

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY19

<b>Salary Schedule BC1 (Category C) - 185 Days</b>					
<b>Effective March 1, 2019</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	71,961.74	77,062.21	81,237.04	82,871.73	85,409.78
1.5	73,025.35	78,203.31	82,439.73	84,099.90	86,945.76
2	74,178.12	79,437.81	83,743.23	85,428.88	88,509.33
2.5	75,348.95	80,693.57	85,066.92	86,780.16	90,101.58
3	76,702.35	82,143.57	86,596.52	88,341.61	91,723.52
3.5	78,079.11	83,619.04	88,153.74	89,930.67	93,375.21
4	79,482.40	85,122.10	89,739.59	91,548.38	95,055.55
4.5	80,910.12	86,653.84	91,355.19	93,196.88	96,767.75
5	82,365.41	88,152.67	92,998.38	94,874.03	98,509.65
5.5	83,845.13	89,738.53	94,673.42	96,583.04	100,284.46
6	85,353.52	91,353.07	96,378.18	98,321.77	102,091.12
6.5	86,887.37	92,997.31	98,113.71	100,093.40	103,930.69
7	88,450.94	94,671.30	99,881.10	101,896.86	105,804.24
7.5	90,042.12	96,377.12	101,680.32	103,732.19	107,710.66
8	91,663.02	98,111.58	103,513.52	105,602.54	109,653.19
8.5	93,311.53	99,878.96	105,378.56	107,505.79	111,630.75
9	94,991.87	101,679.28	107,277.57	109,443.02	113,643.33
9.5	96,701.93	103,510.33	109,211.63	111,417.39	115,693.08
10	98,444.90	105,376.44	111,181.74	113,425.73	117,781.03
10.5	100,217.60	107,276.52	113,185.85	115,473.35	119,907.21
11	102,023.19	109,209.48	115,227.09	117,556.00	122,069.46

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

<b>Salary Schedule BC1 (Category C) - 185 Days</b>					
<b>Effective September 1, 2019</b>					
<b>1.75% COLA Increase</b>					
	LANES				
Step	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	73,221.07	78,410.80	82,658.69	84,321.99	86,904.45
1.5	74,303.29	79,571.87	83,882.43	85,571.65	88,467.31
2	75,476.24	80,827.97	85,208.74	86,923.89	90,058.24
2.5	76,667.56	82,105.71	86,555.59	88,298.81	91,678.36
3	78,044.64	83,581.08	88,111.96	89,887.59	93,328.68
3.5	79,445.49	85,082.37	89,696.43	91,504.46	95,009.28
4	80,873.34	86,611.74	91,310.03	93,150.48	96,719.02
4.5	82,326.05	88,170.28	92,953.91	94,827.83	98,461.19
5	83,806.80	89,695.34	94,625.85	96,534.33	100,233.57
5.5	85,312.42	91,308.95	96,330.20	98,273.24	102,039.44
6	86,847.21	92,951.75	98,064.80	100,042.40	103,877.71
6.5	88,407.90	94,624.76	99,830.70	101,845.03	105,749.48
7	89,998.83	96,328.05	101,629.02	103,680.06	107,655.81
7.5	91,617.86	98,063.72	103,459.73	105,547.50	109,595.60
8	93,267.12	99,828.53	105,325.01	107,450.58	111,572.12
8.5	94,944.48	101,626.84	107,222.68	109,387.14	113,584.29
9	96,654.23	103,458.67	109,154.93	111,358.27	115,632.09
9.5	98,394.21	105,321.76	111,122.83	113,367.19	117,717.71
10	100,167.69	107,220.53	113,127.42	115,410.68	119,842.20
10.5	101,971.41	109,153.86	115,166.60	117,494.13	122,005.59
11	103,808.60	111,120.65	117,243.56	119,613.23	124,205.68

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<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

