

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION

FY19

Salary Schedule TA1 - Effective February 1, 2019							
Step	Hourly Rate	LANES (ANNUAL SALARY)					
		30 Hours	30.83 Hours	32 Hours	33.85 Hours	35 Hours	40 Hours
1	18.0732	20,061.14	20,616.30	21,398.62	22,635.65	23,404.85	26,748.55
1.5	18.4713	20,502.72	21,070.61	21,869.93	23,133.90	23,920.73	27,337.66
2	18.8782	20,954.91	21,534.49	22,351.85	23,644.12	24,447.21	27,939.53
2.5	19.2934	21,415.61	22,007.91	22,843.30	24,163.95	24,985.39	28,554.14
3	19.7182	21,886.91	22,493.02	23,346.46	24,695.73	25,535.25	29,183.60
3.5	20.1541	22,370.95	22,989.79	23,862.35	25,241.89	26,099.97	29,827.93
4	20.5996	22,865.61	23,498.24	24,389.89	25,800.03	26,676.35	30,487.11
4.5	21.0549	23,370.87	24,017.32	24,929.15	26,370.13	27,266.55	31,161.17
5	21.5212	23,888.88	24,549.12	25,481.12	26,954.62	27,869.47	31,851.14
5.5	22.1424	24,577.79	25,258.21	26,216.71	27,731.94	28,674.08	32,771.45
6	22.7835	25,290.06	25,989.57	26,975.70	28,535.62	29,504.16	33,719.35
6.5	23.4434	26,022.49	26,742.16	27,756.96	29,362.04	30,358.67	34,695.93
7	24.1229	26,776.13	27,517.06	28,561.57	30,212.40	31,239.72	35,702.23
7.5	24.8225	27,553.15	28,315.30	29,389.53	31,089.14	32,145.17	36,737.18
8	25.5429	28,352.46	29,136.90	30,242.97	31,991.03	33,078.23	37,803.97
8.5	26.2856	29,177.23	29,983.96	31,121.89	32,921.64	34,039.91	38,902.63
9	27.0501	30,025.38	30,856.51	32,027.35	33,878.64	35,030.29	40,034.18
9.5	27.8381	30,900.04	31,755.59	32,960.39	34,865.55	36,050.39	41,200.75
10	28.6677	31,821.39	32,701.39	33,942.27	35,905.14	37,124.62	42,427.84
10.5	29.5237	32,771.45	33,677.97	34,955.99	36,977.12	38,232.81	43,695.25
11	30.4038	33,748.00	34,682.13	35,998.39	38,078.99	39,372.86	44,997.69
11.5	31.3112	34,755.38	35,717.08	37,072.61	39,215.65	40,547.93	46,340.49
12	32.4070	35,971.83	36,966.47	38,369.75	40,588.21	41,967.15	47,962.45
12.5	33.5410	37,230.77	38,260.42	39,712.56	42,008.72	43,435.20	49,640.68
13	34.7145	38,533.22	39,598.97	41,102.03	43,478.32	44,955.24	51,377.27
13.5	35.9302	39,882.39	40,986.34	42,541.43	45,000.63	46,529.44	53,176.51
14	36.8431	40,896.09	42,026.61	43,622.02	46,144.42	47,711.94	54,527.79

