

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY23

Salary Schedule TA1 - Effective February 1, 2023									
1.0% COLA increase all steps									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1	21.8303	24,231.63	25,847.07	26,121.70	27,068.35	27,342.97	28,270.24	29,491.51	32,308.84
1.5	22.3130	24,767.43	26,418.59	26,699.29	27,666.87	27,947.57	28,895.34	30,143.61	33,023.24
2	22.8063	25,314.99	27,002.66	27,289.56	28,278.53	28,565.43	29,534.16	30,810.03	33,753.32
2.5	23.3103	25,874.43	27,599.39	27,892.64	28,903.46	29,196.71	30,186.84	31,490.91	34,499.24
3	23.8265	26,447.42	28,210.58	28,510.31	29,543.53	29,843.26	30,855.32	32,188.27	35,263.22
3.5	24.5142	27,210.77	29,024.82	29,333.20	30,396.24	30,704.63	31,745.89	33,117.32	36,281.02
4	25.2239	27,998.53	29,865.10	30,182.41	31,276.22	31,593.54	32,664.95	34,076.07	37,331.37
4.5	25.9547	28,809.72	30,730.37	31,056.88	32,182.38	32,508.89	33,611.34	35,063.35	38,412.96
5	26.7070	29,644.77	31,621.09	31,957.06	33,115.18	33,451.16	34,585.57	36,079.66	39,526.36
5.5	27.4815	30,504.47	32,538.10	32,883.81	34,075.52	34,421.24	35,588.54	37,125.97	40,672.62
6	28.2789	31,389.58	33,482.22	33,837.96	35,064.25	35,420.00	36,621.17	38,203.21	41,852.77
6.5	29.1013	32,302.44	34,455.94	34,822.03	36,083.98	36,450.07	37,686.18	39,314.22	43,069.92
7	29.9477	33,241.95	35,458.08	35,834.82	37,133.47	37,510.22	38,782.28	40,457.67	44,322.60
7.5	30.8202	34,210.43	36,491.12	36,878.84	38,215.33	38,603.04	39,912.16	41,636.37	45,613.90
8	31.7386	35,229.85	37,578.50	37,977.78	39,354.09	39,753.36	41,101.49	42,877.07	46,973.13
8.5	32.6863	36,281.79	38,700.58	39,111.77	40,529.18	40,940.37	42,328.76	44,157.36	48,375.72
9	33.6605	37,363.16	39,854.03	40,277.48	41,737.14	42,160.58	43,590.35	45,473.45	49,817.54
9.5	34.6650	38,478.15	41,043.36	41,479.45	42,982.66	43,418.74	44,891.18	46,830.47	51,304.20
10	35.8784	39,825.02	42,480.02	42,931.37	44,487.21	44,938.56	46,462.53	48,469.71	53,100.03
10.5	37.1339	41,218.63	43,966.54	44,433.68	46,043.95	46,511.10	48,088.40	50,165.82	54,958.17
11	38.4911	42,725.12	45,573.46	46,057.68	47,726.81	48,211.03	49,845.98	51,999.32	56,966.83
11.5	39.8344	44,216.18	47,163.93	47,665.04	49,392.42	49,893.54	51,585.55	53,814.04	58,954.91
12	41.3979	45,951.67	49,015.11	49,535.90	51,331.08	51,851.86	53,610.28	55,926.24	61,268.89