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY19

<b>Salary Schedule BC2 (Category C) - 190 Days</b>					
<b>Effective March 1, 2019</b>					
Coordinators, Elementary Assistant Principals,					
Assistant Director of English Language Learning,					
High and Middle School Assistant Department Heads for					
Special Education (Move to BC4)					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	73,906.39	79,144.84	83,432.23	85,111.49	87,718.51
1.5	74,998.66	80,316.72	84,667.78	86,372.56	89,295.90
2	76,183.30	81,585.23	86,006.32	87,737.62	90,901.92
2.5	77,384.90	82,874.92	87,366.10	89,126.06	92,536.63
3	78,775.46	84,363.15	88,937.12	90,728.92	94,202.11
3.5	80,189.34	85,878.95	90,536.79	92,361.48	95,898.38
4	81,630.86	87,422.35	92,165.11	94,022.71	97,624.36
4.5	83,096.78	88,995.50	93,824.22	95,715.79	99,383.26
5	84,591.36	90,534.66	95,512.00	97,438.60	101,171.87
5.5	86,111.42	92,164.06	97,232.68	99,193.25	102,994.46
6	87,660.15	93,822.10	98,983.08	100,978.68	104,849.94
6.5	89,235.39	95,510.92	100,765.31	102,799.14	106,739.39
7	90,841.43	97,229.48	102,580.46	104,650.37	108,663.88
7.5	92,476.12	98,982.01	104,428.53	106,535.60	110,621.27
8	94,140.53	100,763.19	106,311.61	108,456.89	112,616.89
8.5	95,833.63	102,578.35	108,226.54	110,411.10	114,647.51
9	97,559.61	104,427.46	110,176.50	112,401.40	116,715.30
9.5	99,315.32	106,308.43	112,163.63	114,428.85	118,820.24
10	101,106.05	108,224.42	114,186.82	116,491.32	120,964.45
10.5	102,926.52	110,175.45	116,245.05	118,594.13	123,147.93
11	104,780.93	112,161.49	118,341.51	120,733.05	125,368.59

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FY20

<b>Salary Schedule BC2 (Category C) - 190 Days</b>					
<b>Effective September 1, 2019</b>					
<b>1.75% COLA Increase</b>					
Coordinators, Elementary Assistant Principals,					
Assistant Director of English Language Learning,					
<b>High and Middle School Assistant Department Heads for</b>					
<b>Special Education (Move to BC4)</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	75,200.02	80,530.01	84,892.71	86,600.96	89,253.22
1.5	76,311.49	81,722.46	86,149.52	87,884.40	90,858.32
2	77,516.14	83,012.51	87,511.68	89,273.18	92,492.25
2.5	78,739.66	84,324.78	88,894.93	90,685.26	94,156.15
3	80,153.95	85,840.03	90,493.36	92,316.98	95,851.08
3.5	81,592.67	87,381.89	92,120.66	93,977.55	97,577.10
4	83,059.11	88,952.60	93,777.87	95,668.06	99,333.05
4.5	84,551.08	90,553.26	95,466.18	97,390.74	101,122.30
5	86,071.85	92,119.54	97,183.31	99,143.37	102,942.59
5.5	87,618.16	93,776.76	98,933.72	100,929.27	104,797.26
6	89,194.43	95,463.96	100,715.20	102,746.25	106,685.22
6.5	90,797.30	97,182.19	102,528.83	104,597.60	108,607.57
7	92,431.23	98,931.51	104,375.75	106,482.22	110,565.43
7.5	94,094.02	100,714.09	106,255.94	108,400.14	112,557.64
8	95,787.85	102,526.60	108,171.63	110,354.65	114,587.58
8.5	97,510.55	104,373.51	110,120.59	112,343.55	116,654.14
9	99,266.51	106,254.85	112,105.06	114,367.95	118,757.28
9.5	101,053.51	108,168.29	114,126.15	116,431.17	120,899.27
10	102,874.92	110,118.38	116,184.92	118,529.89	123,081.18
10.5	104,727.39	112,103.96	118,279.21	120,669.65	125,303.04
11	106,614.24	114,123.91	120,412.30	122,846.02	127,562.59

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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,					
Assistant Director of English Language Learning,					
<b>High and Middle School Assistant Department Heads for</b>					
<b>Special Education (Move to BC4)</b>					
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

