

NEWTON PUBLIC SCHOOLS
NEWTON EDUCATIONAL SECRETARIES ASSOCIATION

1/14/2020

NESA Salary Schedules - Effective March 1, 2019					
0.3% COLA Increase plus 1.0% Increase Step 11					
12 Month Annual Employees - 260 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	43,078.00	45,189.00	47,407.00	49,735.00	52,181.00
2	45,201.00	47,419.00	49,748.00	52,193.00	54,761.00
3	48,019.00	50,378.00	52,855.00	55,455.00	58,187.00
4	49,433.00	51,863.00	54,414.00	57,093.00	59,906.00
5	51,376.00	53,903.00	56,556.00	59,342.00	62,267.00
6	53,027.00	55,636.00	58,377.00	61,253.00	64,274.00
7	53,549.00	56,184.00	58,952.00	61,857.00	64,909.00
8	54,620.00	57,308.00	60,130.00	63,094.00	66,206.00
9	55,303.00	58,024.00	60,882.00	63,883.00	67,034.00
10	55,856.00	58,604.00	61,491.00	64,523.00	67,704.00
11	56,979.00	59,781.00	62,726.00	65,819.00	69,065.00
10 Month Annual Employees - 216 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	35,788.00	37,543.00	39,385.00	41,319.00	43,350.00
2	37,552.00	39,394.00	41,329.00	43,360.00	45,494.00
3	39,893.00	41,853.00	43,910.00	46,071.00	48,340.00
4	41,067.00	43,086.00	45,206.00	47,431.00	49,768.00
5	42,682.00	44,781.00	46,985.00	49,299.00	51,730.00
6	44,053.00	46,221.00	48,498.00	50,887.00	53,397.00
7	44,486.00	46,676.00	48,975.00	51,389.00	53,923.00
8	45,376.00	47,610.00	49,955.00	52,416.00	55,002.00
9	45,943.00	48,205.00	50,579.00	53,072.00	55,690.00
10	46,403.00	48,687.00	51,084.00	53,603.00	56,247.00
11	47,335.00	49,665.00	52,111.00	54,681.00	57,377.00
Elementary Executive Annual - 221 Days					
Step	Grade 4a				
1	43,667.00				
2	45,825.00				
3	48,690.00				
4	50,127.00				
5	52,102.00				
6	53,780.00				
7	54,310.00				
8	55,396.00				
9	56,089.00				
10	56,650.00				
11	57,789.00				

NEWTON PUBLIC SCHOOLS
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1/14/2020

NESA Salary Schedules - Effective September 1, 2019					
1.7% COLA Increase, Eliminate Step 1 and Renumber 1-10					
12 Month Annual Employees - 260 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	45,969.00	48,225.00	50,594.00	53,080.00	55,692.00
2	48,835.00	51,234.00	53,754.00	56,398.00	59,176.00
3	50,273.00	52,745.00	55,339.00	58,064.00	60,924.00
4	52,249.00	54,819.00	57,517.00	60,351.00	63,326.00
5	53,928.00	56,582.00	59,369.00	62,294.00	65,367.00
6	54,459.00	57,139.00	59,954.00	62,909.00	66,012.00
7	55,549.00	58,282.00	61,152.00	64,167.00	67,332.00
8	56,243.00	59,010.00	61,917.00	64,969.00	68,174.00
9	56,806.00	59,600.00	62,536.00	65,620.00	68,855.00
10	57,948.00	60,797.00	63,792.00	66,938.00	70,239.00
10 Month Annual Employees - 216 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	38,190.00	40,064.00	42,032.00	44,097.00	46,267.00
2	40,571.00	42,564.00	44,657.00	46,854.00	49,162.00
3	41,765.00	43,819.00	45,974.00	48,238.00	50,614.00
4	43,407.00	45,542.00	47,783.00	50,138.00	52,609.00
5	44,802.00	47,007.00	49,322.00	51,752.00	54,305.00
6	45,243.00	47,469.00	49,808.00	52,263.00	54,841.00
7	46,148.00	48,419.00	50,803.00	53,308.00	55,937.00
8	46,725.00	49,024.00	51,439.00	53,974.00	56,637.00
9	47,193.00	49,514.00	51,953.00	54,515.00	57,203.00
10	48,141.00	50,508.00	52,996.00	55,610.00	58,352.00
Elementary Executive Annual - 221 Days					
Step	Grade 4a				
1	46,604.00				
2	49,518.00				
3	50,979.00				
4	52,988.00				
5	54,694.00				
6	55,233.00				
7	56,338.00				
8	57,043.00				
9	57,613.00				
10	58,771.00				