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY24

Salary Schedule TA1 - Effective September 1, 2023									
2.5% COLA Increase									
Step 1.5 is new entry level step									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5	22.8708	25,386.59	27,079.02	27,366.74	28,358.51	28,646.22	29,617.68	30,897.17	33,848.78
2	23.3765	25,947.92	27,677.78	27,971.85	28,985.55	29,279.63	30,272.57	31,580.34	34,597.22
2.5	23.8931	26,521.34	28,289.43	28,590.01	29,626.11	29,926.68	30,941.57	32,278.24	35,361.79
3	24.4222	27,108.65	28,915.89	29,223.12	30,282.16	30,589.40	31,626.75	32,993.03	36,144.86
3.5	25.1271	27,891.08	29,750.49	30,066.59	31,156.20	31,472.30	32,539.60	33,945.31	37,188.11
4	25.8545	28,698.50	30,611.73	30,936.98	32,058.13	32,383.38	33,481.58	34,927.98	38,264.66
4.5	26.6036	29,530.00	31,498.66	31,833.34	32,986.98	33,321.65	34,451.66	35,939.98	39,373.33
5	27.3747	30,385.92	32,411.65	32,756.02	33,943.10	34,287.47	35,450.24	36,981.69	40,514.56
5.5	28.1685	31,267.04	33,351.50	33,705.86	34,927.36	35,281.72	36,478.21	38,054.07	41,689.38
6	28.9859	32,174.35	34,319.30	34,683.95	35,940.89	36,305.53	37,536.74	39,158.33	42,899.13
6.5	29.8288	33,109.97	35,317.30	35,692.54	36,986.04	37,361.28	38,628.29	40,297.03	44,146.62
7	30.6964	34,073.00	36,344.54	36,730.70	38,061.82	38,447.98	39,751.84	41,469.12	45,430.67
7.5	31.5907	35,065.68	37,403.39	37,800.80	39,170.70	39,568.11	40,909.96	42,677.27	46,754.24
8	32.5321	36,110.63	38,518.01	38,927.26	40,337.98	40,747.24	42,129.07	43,949.05	48,147.51
8.5	33.5035	37,188.89	39,668.14	40,089.62	41,542.46	41,963.94	43,387.03	45,261.35	49,585.18
9	34.5020	38,297.22	40,850.37	41,284.40	42,780.55	43,214.58	44,680.09	46,610.27	51,062.96
9.5	35.5316	39,440.08	42,069.42	42,516.40	44,057.20	44,504.18	46,013.42	48,001.20	52,586.77
10	36.7754	40,820.69	43,542.07	44,004.71	45,599.43	46,062.07	47,624.14	49,681.50	54,427.59
10.5	38.0622	42,249.05	45,065.65	45,544.47	47,195.00	47,673.82	49,290.55	51,419.90	56,332.06
11	39.4534	43,793.27	46,712.82	47,209.15	48,920.00	49,416.33	51,092.15	53,299.33	58,391.03
11.5	40.8303	45,321.63	48,343.07	48,856.72	50,627.28	51,140.93	52,875.24	55,159.45	60,428.84
12	42.4328	47,100.41	50,240.43	50,774.24	52,614.29	53,148.10	54,950.47	57,324.33	62,800.54

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY25

Salary Schedule TA1 - Effective August 31, 2024									
Adjust hourly rate for 183.5 work days									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5	23.0578	25,386.59	27,079.02	27,366.74	28,358.51	28,646.22	29,617.68	30,897.17	33,848.78
2	23.5676	25,947.92	27,677.78	27,971.85	28,985.55	29,279.63	30,272.57	31,580.34	34,597.22
2.5	24.0884	26,521.34	28,289.43	28,590.01	29,626.11	29,926.68	30,941.57	32,278.24	35,361.79
3	24.6218	27,108.65	28,915.89	29,223.12	30,282.16	30,589.40	31,626.75	32,993.03	36,144.86
3.5	25.3325	27,891.08	29,750.49	30,066.59	31,156.20	31,472.30	32,539.60	33,945.31	37,188.11
4	26.0658	28,698.50	30,611.73	30,936.98	32,058.13	32,383.38	33,481.58	34,927.98	38,264.66
4.5	26.8211	29,530.00	31,498.66	31,833.34	32,986.98	33,321.65	34,451.66	35,939.98	39,373.33
5	27.5985	30,385.92	32,411.65	32,756.02	33,943.10	34,287.47	35,450.24	36,981.69	40,514.56
5.5	28.3988	31,267.04	33,351.50	33,705.86	34,927.36	35,281.72	36,478.21	38,054.07	41,689.38
6	29.2228	32,174.35	34,319.30	34,683.95	35,940.89	36,305.53	37,536.74	39,158.33	42,899.13
6.5	30.0726	33,109.97	35,317.30	35,692.54	36,986.04	37,361.28	38,628.29	40,297.03	44,146.62
7	30.9473	34,073.00	36,344.54	36,730.70	38,061.82	38,447.98	39,751.84	41,469.12	45,430.67
7.5	31.8489	35,065.68	37,403.39	37,800.80	39,170.70	39,568.11	40,909.96	42,677.27	46,754.24
8	32.7980	36,110.63	38,518.01	38,927.26	40,337.98	40,747.24	42,129.07	43,949.05	48,147.51
8.5	33.7774	37,188.89	39,668.14	40,089.62	41,542.46	41,963.94	43,387.03	45,261.35	49,585.18
9	34.7840	38,297.22	40,850.37	41,284.40	42,780.55	43,214.58	44,680.09	46,610.27	51,062.96
9.5	35.8221	39,440.08	42,069.42	42,516.40	44,057.20	44,504.18	46,013.42	48,001.20	52,586.77
10	37.0760	40,820.69	43,542.07	44,004.71	45,599.43	46,062.07	47,624.14	49,681.50	54,427.59
10.5	38.3733	42,249.05	45,065.65	45,544.47	47,195.00	47,673.82	49,290.55	51,419.90	56,332.06
11	39.7759	43,793.27	46,712.82	47,209.15	48,920.00	49,416.33	51,092.15	53,299.33	58,391.03
11.5	41.1641	45,321.63	48,343.07	48,856.72	50,627.28	51,140.93	52,875.24	55,159.45	60,428.84
12	42.7797	47,100.41	50,240.43	50,774.24	52,614.29	53,148.10	54,950.47	57,324.33	62,800.54