NEWTON PUBLIC SCHOOLS  
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<b>Salary Schedule BC3 (Category C) - 195 Days</b>					
<b>Effective March 1, 2019</b>					
High School Department Heads, House Deans,					
Middle School Assistant Principals					
Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	75,851.03	81,227.50	85,628.44	87,351.25	90,026.19
1.5	76,973.04	82,430.17	86,895.87	88,646.25	91,646.04
2	78,187.38	83,731.56	88,269.44	90,046.37	93,293.47
2.5	79,421.90	85,055.23	89,665.29	91,470.90	94,971.70
3	80,848.56	86,583.78	91,277.71	93,117.26	96,681.76
3.5	82,299.61	88,138.88	92,918.77	94,792.30	98,422.59
4	83,778.27	89,723.68	94,590.62	96,497.04	100,193.18
4.5	85,283.45	91,338.21	96,293.26	98,234.71	101,998.77
5	86,817.32	92,917.71	98,025.60	100,002.11	103,834.10
5.5	88,377.69	94,589.55	99,790.86	101,803.46	105,705.52
6	89,966.76	96,291.13	101,587.97	103,636.65	107,609.83
6.5	91,584.47	98,024.55	103,416.93	105,503.83	109,548.12
7	93,231.90	99,788.74	105,279.84	107,404.95	111,523.54
7.5	94,909.07	101,586.92	107,176.73	109,338.99	113,532.95
8	96,618.08	103,414.79	109,108.64	111,311.24	115,580.56
8.5	98,355.72	105,277.73	111,074.53	113,316.41	117,665.33
9	100,126.30	107,175.66	113,076.50	115,358.71	119,786.18
9.5	101,928.72	109,105.47	115,114.57	117,440.30	121,946.33
10	103,766.16	111,072.40	117,191.91	119,556.91	124,147.88
10.5	105,634.39	113,075.45	119,304.27	121,714.92	126,388.67
11	107,537.64	115,112.46	121,455.91	123,910.10	128,667.70

NEWTON PUBLIC SCHOOLS  
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FY20

<b>Salary Schedule BC3 (Category C) - 195 Days</b>					
<b>Effective September 1, 2019</b>					
<b>1.75% COLA Increase</b>					
High School Department Heads, House Deans,					
Middle School Assistant Principals (Move to BC4)					
Middle School Assistant Principals of Student					
Services (Move to BC4)					
	LANES				
Step	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	77,178.97	82,649.22	87,126.73	88,879.94	91,601.99
1.5	78,319.68	83,873.05	88,416.62	90,197.14	93,249.33
2	79,556.04	85,197.05	89,814.62	91,622.48	94,926.25
2.5	80,811.75	86,543.86	91,234.27	93,071.72	96,633.95
3	82,263.27	88,098.98	92,874.77	94,746.38	98,373.47
3.5	83,739.84	89,681.42	94,544.89	96,450.65	100,144.92
4	85,244.87	91,293.46	96,245.71	98,185.64	101,947.08
4.5	86,776.11	92,936.24	97,978.45	99,953.66	103,783.42
5	88,336.90	94,543.74	99,740.76	101,752.40	105,651.60
5.5	89,923.90	96,244.57	101,537.24	103,585.31	107,555.09
6	91,541.65	97,976.17	103,365.60	105,450.10	109,492.72
6.5	93,186.71	99,739.61	105,226.95	107,350.17	111,465.67
7	94,863.63	101,534.97	107,122.48	109,284.39	113,475.04
7.5	96,570.18	103,364.46	109,052.15	111,252.77	115,519.69
8	98,308.59	105,224.67	111,018.25	113,258.72	117,603.05
8.5	100,076.61	107,120.18	113,018.50	115,299.96	119,723.98
9	101,878.78	109,051.03	115,055.20	117,377.64	121,882.47
9.5	103,712.82	111,014.83	117,129.47	119,495.15	124,080.83
10	105,582.16	113,016.23	119,242.42	121,649.10	126,320.16
10.5	107,483.38	115,054.07	121,391.82	123,845.16	128,600.49
11	109,419.88	117,127.17	123,581.05	126,078.81	130,919.50



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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>					
High School Department Heads, House Deans,					
Middle School Assistant Principals (Move to BC4)					
Middle School Assistant Principals of Student					
Services (Move to BC4)					
	LANES				
Step	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

NEWTON PUBLIC SCHOOLS  
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FY19

<b>Salary Schedule BC4 (Category C) - 200 Days</b>					
<b>Effective March 1, 2019</b>					
High School Special Education and Guidance Department Heads, Athletic Directors, Assistant Director of Elementary Special Education					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	77,796.75	83,310.14	87,823.61	89,590.99	92,334.95
1.5	78,946.34	84,543.60	89,123.93	90,918.93	93,995.12
2	80,192.54	85,878.95	90,533.59	92,355.12	95,686.08
2.5	81,457.85	87,236.60	91,964.49	93,816.80	97,406.76
3	82,921.63	88,803.37	93,618.30	95,504.57	99,160.35
3.5	84,409.86	90,398.79	95,301.82	97,222.04	100,945.77
4	85,926.73	92,023.93	97,016.13	98,971.39	102,763.05
4.5	87,470.13	93,679.86	98,762.27	100,753.64	104,614.29
5	89,043.26	95,299.70	100,539.22	102,566.68	106,497.38
5.5	90,642.93	97,015.07	102,350.13	104,413.68	108,415.49
6	92,274.44	98,760.17	104,192.88	106,293.56	110,368.64
6.5	93,932.50	100,538.15	106,068.53	108,209.56	112,357.88
7	95,622.39	102,346.95	107,979.21	110,158.47	114,383.21
7.5	97,343.06	104,191.81	109,924.94	112,142.40	116,443.56
8	99,095.60	106,066.41	111,906.74	114,164.53	118,544.24
8.5	100,877.84	107,977.10	113,922.51	116,222.76	120,682.09
9	102,694.05	109,923.89	115,975.44	118,317.08	122,858.15
9.5	104,542.11	111,903.55	118,066.58	120,451.74	125,073.48
10	106,427.32	113,920.38	120,196.99	122,622.51	127,331.28
10.5	108,343.31	115,974.37	122,363.51	124,835.71	129,629.41
11	110,295.40	118,064.47	124,570.34	127,087.15	131,966.83

