

Salary Schedule NTE - 12 Month - Effective March 1, 2020								
0.75% COLA increase; 1.0% COLA increase Step 7								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1	45,497.41	49,943.68	58,876.47	67,857.11	74,437.26	84,030.57	88,476.82	95,112.58
1.5	46,308.10	50,835.98	59,930.90	69,076.95	75,775.73	85,546.38	90,073.17	96,828.66
2	47,135.10	51,745.68	61,006.00	70,317.47	77,140.28	87,088.32	91,697.78	98,575.11
2.5	47,976.27	52,670.64	62,098.52	71,581.91	78,526.61	88,658.55	93,352.90	100,354.37
3	48,833.75	53,613.00	63,212.80	72,868.11	79,941.23	90,257.07	95,037.38	102,165.18
3.5	49,706.47	54,571.66	64,345.59	74,177.20	81,381.96	91,884.96	96,752.34	104,008.77
4	50,594.42	55,548.82	65,501.22	75,512.38	82,846.63	93,543.33	98,499.95	105,887.45
4.5	51,497.58	56,544.51	66,676.44	76,871.49	84,339.61	95,232.17	100,278.02	107,798.87
5	52,419.27	57,557.59	67,874.54	78,254.55	85,857.59	96,950.40	102,089.79	109,746.52
5.5	53,356.17	58,589.17	69,092.18	79,661.56	87,404.98	98,701.25	103,934.25	111,729.32
6	54,309.41	59,636.01	70,330.53	81,092.51	88,976.28	100,478.24	105,805.90	113,741.34
6.5	55,278.97	60,702.39	71,591.71	82,548.46	90,576.98	102,288.93	107,713.46	115,791.97
7	56,405.55	61,942.82	73,055.48	84,239.08	92,433.67	104,389.61	109,926.85	118,171.36
Salary Schedule NTF - 10 Month - Effective February 1, 2020								
0.75% COLA increase; 1.0% COLA increase Step 7								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1	49,063.72	56,547.59	62,031.05					
1.5	49,942.41	57,564.13	63,146.44					
2	50,838.33	58,597.89	64,283.56					
2.5	51,748.77	59,651.59	65,438.84					
3	52,677.33	60,723.43	66,617.69					
3.5	53,621.32	61,814.33	67,818.30					
4	54,584.35	62,926.98	69,038.86					
4.5	55,563.70	64,059.58	70,283.01					
5	56,562.12	65,212.13	71,547.99					
5.5	57,576.82	66,384.64	72,837.48					
6	58,608.78	67,577.09	74,146.90					
6.5	59,659.76	68,790.39	75,480.82					
7	60,879.57	70,199.23	77,028.06					

Salary Schedule NTE - 12 Month - Effective September 1, 2020								
1.75% COLA increase; 2.0% COLA increase Step 7								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1	46,293.61	50,817.69	59,906.81	69,044.61	75,739.91	85,501.10	90,025.16	96,777.05
1.5	47,118.49	51,725.61	60,979.69	70,285.80	77,101.81	87,043.44	91,649.45	98,523.16
2	47,959.96	52,651.23	62,073.61	71,548.03	78,490.23	88,612.37	93,302.49	100,300.17
2.5	48,815.85	53,592.38	63,185.24	72,834.59	79,900.83	90,210.07	94,986.58	102,110.57
3	49,688.34	54,551.23	64,319.02	74,143.30	81,340.20	91,836.57	96,700.53	103,953.07
3.5	50,576.33	55,526.66	65,471.64	75,475.30	82,806.14	93,492.95	98,445.51	105,828.92
4	51,479.82	56,520.92	66,647.49	76,833.85	84,296.45	95,180.34	100,223.70	107,740.48
4.5	52,398.79	57,534.04	67,843.28	78,216.74	85,815.55	96,898.73	102,032.89	109,685.35
5	53,336.61	58,564.85	69,062.34	79,624.00	87,360.10	98,647.03	103,876.36	111,667.08
5.5	54,289.90	59,614.48	70,301.29	81,055.64	88,934.57	100,428.52	105,753.10	113,684.58
6	55,259.82	60,679.64	71,561.31	82,511.63	90,533.36	102,236.61	107,657.50	115,731.81
6.5	56,246.35	61,764.68	72,844.56	83,993.06	92,162.08	104,078.99	109,598.45	117,818.33
7	57,533.66	63,181.68	74,516.59	85,923.86	94,282.34	106,477.40	112,125.39	120,534.79
Salary Schedule NTF - 10 Month - Effective September 1, 2020								
1.75% COLA increase; 2.0% COLA increase Step 7								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1	49,922.34	57,537.18	63,116.59					
1.5	50,816.41	58,571.50	64,251.51					
2	51,728.01	59,623.36	65,408.53					
2.5	52,654.37	60,695.49	66,584.03					
3	53,599.18	61,786.08	67,783.50					
3.5	54,559.70	62,896.08	69,005.12					
4	55,539.58	64,028.21	70,247.04					
4.5	56,536.07	65,180.62	71,512.96					
5	57,551.95	66,353.33	72,800.08					
5.5	58,584.41	67,546.37	74,112.14					
6	59,634.43	68,759.69	75,444.47					
6.5	60,703.80	69,994.22	76,801.73					
7	62,097.16	71,603.22	78,568.62					