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY25

Salary Schedule TA1 - Effective September 1, 2024									
2.5% COLA Increase all steps then / Add \$250 to all steps of 40 Hour per Week Salary									
Step 2.0 is new entry level step									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	33.18 Hours	34.35 Hours	35.00 Hours	35.76 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8295 FTE	0.8588 FTE	0.8750 FTE	0.8940 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2	24.3271	26,784.14	28,569.74	29,623.25	30,669.62	31,248.16	31,926.69	32,598.08	35,712.18
2.5	24.8609	27,371.85	29,196.64	30,273.27	31,342.59	31,933.83	32,627.25	33,313.37	36,495.80
3	25.4076	27,973.77	29,838.69	30,938.99	32,031.83	32,636.07	33,344.73	34,045.94	37,298.36
3.5	26.1361	28,775.84	30,694.23	31,826.08	32,950.26	33,571.82	34,300.80	35,022.12	38,367.79
4	26.8877	29,603.36	31,576.91	32,741.31	33,897.82	34,537.25	35,287.20	36,029.26	39,471.14
4.5	27.6619	30,455.75	32,486.14	33,684.06	34,873.87	35,531.71	36,303.26	37,066.68	40,607.67
5	28.4588	31,333.14	33,422.02	34,654.45	35,878.53	36,555.33	37,349.10	38,134.52	41,777.52
5.5	29.2791	32,236.29	34,385.38	35,653.34	36,912.70	37,609.01	38,425.66	39,233.71	42,981.72
6	30.1237	33,166.19	35,377.27	36,681.81	37,977.50	38,693.89	39,534.10	40,365.47	44,221.59
6.5	30.9947	34,125.17	36,400.18	37,742.43	39,075.59	39,812.69	40,677.20	41,532.60	45,500.22
7	31.8913	35,112.32	37,453.14	38,834.23	40,205.95	40,964.38	41,853.89	42,734.04	46,816.43
7.5	32.8154	36,129.76	38,538.41	39,959.51	41,370.98	42,151.38	43,066.67	43,972.32	48,173.01
8	33.7882	37,200.81	39,680.86	41,144.10	42,597.41	43,400.95	44,343.37	45,275.87	49,601.08
8.5	34.7921	38,306.10	40,859.84	42,366.55	43,863.04	44,690.45	45,660.87	46,621.08	51,074.80
9	35.8239	39,442.12	42,071.59	43,622.98	45,163.85	46,015.80	47,015.00	48,003.69	52,589.49
9.5	36.8880	40,613.69	43,321.26	44,918.74	46,505.38	47,382.63	48,411.51	49,429.56	54,151.58
10	38.1732	42,028.70	44,830.61	46,483.74	48,125.66	49,033.48	50,098.20	51,151.72	56,038.26
10.5	39.5029	43,492.70	46,392.21	48,102.92	49,802.04	50,741.48	51,843.29	52,933.51	57,990.26
11	40.9406	45,075.60	48,080.64	49,853.61	51,614.57	52,588.20	53,730.12	54,860.01	60,100.80
11.5	42.3635	46,642.22	49,751.70	51,586.29	53,408.45	54,415.92	55,597.52	56,766.69	62,189.62
12	44.0195	48,465.47	51,696.50	53,602.81	55,496.20	56,543.05	57,770.84	58,985.71	64,620.63