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NESA Salary Schedules - Effective February 29, 2020					
Eliminate Prior Step 6 and Steps 8 and 9; Renumber 1-7					
Add new Step 8 at 2% over new Step 7					
Step 2 set equal % increase from Steps 1 and 3					
12 Month Annual Employees - 260 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	45,969.00	48,225.00	50,594.00	53,080.00	55,692.00
2	48,079.00	50,439.00	52,916.00	55,516.00	58,248.00
3	50,273.00	52,745.00	55,339.00	58,064.00	60,924.00
4	52,249.00	54,819.00	57,517.00	60,351.00	63,326.00
5	53,928.00	56,582.00	59,369.00	62,294.00	65,367.00
6	55,549.00	58,282.00	61,152.00	64,167.00	67,332.00
7	57,948.00	60,797.00	63,792.00	66,938.00	70,239.00
8	59,107.00	62,013.00	65,068.00	68,277.00	71,644.00
10 Month Annual Employees - 216 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	38,190.00	40,064.00	42,032.00	44,097.00	46,267.00
2	39,943.00	41,903.00	43,961.00	46,121.00	48,391.00
3	41,765.00	43,819.00	45,974.00	48,238.00	50,614.00
4	43,407.00	45,542.00	47,783.00	50,138.00	52,609.00
5	44,802.00	47,007.00	49,322.00	51,752.00	54,305.00
6	46,148.00	48,419.00	50,803.00	53,308.00	55,937.00
7	48,141.00	50,508.00	52,996.00	55,610.00	58,352.00
8	49,104.00	51,518.00	54,056.00	56,722.00	59,520.00
Elementary Executive Annual - 221 Days					
Step	Grade 4a				
1	46,604.00				
2	48,743.00				
3	50,979.00				
4	52,988.00				
5	54,694.00				
6	56,338.00				
7	58,771.00				
8	59,946.00				

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NESA Salary Schedules - Effective March 1, 2020					
0.3% COLA Increase					
12 Month Annual Employees - 260 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	46,107.00	48,370.00	50,746.00	53,239.00	55,859.00
2	48,223.00	50,590.00	53,075.00	55,683.00	58,423.00
3	50,424.00	52,903.00	55,505.00	58,238.00	61,107.00
4	52,406.00	54,983.00	57,690.00	60,532.00	63,516.00
5	54,090.00	56,752.00	59,547.00	62,481.00	65,563.00
6	55,716.00	58,457.00	61,335.00	64,360.00	67,534.00
7	58,122.00	60,979.00	63,983.00	67,139.00	70,450.00
8	59,284.00	62,199.00	65,263.00	68,482.00	71,859.00
10 Month Annual Employees - 216 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	38,304.00	40,184.00	42,158.00	44,229.00	46,406.00
2	40,062.00	42,029.00	44,093.00	46,260.00	48,536.00
3	41,891.00	43,950.00	46,112.00	48,382.00	50,766.00
4	43,537.00	45,678.00	47,927.00	50,288.00	52,767.00
5	44,936.00	47,148.00	49,470.00	51,907.00	54,468.00
6	46,287.00	48,564.00	50,955.00	53,468.00	56,105.00
7	48,286.00	50,659.00	53,155.00	55,777.00	58,528.00
8	49,251.00	51,673.00	54,218.00	56,893.00	59,698.00
Elementary Executive Annual - 221 Days					
Step	Grade 4a				
1	46,744.00				
2	48,889.00				
3	51,132.00				
4	53,147.00				
5	54,858.00				
6	56,507.00				
7	58,947.00				
8	60,126.00				