Salary Schedule NTE - 12 Month - Effective March 1, 2021								
0.75% COLA increase; 1.0% COLA increase Step 7								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1	46,640.81	51,198.82	60,356.11	69,562.44	76,307.96	86,142.36	90,700.35	97,502.88
1.5	47,471.88	52,113.55	61,437.04	70,812.94	77,680.07	87,696.27	92,336.82	99,262.08
2	48,319.66	53,046.11	62,539.16	72,084.64	79,078.91	89,276.96	94,002.26	101,052.42
2.5	49,181.97	53,994.32	63,659.13	73,380.85	80,500.09	90,886.65	95,698.98	102,876.40
3	50,061.00	54,960.36	64,801.41	74,699.37	81,950.25	92,525.34	97,425.78	104,732.72
3.5	50,955.65	55,943.11	65,962.68	76,041.36	83,427.19	94,194.15	99,183.85	106,622.64
4	51,865.92	56,944.83	67,147.35	77,410.10	84,928.67	95,894.19	100,975.38	108,548.53
4.5	52,791.78	57,965.55	68,352.10	78,803.37	86,459.17	97,625.47	102,798.14	110,507.99
5	53,736.63	59,004.09	69,580.31	80,221.18	88,015.30	99,386.88	104,655.43	112,504.58
5.5	54,697.07	60,061.59	70,828.55	81,663.56	89,601.58	101,181.73	106,546.25	114,537.21
6	55,674.27	61,134.74	72,098.02	83,130.47	91,212.36	103,003.38	108,464.93	116,599.80
6.5	56,668.20	62,227.92	73,390.89	84,623.01	92,853.30	104,859.58	110,420.44	118,701.97
7	58,109.00	63,813.50	75,261.76	86,783.10	95,225.16	107,542.17	113,246.64	121,740.14
Salary Schedule NTF - 10 Month - Effective February 1, 2021								
0.75% COLA increase; 1.0% COLA increase Step 7								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1	50,296.76	57,968.71	63,589.96					
1.5	51,197.53	59,010.79	64,733.40					
2	52,115.97	60,070.54	65,899.09					
2.5	53,049.28	61,150.71	67,083.41					
3	54,001.17	62,249.48	68,291.88					
3.5	54,968.90	63,367.80	69,522.66					
4	55,956.13	64,508.42	70,773.89					
4.5	56,960.09	65,669.47	72,049.31					
5	57,983.59	66,850.98	73,346.08					
5.5	59,023.79	68,052.97	74,667.98					
6	60,081.69	69,275.39	76,010.30					
6.5	61,159.08	70,519.18	77,377.74					
7	62,718.13	72,319.25	79,354.31					