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY26

Salary Schedule TA1 - Effective September 1, 2025									
3% COLA Increase all steps then / Add \$500 to all steps of 40 Hour per Week Salary									
Step 2.5 is new entry level step									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	33.18 Hours	34.35 Hours	35.00 Hours	35.76 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8295 FTE	0.8588 FTE	0.8750 FTE	0.8940 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2									
2.5	25.9473	28,567.98	30,472.51	31,596.19	32,712.24	33,329.31	34,053.03	34,769.14	38,090.64
3	26.5104	29,187.95	31,133.82	32,281.88	33,422.15	34,052.61	34,792.04	35,523.68	38,917.27
3.5	27.2608	30,014.14	32,015.08	33,195.64	34,368.19	35,016.49	35,776.85	36,529.21	40,018.85
4	28.0349	30,866.42	32,924.18	34,138.26	35,344.11	36,010.83	36,792.78	37,566.49	41,155.23
4.5	28.8324	31,744.47	33,860.77	35,109.38	36,349.53	37,035.22	37,839.41	38,635.14	42,325.96
5	29.6532	32,648.18	34,824.72	36,108.88	37,384.34	38,089.54	38,916.62	39,735.01	43,530.90
5.5	30.4981	33,578.41	35,816.97	37,137.72	38,449.52	39,174.81	40,025.46	40,867.16	44,771.21
6	31.3680	34,536.17	36,838.58	38,197.00	39,546.21	40,292.19	41,167.11	42,032.82	46,048.22
6.5	32.2651	35,523.88	37,892.14	39,289.41	40,677.21	41,444.52	42,344.46	43,234.93	47,365.17
7	33.1886	36,540.65	38,976.69	40,413.95	41,841.47	42,630.75	43,556.45	44,472.40	48,720.86
7.5	34.1405	37,588.69	40,094.60	41,573.09	43,041.55	43,853.47	44,805.72	45,747.94	50,118.25
8	35.1424	38,691.78	41,271.23	42,793.11	44,304.67	45,140.41	46,120.60	47,090.48	51,589.04
8.5	36.1765	39,830.33	42,485.68	44,052.34	45,608.38	46,468.71	47,477.75	48,476.16	53,107.10
9	37.2392	41,000.36	43,733.72	45,346.40	46,948.15	47,833.76	48,872.43	49,900.17	54,667.15
9.5	38.3352	42,207.05	45,020.86	46,681.00	48,329.89	49,241.56	50,310.81	51,368.80	56,276.07
10	39.6590	43,664.56	46,575.53	48,293.00	49,998.83	50,941.98	52,048.15	53,142.68	58,219.41
10.5	41.0286	45,172.49	48,183.98	49,960.77	51,725.51	52,701.23	53,845.60	54,977.93	60,229.98
11	42.5094	46,802.85	49,923.04	51,763.95	53,592.38	54,603.33	55,789.00	56,962.19	62,403.80
11.5	43.9750	48,416.48	51,644.24	53,548.62	55,440.09	56,485.89	57,712.44	58,926.08	64,555.30
12	45.6807	50,294.45	53,647.42	55,625.66	57,590.50	58,676.86	59,950.99	61,211.70	67,059.27