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

Salary Schedule BC4 (Category C) - 200 Days					
Effective September 1, 2019					
1.75% COLA Increase					
High School Special Education (Move to BA3) and Guidance Department He					
Athletic Directors, Assistant Director of Elementary Special Education					
High and Middle School Assistant Department Heads for					
Special Education (Move from BC2), Middle School Assistant Principals					
and Middle School Assistant Principals of Student Services (Move from BC3)					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	79,157.91	84,768.43	89,360.75	91,158.91	93,950.76
1.5	80,327.88	86,023.64	90,683.71	92,509.89	95,640.34
2	81,595.94	87,381.59	92,117.56	93,971.77	97,360.26
2.5	82,883.85	88,762.93	93,573.61	95,458.17	99,111.74
3	84,372.58	90,357.92	95,256.17	97,175.77	100,895.87
3.5	85,887.02	91,980.94	96,969.11	98,923.74	102,712.74
4	87,430.64	93,634.31	98,713.55	100,703.22	104,561.10
4.5	89,001.14	95,319.22	100,490.71	102,516.57	106,444.53
5	90,601.95	96,967.94	102,298.22	104,361.44	108,360.62
5.5	92,229.64	98,712.38	104,140.76	106,241.34	110,312.91
6	93,888.88	100,488.38	106,016.00	108,153.95	112,300.23
6.5	95,576.11	102,297.04	107,925.08	110,102.74	114,323.76
7	97,296.03	104,138.43	109,869.21	112,086.55	116,384.66
7.5	99,046.34	106,014.83	111,848.36	114,105.41	118,481.73
8	100,829.32	107,922.74	113,864.88	116,162.79	120,618.51
8.5	102,642.68	109,866.85	115,916.41	118,256.37	122,793.83
9	104,491.06	111,847.21	118,005.33	120,387.32	125,007.66
9.5	106,372.12	113,861.36	120,132.79	122,559.12	127,262.39
10	108,289.39	115,914.09	122,299.91	124,768.30	129,559.14
10.5	110,239.36	118,004.17	124,504.43	127,020.68	131,897.94
11	112,225.51	120,130.43	126,749.79	129,311.60	134,276.41

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

Salary Schedule BC4 (Category C) - 200 Days					
Effective March 1, 2020					
0.75% COLA Increase / 1.0% COLA Increase Step 11					
High School Special Education (Move to BA3) and Guidance Department He					
Athletic Directors, Assistant Director of Elementary Special Education					
High and Middle School Assistant Department Heads for					
Special Education (Move from BC2), Middle School Assistant Principals					
and Middle School Assistant Principals of Student Services (Move from BC3)					
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

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION

FY19

<b>Salary Schedule BC5 (Category C) - 211 Days</b>					
<b>Effective March 1, 2019</b>					
High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	82,075.63	87,892.60	92,654.45	94,518.44	97,413.13
1.5	83,287.85	89,194.00	94,025.90	95,919.61	99,165.64
2	84,603.04	90,601.53	95,513.05	97,435.42	100,948.95
2.5	85,938.41	92,034.53	97,022.50	98,976.71	102,764.11
3	87,481.81	93,688.35	98,766.54	100,756.83	104,614.29
3.5	89,052.81	95,370.82	100,542.40	102,569.86	106,498.44
4	90,652.49	97,085.12	102,351.20	104,414.73	108,414.43
4.5	92,280.82	98,832.35	104,193.93	106,294.63	110,367.57
5	93,940.99	100,541.34	106,068.53	108,207.44	112,354.68
5.5	95,628.77	102,350.13	107,979.21	110,157.40	114,378.96
6	97,349.44	104,191.81	109,922.81	112,140.26	116,439.31
6.5	99,098.77	106,067.47	111,902.48	114,160.29	118,536.82
7	100,882.08	107,976.03	113,918.27	116,217.47	120,673.60
7.5	102,696.18	109,921.74	115,970.14	118,310.72	122,848.60
8	104,545.30	111,900.37	118,061.28	120,444.32	125,063.93
8.5	106,425.20	113,916.13	120,188.51	122,615.08	127,319.60
9	108,342.25	115,969.07	122,353.93	124,824.02	129,614.54
9.5	110,292.22	118,058.09	124,560.78	127,076.52	131,953.01
10	112,280.39	120,186.37	126,806.90	129,366.17	134,333.95
10.5	114,302.54	122,352.89	129,093.36	131,702.50	136,759.45
11	116,361.81	124,557.60	131,421.20	134,077.06	139,225.30