Salary Schedule NTE - 12 Month - Effective September 1, 2021								
1.75% COLA increase; 2.0% COLA increase Step 7								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1	47,457.02	52,094.80	61,412.34	70,779.78	77,643.35	87,649.85	92,287.61	99,209.18
1.5	48,302.64	53,025.54	62,512.19	72,052.17	79,039.47	89,230.95	93,952.71	100,999.17
2	49,165.25	53,974.42	63,633.60	73,346.12	80,462.79	90,839.31	95,647.30	102,820.84
2.5	50,042.65	54,939.22	64,773.16	74,665.01	81,908.84	92,477.17	97,373.71	104,676.74
3	50,937.07	55,922.17	65,935.43	76,006.61	83,384.38	94,144.53	99,130.73	106,565.54
3.5	51,847.37	56,922.11	67,117.03	77,372.08	84,887.17	95,842.55	100,919.57	108,488.54
4	52,773.57	57,941.36	68,322.43	78,764.78	86,414.92	97,572.34	102,742.45	110,448.13
4.5	53,715.64	58,979.95	69,548.26	80,182.43	87,972.21	99,333.92	104,597.11	112,441.88
5	54,677.02	60,036.66	70,797.97	81,625.05	89,555.57	101,126.15	106,486.90	114,473.41
5.5	55,654.27	61,112.67	72,068.05	83,092.67	91,169.61	102,952.41	108,410.81	116,541.61
6	56,648.57	62,204.60	73,359.74	84,585.25	92,808.58	104,805.94	110,363.07	118,640.30
6.5	57,659.89	63,316.91	74,675.23	86,103.91	94,478.23	106,694.62	112,352.80	120,779.25
7	59,271.18	65,089.77	76,767.00	88,518.76	97,129.66	109,693.01	115,511.57	124,174.94
Salary Schedule NTF - 10 Month - Effective September 1, 2021								
1.75% COLA increase; 2.0% COLA increase Step 7								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1	51,176.95	58,983.15	64,702.79					
1.5	52,093.49	60,043.48	65,866.23					
2	53,028.00	61,121.77	67,052.33					
2.5	53,977.63	62,220.84	68,257.37					
3	54,946.19	63,338.84	69,486.98					
3.5	55,930.86	64,476.73	70,739.31					
4	56,935.36	65,637.32	72,012.43					
4.5	57,956.88	66,818.69	73,310.18					
5	58,998.31	68,020.88	74,629.64					
5.5	60,056.71	69,243.89	75,974.68					
6	61,133.12	70,487.71	77,340.48					
6.5	62,229.36	71,753.26	78,731.86					
7	63,972.50	73,765.63	80,941.38					

Salary Schedule NTE - 12 Month - Effective March 1, 2022								
0.75% COLA increase; 1.0% COLA increase Step 7								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1	47,812.95	52,485.51	61,872.93	71,310.63	78,225.68	88,307.22	92,979.77	99,953.25
1.5	48,664.91	53,423.23	62,981.03	72,592.56	79,632.27	89,900.18	94,657.36	101,756.66
2	49,533.99	54,379.23	64,110.85	73,896.22	81,066.26	91,520.60	96,364.65	103,592.00
2.5	50,417.97	55,351.26	65,258.96	75,225.00	82,523.16	93,170.75	98,104.01	105,461.82
3	51,319.10	56,341.59	66,429.95	76,576.66	84,009.76	94,850.61	99,874.21	107,364.78
3.5	52,236.23	57,349.03	67,620.41	77,952.37	85,523.82	96,561.37	101,676.47	109,302.20
4	53,169.37	58,375.92	68,834.85	79,355.52	87,063.03	98,304.13	103,513.02	111,276.49
4.5	54,118.51	59,422.30	70,069.87	80,783.80	88,632.00	100,078.92	105,381.59	113,285.19
5	55,087.10	60,486.93	71,328.95	82,237.24	90,227.24	101,884.60	107,285.55	115,331.96
5.5	56,071.68	61,571.02	72,608.56	83,715.87	91,853.38	103,724.55	109,223.89	117,415.67
6	57,073.43	62,671.13	73,909.94	85,219.64	93,504.64	105,591.98	111,190.79	119,530.10
6.5	58,092.34	63,791.79	75,235.29	86,749.69	95,186.82	107,494.83	113,195.45	121,685.09
7	59,863.89	65,740.67	77,534.67	89,403.95	98,100.96	110,789.94	116,666.69	125,416.69
Salary Schedule NTF - 10 Month - Effective February 1, 2022								
0.75% COLA increase; 1.0% COLA increase Step 7								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1	51,560.78	59,425.52	65,188.06					
1.5	52,484.19	60,493.81	66,360.23					
2	53,425.71	61,580.18	67,555.22					
2.5	54,382.46	62,687.50	68,769.30					
3	55,358.29	63,813.88	70,008.13					
3.5	56,350.34	64,960.31	71,269.85					
4	57,362.38	66,129.60	72,552.52					
4.5	58,391.56	67,319.83	73,860.01					
5	59,440.80	68,531.04	75,189.36					
5.5	60,507.14	69,763.22	76,544.49					
6	61,591.62	71,016.37	77,920.53					
6.5	62,696.08	72,291.41	79,322.35					
7	64,612.23	74,503.29	81,750.79					