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY27

Salary Schedule TA1 - Effective September 1, 2026									
3.25% COLA Increase all steps then / Add \$500 to all steps of 40 Hour per Week Salary									
Step 3.0 is new entry level step									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	33.18 Hours	34.35 Hours	35.00 Hours	35.76 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8295 FTE	0.8588 FTE	0.8750 FTE	0.8940 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2									
2.5									
3	27.7126	30,511.58	32,545.68	33,745.80	34,937.79	35,596.84	36,369.80	37,134.62	40,682.10
3.5	28.4874	31,364.63	33,455.60	34,689.28	35,914.59	36,592.06	37,386.63	38,172.84	41,819.50
4	29.2866	32,244.55	34,394.18	35,662.47	36,922.16	37,618.64	38,435.50	39,243.76	42,992.73
4.5	30.1101	33,151.22	35,361.30	36,665.25	37,960.36	38,676.43	39,516.26	40,347.25	44,201.63
5	30.9575	34,084.21	36,356.49	37,697.13	39,028.69	39,764.91	40,628.38	41,482.75	45,445.61
5.5	31.8299	35,044.72	37,381.03	38,759.46	40,128.54	40,885.50	41,773.30	42,651.76	46,726.29
6	32.7281	36,033.64	38,435.88	39,853.20	41,260.92	42,039.24	42,952.10	43,855.34	48,044.85
6.5	33.6543	37,053.38	39,523.61	40,981.04	42,428.59	43,228.95	44,167.63	45,096.44	49,404.51
7	34.6078	38,103.19	40,643.40	42,142.13	43,630.69	44,453.72	45,419.00	46,374.12	50,804.25
7.5	35.5907	39,185.36	41,797.72	43,339.01	44,869.85	45,716.26	46,708.95	47,691.20	52,247.15
8	36.6251	40,324.24	43,012.52	44,598.61	46,173.94	47,044.94	48,066.49	49,077.29	53,765.65
8.5	37.6928	41,499.77	44,266.42	45,898.75	47,520.01	48,416.40	49,467.73	50,507.99	55,333.03
9	38.7901	42,707.90	45,555.10	47,234.94	48,903.40	49,825.89	50,907.82	51,978.36	56,943.87
9.5	39.9217	43,953.80	46,884.05	48,612.90	50,330.03	51,279.43	52,392.92	53,494.70	58,605.06
10	41.2885	45,458.64	48,489.22	50,277.26	52,053.17	53,035.08	54,186.70	55,326.20	60,611.52
10.5	42.7026	47,015.57	50,149.94	51,999.21	53,835.96	54,851.49	56,042.55	57,221.08	62,687.42
11	44.2316	48,698.99	51,945.59	53,861.09	55,763.59	56,815.49	58,049.20	59,269.92	64,931.99
11.5	45.7448	50,365.03	53,722.70	55,703.72	57,671.31	58,759.20	60,035.11	61,297.60	67,153.37
12	47.5059	52,304.00	55,790.93	57,848.22	59,891.56	61,021.33	62,346.36	63,657.45	69,738.66