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

<b>Salary Schedule BC5 (Category C) - 211 Days</b>					
<b>Effective September 1, 2019</b>					
<b>1.75% COLA Increase</b>					
<b>High School Vice Principals (Move to BA3)</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,511.60	89,430.70	94,275.59	96,172.65	99,118.05
1.5	84,745.91	90,754.94	95,671.31	97,597.94	100,900.55
2	86,083.71	92,187.58	97,184.02	99,140.22	102,715.07
2.5	87,442.46	93,644.89	98,720.16	100,708.37	104,562.89
3	89,013.08	95,327.61	100,495.26	102,520.44	106,445.14
3.5	90,610.80	97,039.89	102,302.41	104,364.55	108,361.94
4	92,239.32	98,784.20	104,142.79	106,241.90	110,311.96
4.5	93,896.20	100,561.78	106,017.70	108,154.98	112,298.98
5	95,585.05	102,301.17	107,924.62	110,101.32	114,320.45
5.5	97,302.27	104,141.56	109,868.50	112,084.61	116,380.12
6	99,052.76	106,015.24	111,846.88	114,102.41	118,476.74
6.5	100,832.79	107,923.37	113,860.96	116,158.39	120,611.57
7	102,647.31	109,866.05	115,912.02	118,251.31	122,785.82
7.5	104,493.88	111,845.65	118,000.02	120,381.20	124,998.22
8	106,374.93	113,858.49	120,127.44	122,551.74	127,252.53
8.5	108,288.03	115,909.53	122,291.81	124,760.47	129,547.49
9	110,238.07	117,998.81	124,495.62	127,008.62	131,883.09
9.5	112,222.59	120,123.74	126,740.09	129,299.88	134,261.82
10	114,245.31	122,289.36	129,026.41	131,630.56	136,684.89
10.5	116,302.53	124,494.40	131,352.18	134,006.82	139,152.32
11	118,397.92	126,737.61	133,721.03	136,423.74	141,661.61

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

<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>					
<b>High School Vice Principals (Move to BA3)</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

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY19

<b>Salary Schedule BA1 (Category A) - 195 Days</b>					
<b>Effective March 1, 2019</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	79,264.80	84,882.22	89,481.66	91,281.93	94,077.92
1.5	80,436.67	86,139.02	90,806.40	92,634.29	95,768.87
2	81,706.23	87,499.84	92,242.60	94,099.15	97,491.68
2.5	82,995.94	88,882.98	93,700.03	95,587.35	99,246.33
3	84,486.28	90,479.46	95,384.62	97,306.97	101,032.81
3.5	86,003.14	92,105.67	97,101.05	99,057.38	102,851.15
4	87,548.67	93,761.59	98,847.19	100,839.62	104,702.38
4.5	89,121.81	95,448.31	100,626.27	102,654.77	106,587.61
5	90,723.60	97,098.91	102,437.17	104,501.77	108,506.78
5.5	92,355.12	98,846.13	104,282.04	106,384.85	110,462.05
6	94,015.29	100,624.14	106,158.76	108,299.80	112,452.34
6.5	95,706.25	102,436.11	108,071.56	110,251.88	114,477.68
7	97,427.99	104,279.93	110,018.36	112,237.92	116,542.28
7.5	99,180.52	106,157.69	111,999.08	114,260.07	118,641.91
8	100,965.94	108,069.45	114,018.05	116,319.36	120,781.88
8.5	102,782.14	110,016.22	116,073.09	118,415.81	122,958.99
9	104,632.34	111,998.03	118,164.23	120,550.46	125,176.46
9.5	106,516.48	114,015.91	120,295.71	122,724.42	127,435.31
10	108,435.65	116,069.91	122,465.40	124,937.61	129,733.44
10.5	110,387.74	118,163.17	124,673.31	127,192.22	132,075.09
11	112,376.98	120,293.59	126,921.54	129,486.12	134,458.14



NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

<b>Salary Schedule BA1 (Category A) - 195 Days</b>					
<b>Effective September 1, 2019</b>					
<b>1.75% COLA Increase</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
LANES					
Step	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	80,652.17	86,368.10	91,046.66	92,879.49	95,724.23
1.5	81,844.34	87,647.46	92,395.55	94,255.82	97,445.40
2	83,135.44	89,030.65	93,856.15	95,745.78	99,197.88
2.5	84,448.10	90,438.34	95,340.23	97,260.24	100,982.71
3	85,964.53	92,063.48	97,054.53	99,009.79	102,800.83
3.5	87,508.35	93,717.04	98,800.16	100,790.70	104,651.29
4	89,080.62	95,401.95	100,577.16	102,604.93	106,534.09
4.5	90,681.26	97,119.18	102,387.45	104,451.45	108,453.11
5	92,311.30	98,798.21	104,229.09	106,331.31	110,406.42
5.5	93,970.75	100,576.17	106,106.98	108,246.40	112,395.01
6	95,660.55	102,385.49	108,017.18	110,194.84	114,419.85
6.5	97,380.73	104,228.12	109,962.68	112,181.45	116,480.91
7	99,132.24	106,104.03	111,943.41	114,202.36	118,581.16
7.5	100,916.09	108,016.22	113,959.42	116,259.48	120,718.65
8	102,732.28	109,959.73	116,013.64	118,354.89	122,895.31
8.5	104,580.77	111,941.46	118,104.10	120,488.43	125,111.17
9	106,463.54	113,958.44	120,231.78	122,660.22	127,367.17
9.5	108,379.65	116,010.70	122,400.61	124,872.13	129,665.30
10	110,332.96	118,101.14	124,608.63	127,124.23	132,003.59
10.5	112,319.57	120,230.81	126,854.83	129,417.45	134,386.96
11	114,343.44	122,398.66	129,142.20	131,751.84	136,811.46

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

<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  
FY19

<b>Salary Schedule BA2 (Category A) - 195 Days (Grandfathered)</b>					
<b>Effective March 1, 2019</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
The current employees in these positions are grandfathered at					
a 3% increase over the AA1 (195 days) schedule.					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	81,642.55	87,428.73	92,166.17	94,020.60	96,900.43
1.5	82,849.45	88,722.69	93,530.20	95,413.27	98,642.33
2	84,157.22	90,124.92	95,009.92	96,921.67	100,416.09
2.5	85,486.20	91,549.44	96,510.86	98,455.51	102,223.82
3	87,021.11	93,193.70	98,246.40	100,226.08	104,063.38
3.5	88,583.65	94,868.72	100,013.78	102,029.55	105,936.91
4	90,174.81	96,574.54	101,813.02	103,864.87	107,843.35
4.5	91,795.71	98,312.21	103,645.14	105,734.16	109,784.82
5	93,445.27	100,011.65	105,510.19	107,636.35	111,762.38
5.5	95,125.62	101,811.95	107,410.25	109,576.77	113,776.04
6	96,835.67	103,643.03	109,343.24	111,549.02	115,825.77
6.5	98,577.59	105,509.11	111,313.37	113,559.47	117,911.60
7	100,351.34	107,408.15	113,318.52	115,604.98	120,038.84
7.5	102,155.86	109,342.16	115,358.71	117,687.63	122,201.09
8	103,995.43	111,311.24	117,438.17	119,808.48	124,405.81
8.5	105,865.80	113,316.41	119,554.79	121,968.63	126,647.66
9	107,771.16	115,357.65	121,709.61	124,166.97	128,932.00
9.5	109,711.57	117,436.05	123,904.78	126,405.66	131,258.80
10	111,689.14	119,551.60	126,139.23	128,685.75	133,625.92
10.5	113,699.60	121,708.55	128,414.00	131,008.28	136,037.63
11	115,748.28	123,902.67	130,729.11	133,371.18	138,491.80