Salary Schedule NTE - 12 Month - Effective September 1, 2022								
1.75% COLA increase; 2.0% COLA increase Step 7								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1	48,649.68	53,404.01	62,955.71	72,558.57	79,594.63	89,852.60	94,606.92	101,702.43
1.5	49,516.55	54,358.14	64,083.20	73,862.93	81,025.83	91,473.43	96,313.86	103,537.40
2	50,400.83	55,330.87	65,232.79	75,189.40	82,484.92	93,122.21	98,051.03	105,404.86
2.5	51,300.28	56,319.91	66,400.99	76,541.44	83,967.32	94,801.24	99,820.83	107,307.40
3	52,217.18	57,327.57	67,592.47	77,916.75	85,479.93	96,510.50	101,622.01	109,243.66
3.5	53,150.36	58,352.64	68,803.77	79,316.54	87,020.49	98,251.19	103,455.81	111,214.99
4	54,099.83	59,397.50	70,039.46	80,744.24	88,586.63	100,024.45	105,324.50	113,223.83
4.5	55,065.58	60,462.19	71,296.09	82,197.52	90,183.06	101,830.30	107,225.77	115,267.68
5	56,051.12	61,545.45	72,577.21	83,676.39	91,806.22	103,667.58	109,163.05	117,350.27
5.5	57,052.93	62,648.51	73,879.21	85,180.90	93,460.81	105,539.73	111,135.31	119,470.44
6	58,072.22	63,767.87	75,203.36	86,710.98	95,140.97	107,439.84	113,136.63	121,621.88
6.5	59,108.96	64,908.15	76,551.91	88,267.81	96,852.59	109,375.99	115,176.37	123,814.58
7	61,061.17	67,055.48	79,085.36	91,192.03	100,062.98	113,005.74	119,000.02	127,925.02
Salary Schedule NTF - 10 Month - Effective September 1, 2022								
1.75% COLA increase; 2.0% COLA increase Step 7								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1	52,463.09	60,465.48	66,328.86					
1.5	53,402.67	61,552.44	67,521.53					
2	54,360.66	62,657.83	68,737.43					
2.5	55,334.16	63,784.53	69,972.77					
3	56,327.06	64,930.63	71,233.28					
3.5	57,336.48	66,097.12	72,517.08					
4	58,366.22	67,286.87	73,822.19					
4.5	59,413.41	68,497.93	75,152.55					
5	60,481.01	69,730.33	76,505.18					
5.5	61,566.01	70,984.08	77,884.01					
6	62,669.47	72,259.15	79,284.14					
6.5	63,793.26	73,556.51	80,710.49					
7	65,904.47	75,993.36	83,385.81					