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY27

Salary Schedule TA1 - Effective February 1, 2027									
0.75% COLA Increase									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	33.18 Hours	34.35 Hours	35.00 Hours	35.76 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8295 FTE	0.8588 FTE	0.8750 FTE	0.8940 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2									
2.5									
3	27.9204	30,740.36	32,789.72	33,998.84	35,199.76	35,863.76	36,642.51	37,413.07	40,987.15
3.5	28.7011	31,599.91	33,706.57	34,949.50	36,184.00	36,866.56	37,667.09	38,459.19	42,133.21
4	29.5062	32,486.33	34,652.08	35,929.88	37,199.01	37,900.71	38,723.70	39,538.02	43,315.10
4.5	30.3359	33,399.83	35,626.48	36,940.21	38,245.03	38,966.46	39,812.59	40,649.81	44,533.10
5	31.1897	34,339.86	36,629.18	37,979.89	39,321.43	40,063.17	40,933.11	41,793.90	45,786.48
5.5	32.0686	35,307.53	37,661.36	39,050.12	40,429.47	41,192.11	42,086.57	42,971.61	47,076.70
6	32.9736	36,303.93	38,724.19	40,152.15	41,570.42	42,354.59	43,274.28	44,184.30	48,405.24
6.5	33.9067	37,331.28	39,820.03	41,288.40	42,746.80	43,553.16	44,498.89	45,434.66	49,775.04
7	34.8674	38,389.01	40,948.27	42,458.24	43,957.97	44,787.17	45,759.69	46,721.98	51,185.34
7.5	35.8576	39,479.22	42,111.17	43,664.02	45,206.34	46,059.09	47,059.23	48,048.84	52,638.96
8	36.8998	40,626.68	43,335.13	44,933.11	46,520.26	47,397.80	48,427.01	49,445.38	54,168.91
8.5	37.9755	41,811.02	44,598.42	46,242.99	47,876.41	48,779.53	49,838.74	50,886.80	55,748.03
9	39.0810	43,028.18	45,896.73	47,589.17	49,270.14	50,199.55	51,289.59	52,368.17	57,370.91
9.5	40.2211	44,283.43	47,235.66	48,977.47	50,707.48	51,664.00	52,785.85	53,895.88	59,044.57
10	41.5982	45,799.62	48,852.93	50,654.38	52,443.62	53,432.89	54,593.15	55,741.19	61,066.16
10.5	43.0229	47,368.22	50,526.10	52,389.25	54,239.76	55,262.92	56,462.91	57,650.28	63,157.62
11	44.5633	49,064.19	52,335.14	54,264.99	56,181.77	57,241.56	58,484.51	59,714.39	65,418.92
11.5	46.0879	50,742.78	54,125.63	56,121.51	58,103.87	59,199.91	60,485.39	61,757.35	67,657.04
12	47.8622	52,696.28	56,209.37	58,282.09	60,340.76	61,479.00	62,813.97	64,134.89	70,261.71

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY23

Salary Schedule TA2 - Effective February 1, 2023								
1.0% COLA increase all steps								
		SCHEDULED FULL-TIME HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1	27.5760	34,537.56	35,200.76	35,710.92	35,710.92	36,557.78	38,771.86	40,812.48
1.5	28.3980	35,567.08	36,250.05	36,775.41	36,775.41	37,647.51	39,927.59	42,029.04
2	29.2458	36,628.90	37,332.26	37,873.31	37,873.31	38,771.45	41,119.59	43,283.78
2.5	30.1178	37,721.04	38,445.37	39,002.55	39,002.55	39,927.47	42,345.63	44,574.34
3	31.0165	38,846.62	39,592.56	40,166.37	40,166.37	41,118.88	43,609.20	45,904.42
3.5	31.9418	40,005.51	40,773.71	41,364.63	41,364.63	42,345.56	44,910.17	47,273.86
4	32.8954	41,199.84	41,990.98	42,599.54	42,599.54	43,609.76	46,250.93	48,685.19
4.5	33.8775	42,429.87	43,244.63	43,871.36	43,871.36	44,911.74	47,631.77	50,138.70
5	34.8883	43,695.85	44,534.91	45,180.35	45,180.35	46,251.77	49,052.95	51,634.68
5.5	35.9301	45,000.65	45,864.77	46,529.48	46,529.48	47,632.89	50,517.72	53,176.55
6	37.0030	46,344.41	47,234.33	47,918.89	47,918.89	49,055.25	52,026.22	54,764.44
6.5	38.1081	47,728.49	48,644.99	49,349.99	49,349.99	50,520.29	53,579.99	56,399.99
7	39.2461	49,153.78	50,097.65	50,823.70	50,823.70	52,028.95	55,180.02	58,084.23
7.5	40.4230	50,627.79	51,599.96	52,347.79	52,347.79	53,589.18	56,834.74	59,826.04
8	42.0968	52,724.14	53,736.57	54,515.36	54,515.36	55,808.15	59,188.10	62,303.26
8.5	43.3593	54,305.36	55,348.15	56,150.29	56,150.29	57,481.86	60,963.18	64,171.76
9	45.1574	56,557.39	57,643.42	58,478.83	58,478.83	59,865.62	63,491.30	66,832.95

