 through 11</b>				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	90,859.08	96,367.36	97,812.52	100,258.33
1.5	92,963.97	98,600.25	100,079.13	102,580.82
2	95,117.69	100,884.30	102,398.12	104,957.96
2.5	97,321.48	103,221.94	104,770.62	107,389.82
3	99,576.50	105,613.05	107,197.83	109,877.51
3.5	101,883.84	108,060.01	109,680.87	112,423.37
4	104,244.68	110,564.00	112,222.08	115,028.60
4.5	106,660.25	113,125.02	114,822.63	117,693.17
5	109,131.64	115,745.37	117,482.54	120,419.39
5.5	111,660.07	118,427.34	120,204.11	123,209.59
6	114,246.66	121,171.01	122,988.53	126,063.81
6.5	116,893.79	123,978.71	125,838.08	128,984.36
7	119,602.57	126,851.54	128,753.97	131,972.40
7.5	122,373.00	129,790.69	131,737.35	135,030.24
8	125,208.59	132,797.35	134,789.36	138,159.04
8.5	128,109.36	135,873.80	137,912.37	141,360.01
9	131,077.62	139,021.25	141,107.51	144,635.43
9.5	134,114.50	142,241.97	144,377.12	147,986.49
10	138,234.46	146,611.81	148,811.98	152,532.52
10.5	141,437.15	150,008.38	152,260.11	156,066.55
11	145,794.22	154,629.73	156,951.40	160,875.29

NEWTON PUBLIC SCHOOLS  
 NEWTON TEACHERS ASSOCIATION  
 FY23

<b>Salary Schedule MCD - 211 Days</b>				
<b>Effective March 1, 2023</b>				
<b>1.0% COLA Increase all steps</b>				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	91,767.67	97,331.03	98,790.65	101,260.91
1.5	93,893.61	99,586.25	101,079.92	103,606.63
2	96,068.87	101,893.14	103,422.10	106,007.54
2.5	98,294.69	104,254.16	105,818.33	108,463.72
3	100,572.27	106,669.18	108,269.81	110,976.29
3.5	102,902.68	109,140.61	110,777.68	113,547.60
4	105,287.13	111,669.64	113,344.30	116,178.89
4.5	107,726.85	114,256.27	115,970.86	118,870.10
5	110,222.96	116,902.82	118,657.37	121,623.58
5.5	112,776.67	119,611.61	121,406.15	124,441.69
6	115,389.13	122,382.72	124,218.42	127,324.45
6.5	118,062.73	125,218.50	127,096.46	130,274.20
7	120,798.60	128,120.06	130,041.51	133,292.12
7.5	123,596.73	131,088.60	133,054.72	136,380.54
8	126,460.68	134,125.32	136,137.25	139,540.63
8.5	129,390.45	137,232.54	139,291.49	142,773.61
9	132,388.40	140,411.46	142,518.59	146,081.78
9.5	135,455.65	143,664.39	145,820.89	149,466.35
10	139,616.80	148,077.93	150,300.10	154,057.85
10.5	142,851.52	151,508.46	153,782.71	157,627.22
11	147,252.16	156,176.03	158,520.91	162,484.04