Salary Schedule NTE - 12 Month - Effective February 28, 2023								
Distribute step increases evenly Steps 5 through 7								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1	48,649.68	53,404.01	62,955.71	72,558.57	79,594.63	89,852.60	94,606.92	101,702.43
1.5	49,516.55	54,358.14	64,083.20	73,862.93	81,025.83	91,473.43	96,313.86	103,537.40
2	50,400.83	55,330.87	65,232.79	75,189.40	82,484.92	93,122.21	98,051.03	105,404.86
2.5	51,300.28	56,319.91	66,400.99	76,541.44	83,967.32	94,801.24	99,820.83	107,307.40
3	52,217.18	57,327.57	67,592.47	77,916.75	85,479.93	96,510.50	101,622.01	109,243.66
3.5	53,150.36	58,352.64	68,803.77	79,316.54	87,020.49	98,251.19	103,455.81	111,214.99
4	54,099.83	59,397.50	70,039.46	80,744.24	88,586.63	100,024.45	105,324.50	113,223.83
4.5	55,065.58	60,462.19	71,296.09	82,197.52	90,183.06	101,830.30	107,225.77	115,267.68
5	56,051.12	61,545.45	72,577.21	83,676.39	91,806.22	103,667.58	109,163.05	117,350.27
5.5	57,052.93	62,648.51	73,879.21	85,180.90	93,460.81	105,539.73	111,135.31	119,470.44
6	58,500.55	64,241.14	75,756.09	87,349.78	95,845.69	108,228.95	113,977.14	122,525.42
6.5	59,546.14	65,392.51	77,115.12	88,920.34	97,573.09	110,183.48	116,036.38	124,739.09
7	61,061.17	67,055.48	79,085.36	91,192.03	100,062.98	113,005.74	119,000.02	127,925.02
Salary Schedule NTF - 10 Month - Effective January 31, 2023								
Distribute step increases evenly Steps 5 through 7								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1	52,463.09	60,465.48	66,328.86					
1.5	53,402.67	61,552.44	67,521.53					
2	54,360.66	62,657.83	68,737.43					
2.5	55,334.16	63,784.53	69,972.77					
3	56,327.06	64,930.63	71,233.28					
3.5	57,336.48	66,097.12	72,517.08					
4	58,366.22	67,286.87	73,822.19					
4.5	59,413.41	68,497.93	75,152.55					
5	60,481.01	69,730.33	76,505.18					
5.5	61,566.01	70,984.08	77,884.01					
6	63,130.08	72,791.48	79,871.41					
6.5	64,262.60	74,100.28	81,310.91					
7	65,904.47	75,993.36	83,385.81					

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION

UNIT E

FY23

Salary Schedule NTE - 12 Month - Effective March 1, 2023								
1.0% COLA all steps								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1	49,136.18	53,938.05	63,585.27	73,284.16	80,390.58	90,751.13	95,552.99	102,719.45
1.5	50,011.72	54,901.72	64,724.03	74,601.56	81,836.09	92,388.16	97,277.00	104,572.77
2	50,904.84	55,884.18	65,885.12	75,941.29	83,309.77	94,053.43	99,031.54	106,458.91
2.5	51,813.28	56,883.11	67,065.00	77,306.85	84,806.99	95,749.25	100,819.04	108,380.47
3	52,739.35	57,900.85	68,268.39	78,695.92	86,334.73	97,475.61	102,638.23	110,336.10
3.5	53,681.86	58,936.17	69,491.81	80,109.71	87,890.69	99,233.70	104,490.37	112,327.14
4	54,640.83	59,991.48	70,739.85	81,551.68	89,472.50	101,024.69	106,377.75	114,356.07
4.5	55,616.24	61,066.81	72,009.05	83,019.50	91,084.89	102,848.60	108,298.03	116,420.36
5	56,611.63	62,160.90	73,302.98	84,513.15	92,724.28	104,704.26	110,254.68	118,523.77
5.5	57,623.46	63,275.00	74,618.00	86,032.71	94,395.42	106,595.13	112,246.66	120,665.14
6	59,085.56	64,883.55	76,513.65	88,223.28	96,804.15	109,311.24	115,116.91	123,750.67
6.5	60,141.60	66,046.44	77,886.27	89,809.54	98,548.82	111,285.31	117,196.74	125,986.48
7	61,671.78	67,726.03	79,876.21	92,103.95	101,063.61	114,135.80	120,190.02	129,204.27
Salary Schedule NTF - 10 Month - Effective February 1, 2023								
1.0% COLA all steps								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1	52,987.72	61,070.13	66,992.15					
1.5	53,936.70	62,167.96	68,196.75					
2	54,904.27	63,284.41	69,424.80					
2.5	55,887.50	64,422.38	70,672.50					
3	56,890.33	65,579.94	71,945.61					
3.5	57,909.84	66,758.09	73,242.25					
4	58,949.88	67,959.74	74,560.41					
4.5	60,007.54	69,182.91	75,904.08					
5	61,085.82	70,427.63	77,270.23					
5.5	62,181.67	71,693.92	78,662.85					
6	63,761.38	73,519.39	80,670.12					
6.5	64,905.23	74,841.28	82,124.02					
7	66,563.51	76,753.29	84,219.67					