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

<b>Salary Schedule TA1 - Effective September 1, 2019</b>											
<b>1.75% COLA increase; Eliminate Step 1</b>											
Step	Hourly Rate	LANES (ANNUAL SALARY)									
		30 Hours	30.83 Hours	32 Hours	33.85 Hours	35 Hours	40 Hours				
1											
1.5	18.7945	20,861.90	21,439.07	22,252.69	23,539.17	24,338.88	27,815.86				
2	19.2086	21,321.55	21,911.44	22,742.98	24,057.81	24,875.14	28,428.73				
2.5	19.6310	21,790.41	22,393.28	23,243.10	24,586.85	25,422.15	29,053.88				
3	20.0633	22,270.26	22,886.41	23,754.95	25,128.28	25,981.97	29,693.68				
3.5	20.5068	22,762.55	23,392.31	24,280.05	25,683.74	26,556.31	30,350.06				
4	20.9601	23,265.71	23,909.40	24,816.76	26,251.48	27,143.33	31,020.95				
4.5	21.4234	23,779.97	24,437.89	25,365.31	26,831.74	27,743.30	31,706.63				
5	21.8978	24,306.56	24,979.04	25,927.00	27,425.90	28,357.65	32,408.74				
5.5	22.5299	25,008.19	25,700.08	26,675.40	28,217.57	29,176.22	33,344.25				
6	23.1822	25,732.24	26,444.17	27,447.72	29,034.55	30,020.95	34,309.66				
6.5	23.8537	26,477.61	27,210.15	28,242.78	29,875.57	30,890.54	35,303.48				
7	24.5451	27,245.06	27,998.84	29,061.40	30,741.51	31,785.90	36,326.75				
7.5	25.2569	28,035.16	28,810.80	29,904.17	31,633.00	32,707.69	37,380.21				
8	25.9899	28,848.79	29,646.94	30,772.04	32,551.05	33,656.92	38,465.05				
8.5	26.7456	29,687.62	30,508.97	31,666.79	33,497.53	34,635.55	39,583.49				
9	27.5235	30,551.09	31,396.33	32,587.82	34,471.81	35,642.93	40,734.78				
9.5	28.3253	31,441.08	32,310.95	33,537.16	35,476.02	36,681.26	41,921.44				
10	29.1694	32,378.03	33,273.83	34,536.57	36,533.22	37,774.37	43,170.71				
10.5	30.0404	33,344.84	34,267.38	35,567.83	37,624.10	38,902.32	44,459.79				
11	30.9359	34,338.85	35,288.89	36,628.11	38,745.67	40,061.99	45,785.13				
11.5	31.8591	35,363.60	36,341.99	37,721.17	39,901.93	41,257.53	47,151.47				
12	32.9741	36,601.25	37,613.89	39,041.33	41,298.41	42,701.46	48,801.67				
12.5	34.1280	37,882.08	38,930.15	40,407.55	42,743.61	44,195.76	50,509.44				
13	35.3220	39,207.42	40,292.16	41,821.25	44,239.04	45,741.99	52,276.56				
13.5	36.5590	40,580.49	41,703.22	43,285.86	45,788.32	47,343.91	54,107.32				
14	37.4879	41,611.57	42,762.82	44,385.67	46,951.72	48,546.83	55,482.09				

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

<b>Salary Schedule TA1 - Effective February 1, 2020</b>											
<b>0.75% COLA increase; 1.0% COLA increase Step 14</b>											
Step	Hourly Rate	LANES (ANNUAL SALARY)									
		30 Hours	30.83 Hours	32 Hours	33.85 Hours	35 Hours	40 Hours				
1											
1.5	18.9355	21,018.41	21,599.91	22,419.63	23,715.77	24,521.47	28,024.54				
2	19.3527	21,481.50	22,075.82	22,913.60	24,238.29	25,061.75	28,642.00				
2.5	19.7782	21,953.80	22,561.19	23,417.39	24,771.21	25,612.77	29,271.74				
3	20.2138	22,437.32	23,058.08	23,933.14	25,316.77	26,176.87	29,916.42				
3.5	20.6606	22,933.27	23,567.75	24,462.15	25,876.37	26,755.48	30,577.69				
4	21.1173	23,440.20	24,088.72	25,002.88	26,448.36	27,346.90	31,253.60				
4.5	21.5841	23,958.35	24,621.20	25,555.57	27,033.01	27,951.41	31,944.47				
5	22.0620	24,488.82	25,166.34	26,121.41	27,631.55	28,570.29	32,651.76				
5.5	22.6989	25,195.78	25,892.86	26,875.50	28,429.24	29,395.08	33,594.37				
6	23.3561	25,925.27	26,642.54	27,653.62	29,252.35	30,246.15	34,567.03				
6.5	24.0326	26,676.19	27,414.23	28,454.60	30,099.63	31,122.22	35,568.25				
7	24.7292	27,449.41	28,208.85	29,279.37	30,972.09	32,024.31	36,599.22				
7.5	25.4463	28,245.39	29,026.85	30,128.42	31,870.22	32,952.96	37,660.52				
8	26.1848	29,065.13	29,869.26	31,002.80	32,795.15	33,909.32	38,753.50				
8.5	26.9462	29,910.28	30,737.80	31,904.30	33,748.77	34,895.33	39,880.38				
9	27.7299	30,780.19	31,631.77	32,832.20	34,730.31	35,910.22	41,040.25				
9.5	28.5377	31,676.85	32,553.24	33,788.64	35,742.04	36,956.32	42,235.80				
10	29.3882	32,620.90	33,523.41	34,795.63	36,807.25	38,057.72	43,494.54				
10.5	30.2657	33,594.93	34,524.39	35,834.59	37,906.28	39,194.08	44,793.24				
11	31.1679	34,596.37	35,553.54	36,902.79	39,036.24	40,362.43	46,128.49				
11.5	32.0980	35,628.78	36,614.51	38,004.03	40,201.14	41,566.91	47,505.04				
12	33.2214	36,875.75	37,895.98	39,334.14	41,608.14	43,021.71	49,167.67				
12.5	34.3840	38,166.24	39,222.17	40,710.66	43,064.24	44,527.28	50,888.32				
13	35.5869	39,501.46	40,594.33	42,134.89	44,570.81	46,085.04	52,668.61				
13.5	36.8332	40,884.85	42,016.00	43,610.51	46,131.74	47,698.99	54,513.14				
14	37.8628	42,027.71	43,190.47	44,829.56	47,421.26	49,032.33	56,036.94				