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY24

Salary Schedule TA2 - Effective September 1, 2023								
2.5% COLA Increase								
Step 1.5 is new entry level step								
SCHEDULED FULL-TIME HOURS								
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)								
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1								
1.5	29.1080	36,458.47	37,156.36	37,694.86	37,694.86	38,590.92	40,925.85	43,079.84
2	29.9769	37,546.79	38,265.51	38,820.08	38,820.08	39,742.89	42,147.52	44,365.81
2.5	30.8707	38,666.30	39,406.45	39,977.56	39,977.56	40,927.88	43,404.21	45,688.64
3	31.7919	39,820.12	40,582.36	41,170.51	41,170.51	42,149.19	44,699.41	47,052.01
3.5	32.7403	41,008.01	41,792.99	42,398.69	42,398.69	43,406.56	46,032.86	48,455.64
4	33.7178	42,232.35	43,040.77	43,664.55	43,664.55	44,702.52	47,407.22	49,902.34
4.5	34.7244	43,493.14	44,325.69	44,968.10	44,968.10	46,037.05	48,822.50	51,392.11
5	35.7605	44,790.88	45,648.28	46,309.85	46,309.85	47,410.70	50,279.26	52,925.54
5.5	36.8284	46,128.45	47,011.45	47,692.78	47,692.78	48,826.50	51,780.73	54,506.03
6	37.9281	47,505.86	48,415.22	49,116.89	49,116.89	50,284.47	53,326.91	56,133.59
6.5	39.0608	48,924.59	49,861.11	50,583.73	50,583.73	51,786.18	54,919.48	57,809.98
7	40.2273	50,385.66	51,350.15	52,094.35	52,094.35	53,332.71	56,559.58	59,536.40
7.5	41.4336	51,896.58	52,889.99	53,656.51	53,656.51	54,932.01	58,255.64	61,321.73
8	43.1492	54,045.41	55,079.96	55,878.22	55,878.22	57,206.52	60,667.78	63,860.82
8.5	44.4433	55,666.30	56,731.87	57,554.07	57,554.07	58,922.21	62,487.28	65,776.08
9	46.2863	57,974.70	59,084.46	59,940.76	59,940.76	61,365.63	65,078.53	68,503.72

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY25

Salary Schedule TA2 - Effective August 31, 2024									
Adjust hourly rate for 183.5 work days									
		SCHEDULED FULL-TIME HOURS							
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours	
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE	
1									
1.5	29.3459	36,458.47	37,156.36	37,694.86	37,694.86	38,590.92	40,925.85	43,079.84	
2	30.2219	37,546.79	38,265.51	38,820.08	38,820.08	39,742.89	42,147.52	44,365.81	
2.5	31.1231	38,666.30	39,406.45	39,977.56	39,977.56	40,927.88	43,404.21	45,688.64	
3	32.0518	39,820.12	40,582.36	41,170.51	41,170.51	42,149.19	44,699.41	47,052.01	
3.5	33.0079	41,008.01	41,792.99	42,398.69	42,398.69	43,406.56	46,032.86	48,455.64	
4	33.9934	42,232.35	43,040.77	43,664.55	43,664.55	44,702.52	47,407.22	49,902.34	
4.5	35.0082	43,493.14	44,325.69	44,968.10	44,968.10	46,037.05	48,822.50	51,392.11	
5	36.0528	44,790.88	45,648.28	46,309.85	46,309.85	47,410.70	50,279.26	52,925.54	
5.5	37.1294	46,128.45	47,011.45	47,692.78	47,692.78	48,826.50	51,780.73	54,506.03	
6	38.2381	47,505.86	48,415.22	49,116.89	49,116.89	50,284.47	53,326.91	56,133.59	
6.5	39.3801	48,924.59	49,861.11	50,583.73	50,583.73	51,786.18	54,919.48	57,809.98	
7	40.5561	50,385.66	51,350.15	52,094.35	52,094.35	53,332.71	56,559.58	59,536.40	
7.5	41.7723	51,896.58	52,889.99	53,656.51	53,656.51	54,932.01	58,255.64	61,321.73	
8	43.5019	54,045.41	55,079.96	55,878.22	55,878.22	57,206.52	60,667.78	63,860.82	
8.5	44.8066	55,666.30	56,731.87	57,554.07	57,554.07	58,922.21	62,487.28	65,776.08	
9	46.6647	57,974.70	59,084.46	59,940.76	59,940.76	61,365.63	65,078.53	68,503.72	