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

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
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Salary Schedule NCE - 12 Month - Effective Sept 1, 2020					
1.75% COLA increase; 2.0% COLA increase Step 7					
Additional 2.5% to 12 Month Group B					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1	43,740.40	57,260.16	40,405.46	22,247.20	14,056.05
1.5	44,518.77	58,284.14	41,124.05	22,633.63	14,293.01
2	45,312.64	59,327.83	41,854.81	23,026.68	14,534.37
2.5	46,119.80	60,391.35	42,599.99	23,428.61	14,780.16
3	46,943.55	61,473.43	43,357.31	23,837.18	15,030.40
3.5	47,779.52	62,575.30	44,129.04	24,252.36	15,286.17
4	48,633.17	63,695.74	44,916.26	24,675.33	15,545.26
4.5	49,501.20	64,838.28	45,716.77	25,106.03	15,809.88
5	50,385.88	66,001.72	46,531.67	25,545.58	16,078.93
5.5	51,286.06	67,186.08	47,362.09	25,992.89	16,353.50
6	52,200.60	68,389.04	48,203.56	26,446.87	16,631.42
6.5	53,131.76	69,612.94	49,062.77	26,909.66	16,914.88
7	54,346.94	71,206.26	50,183.26	27,515.62	17,288.91

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY21

Salary Schedule NCE - 12 Month - Effective March 1, 2021					
0.75% COLA increase; 1.0% COLA increase Step 7					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1	44,068.45	57,689.61	40,708.50	22,414.05	14,161.47
1.5	44,852.66	58,721.27	41,432.48	22,803.38	14,400.21
2	45,652.48	59,772.79	42,168.72	23,199.38	14,643.38
2.5	46,465.70	60,844.29	42,919.49	23,604.32	14,891.01
3	47,295.63	61,934.48	43,682.49	24,015.96	15,143.13
3.5	48,137.87	63,044.61	44,460.01	24,434.25	15,400.82
4	48,997.92	64,173.46	45,253.13	24,860.39	15,661.85
4.5	49,872.46	65,324.57	46,059.65	25,294.33	15,928.45
5	50,763.77	66,496.73	46,880.66	25,737.17	16,199.52
5.5	51,670.71	67,689.98	47,717.31	26,187.84	16,476.15
6	52,592.10	68,901.96	48,565.09	26,645.22	16,756.16
6.5	53,530.25	70,135.04	49,430.74	27,111.48	17,041.74
7	54,890.41	71,918.32	50,685.09	27,790.78	17,461.80

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY22

Salary Schedule NCE - 12 Month - Effective Sept 1, 2021					
1.75% COLA increase; 2.0% COLA increase Step 7					
Additional 2.5% to 12 Month Group B					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1	44,839.65	60,141.42	41,420.90	22,806.30	14,409.30
1.5	45,637.58	61,216.92	42,157.55	23,202.44	14,652.21
2	46,451.40	62,313.13	42,906.67	23,605.37	14,899.64
2.5	47,278.85	63,430.17	43,670.58	24,017.40	15,151.60
3	48,123.30	64,566.70	44,446.93	24,436.24	15,408.13
3.5	48,980.28	65,724.01	45,238.06	24,861.85	15,670.33
4	49,855.38	66,900.83	46,045.06	25,295.45	15,935.93
4.5	50,745.23	68,100.86	46,865.69	25,736.98	16,207.20
5	51,652.14	69,322.84	47,701.07	26,187.57	16,483.01
5.5	52,574.95	70,566.80	48,552.36	26,646.13	16,764.48
6	53,512.46	71,830.29	49,414.98	27,111.51	17,049.39
6.5	54,467.03	73,115.78	50,295.78	27,585.93	17,339.97
7	55,988.22	75,154.64	51,698.79	28,346.60	17,811.04

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY22

Salary Schedule NCE - 12 Month - Effective March 1, 2022					
0.75% COLA increase; 1.0% COLA increase Step 7					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1	45,175.95	60,592.48	41,731.56	22,977.35	14,517.37
1.5	45,979.86	61,676.05	42,473.73	23,376.46	14,762.10
2	46,799.79	62,780.48	43,228.47	23,782.41	15,011.39
2.5	47,633.44	63,905.90	43,998.11	24,197.53	15,265.24
3	48,484.22	65,050.95	44,780.28	24,619.51	15,523.69
3.5	49,347.63	66,216.94	45,577.35	25,048.31	15,787.86
4	50,229.30	67,402.59	46,390.40	25,485.17	16,055.45
4.5	51,125.82	68,611.62	47,217.18	25,930.01	16,328.75
5	52,039.53	69,842.76	48,058.83	26,383.98	16,606.63
5.5	52,969.26	71,096.05	48,916.50	26,845.98	16,890.21
6	53,913.80	72,369.02	49,785.59	27,314.85	17,177.26
6.5	54,875.53	73,664.15	50,673.00	27,792.82	17,470.02
7	56,548.10	75,906.19	52,215.78	28,630.07	17,989.15