NEWTON PUBLIC SCHOOLS  
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FY19

<b>Salary Schedule TA2 - Effective February 1, 2019</b>				
Step	Hourly Rate	LANES (ANNUAL SALARY)		
		35 Hours	40 Hours	
1	22.1472	28,680.45	32,777.81	
1.5	22.8070	29,534.95	33,754.39	
2	23.4871	30,416.00	34,760.67	
2.5	24.1872	31,322.50	35,796.70	
3	24.9078	32,255.55	36,863.49	
3.5	25.6503	33,217.27	37,962.15	
4	26.4161	34,208.70	39,095.82	
4.5	27.2037	35,228.79	40,261.33	
5	28.0154	36,279.68	41,462.94	
5.5	28.8512	37,362.39	42,699.57	
6	29.7127	38,478.02	43,974.43	
6.5	30.5997	39,626.55	45,287.50	
7	31.5128	40,809.07	46,638.78	
7.5	32.4538	42,027.65	48,031.46	
8	33.4227	43,282.34	49,465.53	
8.5	34.4210	44,575.24	50,943.13	
9	35.4489	45,906.35	52,464.24	
9.5	36.5119	47,283.10	54,037.37	
10	37.6989	48,820.15	55,794.15	
10.5	38.9237	50,406.01	57,607.17	
11	40.1891	52,044.96	59,479.65	

NEWTON PUBLIC SCHOOLS  
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FY20

<b>Salary Schedule TA2 - Effective September 1, 2019</b>				
<b>1.75% COLA increase; Eliminate Step 1</b>				
Step	Hourly Rate	LANES (ANNUAL SALARY)		
		35 Hours	40 Hours	
1				
1.5	23.2061	30,051.90	34,345.03	
2	23.8981	30,948.04	35,369.19	
2.5	24.6105	31,870.60	36,423.54	
3	25.3437	32,820.09	37,508.68	
3.5	26.0992	33,798.46	38,626.82	
4	26.8784	34,807.53	39,780.03	
4.5	27.6798	35,845.34	40,966.10	
5	28.5057	36,914.88	42,188.44	
5.5	29.3561	38,016.15	43,447.03	
6	30.2327	39,151.35	44,744.40	
6.5	31.1352	40,320.08	46,080.10	
7	32.0643	41,523.27	47,455.16	
7.5	33.0217	42,763.10	48,872.12	
8	34.0076	44,039.84	50,331.25	
8.5	35.0234	45,355.30	51,834.63	
9	36.0693	46,709.74	53,382.56	
9.5	37.1509	48,110.42	54,983.33	
10	38.3586	49,674.39	56,770.73	
10.5	39.6049	51,288.35	58,615.25	
11	40.8924	52,955.66	60,520.75	

NEWTON PUBLIC SCHOOLS  
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FY20

<b>Salary Schedule TA2 - Effective February 1, 2020</b>				
<b>0.75% COLA increase; 1.0% COLA increase Step 11</b>				
Step	Hourly Rate	LANES (ANNUAL SALARY)		
		35 Hours	40 Hours	
1				
1.5	23.3801	30,277.23	34,602.55	
2	24.0773	31,180.10	35,634.40	
2.5	24.7951	32,109.65	36,696.75	
3	25.5338	33,066.27	37,790.02	
3.5	26.2949	34,051.90	38,916.45	
4	27.0800	35,068.60	40,078.40	
4.5	27.8874	36,114.18	41,273.35	
5	28.7195	37,191.75	42,504.86	
5.5	29.5763	38,301.31	43,772.92	
6	30.4594	39,444.92	45,079.91	
6.5	31.3687	40,622.47	46,425.68	
7	32.3048	41,834.72	47,811.10	
7.5	33.2694	43,083.87	49,238.71	
8	34.2627	44,370.20	50,708.80	
8.5	35.2861	45,695.50	52,223.43	
9	36.3398	47,060.04	53,782.90	
9.5	37.4295	48,471.20	55,395.66	
10	38.6463	50,046.96	57,196.52	
10.5	39.9019	51,672.96	59,054.81	
11	41.3013	53,485.18	61,125.92	