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

<b>Salary Schedule BA2 (Category A) - 195 Days (Grandfathered)</b>					
<b>Effective September 1, 2019</b>					
<b>1.75% COLA Increase</b>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
The current employees in these positions are grandfathered at					
a 3% increase over the AA1 (195 days) schedule.					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,071.29	88,958.73	93,779.08	95,665.96	98,596.19
1.5	84,299.32	90,275.34	95,166.98	97,083.00	100,368.57
2	85,629.97	91,702.11	96,672.59	98,617.80	102,173.37
2.5	86,982.21	93,151.56	98,199.80	100,178.48	104,012.74
3	88,543.98	94,824.59	99,965.71	101,980.04	105,884.49
3.5	90,133.86	96,528.92	101,764.02	103,815.07	107,790.81
4	91,752.87	98,264.59	103,594.75	105,682.51	109,730.61
4.5	93,402.13	100,032.67	105,458.93	107,584.51	111,706.05
5	95,080.56	101,761.85	107,356.62	109,519.99	113,718.22
5.5	96,790.32	103,593.66	109,289.93	111,494.36	115,767.12
6	98,530.29	105,456.78	111,256.75	113,501.13	117,852.72
6.5	100,302.70	107,355.52	113,261.35	115,546.76	119,975.05
7	102,107.49	109,287.79	115,301.59	117,628.07	122,139.52
7.5	103,943.59	111,255.65	117,377.49	119,747.16	124,339.61
8	105,815.35	113,259.19	119,493.34	121,905.13	126,582.91
8.5	107,718.45	115,299.45	121,647.00	124,103.08	128,863.99
9	109,657.16	117,376.41	123,839.53	126,339.89	131,188.31
9.5	111,631.52	119,491.18	126,073.11	128,617.76	133,555.83
10	113,643.70	121,643.75	128,346.67	130,937.75	135,964.37
10.5	115,689.34	123,838.45	130,661.25	133,300.92	138,418.29
11	117,773.87	126,070.97	133,016.87	135,705.18	140,915.41

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>					
Director of Language Acquisition, Coordinator of Therapeutic Services					
The current employees in these positions 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

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY19

<b>Salary Schedule BA3 (Category A) - 215 Days</b>					
<b>Effective March 1, 2019</b>					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, Grants Coordinator					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	87,394.78	93,588.57	98,658.26	100,644.31	103,726.88
1.5	88,686.61	94,974.88	100,119.92	102,135.71	105,591.94
2	90,085.65	96,473.71	101,702.62	103,750.23	107,490.93
2.5	91,508.05	97,999.09	103,310.78	105,391.30	109,424.97
3	93,151.25	99,760.09	105,168.39	107,287.12	111,395.10
3.5	94,824.14	101,551.88	107,059.96	109,216.91	113,400.26
4	96,527.85	103,377.65	108,985.52	111,182.81	115,440.45
4.5	98,262.31	105,238.45	110,947.15	113,183.71	117,519.91
5	100,028.63	107,057.85	112,942.75	115,220.72	119,636.51
5.5	101,826.81	108,984.45	114,977.64	117,295.92	121,791.35
6	103,657.88	110,945.03	117,047.54	119,407.24	123,985.47
6.5	105,521.87	112,941.70	119,155.68	121,559.94	126,218.84
7	107,419.80	114,974.45	121,302.00	123,749.80	128,494.67
7.5	109,352.79	117,046.50	123,486.56	125,978.90	130,810.86
8	111,320.81	119,152.48	125,712.51	128,249.48	133,169.49
8.5	113,323.83	121,299.89	127,977.73	130,561.40	135,570.59
9	115,364.01	123,485.49	130,283.29	132,914.74	138,015.20
9.5	117,440.30	125,709.32	132,633.43	135,311.58	140,505.46
10	119,556.91	127,974.53	135,026.04	137,751.95	143,039.23
10.5	121,709.61	130,282.23	137,460.03	140,236.88	145,621.86
11	123,902.67	132,631.32	139,938.62	142,766.44	148,249.04