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY23

Salary Schedule NCE - 12 Month - Effective Sept 1, 2022					
1.75% COLA increase; 2.0% COLA increase Step 7					
Additional 2.5% to 12 Month Group B					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1	45,966.53	63,167.66	42,461.86	23,379.45	14,771.42
1.5	46,784.51	64,297.28	43,217.02	23,785.55	15,020.44
2	47,618.79	65,448.65	43,984.97	24,198.60	15,274.09
2.5	48,467.03	66,621.90	44,768.08	24,620.99	15,532.38
3	49,332.69	67,815.62	45,563.93	25,050.35	15,795.35
3.5	50,211.21	69,031.16	46,374.95	25,486.66	16,064.15
4	51,108.31	70,267.20	47,202.23	25,931.16	16,336.42
4.5	52,020.52	71,527.61	48,043.48	26,383.79	16,614.50
5	52,950.22	72,811.08	48,899.86	26,845.70	16,897.25
5.5	53,896.22	74,117.63	49,772.54	27,315.78	17,185.79
6	54,857.29	75,444.70	50,656.84	27,792.86	17,477.86
6.5	55,835.85	76,794.88	51,559.78	28,279.19	17,775.75
7	57,679.06	79,321.97	53,260.10	29,202.67	18,348.93

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY23

Salary Schedule NCE - 12 Month - Effective Feb 28, 2023					
Distribute step increases evenly Steps 5 through 7					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1	45,966.53	63,167.66	42,461.86	23,379.45	14,771.42
1.5	46,784.51	64,297.28	43,217.02	23,785.55	15,020.44
2	47,618.79	65,448.65	43,984.97	24,198.60	15,274.09
2.5	48,467.03	66,621.90	44,768.08	24,620.99	15,532.38
3	49,332.69	67,815.62	45,563.93	25,050.35	15,795.35
3.5	50,211.21	69,031.16	46,374.95	25,486.66	16,064.15
4	51,108.31	70,267.20	47,202.23	25,931.16	16,336.42
4.5	52,020.52	71,527.61	48,043.48	26,383.79	16,614.50
5	52,950.22	72,811.08	48,899.86	26,845.70	16,897.25
5.5	53,896.22	74,117.63	49,772.54	27,315.78	17,185.79
6	55,264.14	75,992.92	51,031.89	28,000.07	17,606.93
6.5	56,251.48	77,356.57	51,942.62	28,490.36	17,907.59
7	57,679.06	79,321.97	53,260.10	29,202.67	18,348.93

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY23

Salary Schedule NCE - 12 Month - Effective March 1, 2023					
1.0% COLA increase all steps					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1	46,426.20	63,799.34	42,886.48	23,613.24	14,919.13
1.5	47,252.36	64,940.25	43,649.19	24,023.41	15,170.64
2	48,094.98	66,103.14	44,424.82	24,440.59	15,426.83
2.5	48,951.70	67,288.12	45,215.76	24,867.20	15,687.70
3	49,826.02	68,493.78	46,019.57	25,300.85	15,953.30
3.5	50,713.32	69,721.47	46,838.70	25,741.53	16,224.79
4	51,619.39	70,969.87	47,674.25	26,190.47	16,499.78
4.5	52,540.73	72,242.89	48,523.91	26,647.63	16,780.65
5	53,479.72	73,539.19	49,388.86	27,114.16	17,066.22
5.5	54,435.18	74,858.81	50,270.27	27,588.94	17,357.65
6	55,816.78	76,752.85	51,542.21	28,280.07	17,783.00
6.5	56,813.99	78,130.14	52,462.05	28,775.26	18,086.67
7	58,255.85	80,115.19	53,792.70	29,494.70	18,532.42