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

<b>Salary Schedule BA3 (Category A) - 215 Days</b>					
<b>Effective September 1, 2019</b>					
<b>1.75% COLA Increase</b>					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, Grants Coordinator					
High School Special Education Department Heads (Move from BC4), High School Vice Principals (Move from BC5)					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	88,924.19	95,226.37	100,384.78	102,405.59	105,542.10
1.5	90,238.63	96,636.94	101,872.02	103,923.08	107,439.80
2	91,662.15	98,162.00	103,482.42	105,565.86	109,372.02
2.5	93,109.44	99,714.07	105,118.72	107,235.65	111,339.91
3	94,781.40	101,505.89	107,008.84	109,164.64	113,344.51
3.5	96,483.56	103,329.04	108,933.51	111,128.21	115,384.76
4	98,217.09	105,186.76	110,892.77	113,128.51	117,460.66
4.5	99,981.90	107,080.12	112,888.73	115,164.42	119,576.51
5	101,779.13	108,931.36	114,919.25	117,237.08	121,730.15
5.5	103,608.78	110,891.68	116,989.75	119,348.60	123,922.70
6	105,471.89	112,886.57	119,095.87	121,496.87	126,155.22
6.5	107,368.50	114,918.18	121,240.90	123,687.24	128,427.67
7	109,299.65	116,986.50	123,424.79	125,915.42	130,743.33
7.5	111,266.46	119,094.81	125,647.57	128,183.53	133,100.05
8	113,268.92	121,237.65	127,912.48	130,493.85	135,499.96
8.5	115,307.00	123,422.64	130,217.34	132,846.22	137,943.08
9	117,382.88	125,646.49	132,563.25	135,240.75	140,430.47
9.5	119,495.51	127,909.23	134,954.52	137,679.53	142,964.31
10	121,649.16	130,214.08	137,389.00	140,162.61	145,542.42
10.5	123,839.53	132,562.17	139,865.58	142,691.03	148,170.24
11	126,070.97	134,952.37	142,387.55	145,264.85	150,843.40

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
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<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, Grants Coordinator					
High School Special Education Department Heads (Move from BC4), High School Vice Principals (Move from BC5)					
LANES					
Step	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  
FY19

<b>Salary Schedule MCD - 211 Days</b>				
<b>Effective March 1, 2019</b>				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	82,888.73	87,913.82	89,232.20	91,463.47
1.5	84,808.97	89,950.83	91,299.99	93,582.20
2	86,773.78	92,034.53	93,415.54	95,750.83
2.5	88,784.25	94,167.10	95,579.93	97,969.36
3	90,841.43	96,348.45	97,794.21	100,238.82
3.5	92,946.38	98,580.77	100,059.43	102,561.37
4	95,100.12	100,865.10	102,377.73	104,938.05
4.5	97,303.79	103,201.45	104,750.15	107,368.87
5	99,558.39	105,591.94	107,176.73	109,855.95
5.5	101,865.02	108,038.65	109,659.56	112,401.40
6	104,224.72	110,541.65	112,199.72	115,005.24
6.5	106,639.63	113,103.03	114,799.30	117,669.58
7	109,110.77	115,723.86	117,459.41	120,395.50
7.5	111,638.17	118,405.18	120,181.08	123,185.10
8	114,225.04	121,148.10	122,965.37	126,039.44
8.5	116,871.33	123,954.66	125,814.41	128,959.62
9	119,579.21	126,826.02	128,729.27	131,947.71
9.5	122,349.69	129,764.22	131,712.06	135,004.80
10	125,183.90	132,770.37	134,763.85	138,133.02

NEWTON PUBLIC SCHOOLS  
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<b>Salary Schedule MCD - 211 Days</b>				
<b>Effective September 1, 2019</b>				
<b>1.75% COLA Increase; Add 1 Additional Step</b>				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	84,339.28	89,452.31	90,793.76	93,064.08
1.5	86,293.13	91,524.97	92,897.74	95,219.89
2	88,292.32	93,645.13	95,050.31	97,426.47
2.5	90,337.97	95,815.02	97,252.58	99,683.82
3	92,431.16	98,034.55	99,505.61	101,993.00
3.5	94,572.94	100,305.93	101,810.47	104,356.19
4	96,764.37	102,630.24	104,169.34	106,774.47
4.5	99,006.61	105,007.48	106,583.28	109,247.83
5	101,300.66	107,439.80	109,052.32	111,778.43
5.5	103,647.66	109,929.33	111,578.60	114,368.42
6	106,048.65	112,476.13	114,163.22	117,017.83
6.5	108,505.82	115,082.33	116,808.29	119,728.80
7	111,020.21	117,749.03	119,514.95	122,502.42
7.5	113,591.84	120,477.27	122,284.25	125,340.84
8	116,223.98	123,268.19	125,117.26	128,245.13
8.5	118,916.58	126,123.87	128,016.16	131,216.41
9	121,671.85	129,045.48	130,982.03	134,256.79
9.5	124,490.81	132,035.09	134,017.02	137,367.38
10	127,374.62	135,093.85	137,122.22	140,550.35
10.5	130,325.69	138,223.57	140,298.40	143,805.79
11	133,344.67	141,425.70	143,549.14	147,137.94

NEWTON PUBLIC SCHOOLS  
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<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