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY25

Salary Schedule TA2 - Effective September 1, 2024								
2.5% COLA Increase all steps then / Add \$250 to all steps of 40 Hour per Week Salary								
Step 2.0 is new entry level step								
SCHEDULED FULL-TIME HOURS								
		33.86 Hours	34.50 Hours	35 Hours	35.83 Hours	36.45 Hours	38 Hours	40 Hours
FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)								
		0.8465 FTE	0.8625 FTE	0.875 FTE	0.8958 FTE	0.9113 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2	31.1477	38,706.06	39,437.66	40,009.22	40,960.29	41,669.03	43,438.58	45,724.82
2.5	32.0715	39,854.03	40,607.33	41,195.84	42,175.12	42,904.88	44,726.91	47,080.96
3	33.0234	41,036.92	41,812.58	42,418.56	43,426.91	44,178.32	46,054.43	48,478.35
3.5	34.0034	42,254.73	43,053.40	43,677.37	44,715.64	45,489.35	47,421.14	49,916.99
4	35.0135	43,509.95	44,332.34	44,974.84	46,043.96	46,840.66	48,829.83	51,399.82
4.5	36.0537	44,802.56	45,649.39	46,310.98	47,411.85	48,232.22	50,280.49	52,926.83
5	37.1244	46,133.08	47,005.06	47,686.29	48,819.86	49,664.59	51,773.69	54,498.62
5.5	38.2279	47,504.36	48,402.26	49,103.74	50,271.01	51,140.84	53,312.63	56,118.56
6	39.3644	48,916.64	49,841.24	50,563.57	51,765.54	52,661.24	54,897.59	57,786.94
6.5	40.5349	50,371.18	51,323.26	52,067.08	53,304.79	54,227.12	56,529.97	59,505.23
7	41.7403	51,869.08	52,849.48	53,615.42	54,889.93	55,839.69	58,211.02	61,274.76
7.5	42.9869	53,418.19	54,427.86	55,216.67	56,529.25	57,507.38	59,949.53	63,104.77
8	44.7597	55,621.18	56,672.49	57,493.84	58,860.55	59,879.01	62,421.88	65,707.24
8.5	46.0971	57,283.11	58,365.84	59,211.72	60,619.27	61,668.16	64,287.01	67,670.54
9	48.0016	59,649.77	60,777.23	61,658.06	63,123.76	64,215.98	66,943.03	70,466.35

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY26

Salary Schedule TA2 - Effective September 1, 2025								
3% COLA Increase all steps then / Add \$500 to all steps of 40 Hour per Week Salary								
Step 2.5 is new entry level step								
		SCHEDULED FULL-TIME HOURS						
		33.86 Hours	34.50 Hours	35 Hours	35.83 Hours	36.45 Hours	38 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8465 FTE	0.8625 FTE	0.875 FTE	0.8958 FTE	0.9113 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2								
2.5	33.3742	41,472.85	42,256.75	42,869.16	43,888.23	44,647.62	46,543.66	48,993.33
3	34.3547	42,691.28	43,498.20	44,128.61	45,177.61	45,959.32	47,911.07	50,432.70
3.5	35.3641	43,945.62	44,776.26	45,425.19	46,505.01	47,309.68	49,318.78	51,914.50
4	36.4045	45,238.49	46,093.56	46,761.58	47,873.17	48,701.52	50,769.72	53,441.81
4.5	37.4759	46,569.88	47,450.11	48,137.79	49,282.10	50,134.82	52,263.89	55,014.62
5	38.5787	47,940.28	48,846.42	49,554.34	50,732.32	51,610.14	53,801.85	56,633.53
5.5	39.7153	49,352.69	50,285.53	51,014.30	52,226.99	53,130.67	55,386.96	58,302.06
6	40.8859	50,807.35	51,767.68	52,517.94	53,766.36	54,696.68	57,019.48	60,020.50
6.5	42.0915	52,305.51	53,294.15	54,066.53	55,351.77	56,309.52	58,700.80	61,790.32
7	43.3331	53,848.40	54,866.20	55,661.37	56,984.52	57,970.52	60,432.34	63,612.99
7.5	44.6171	55,443.97	56,491.94	57,310.66	58,673.02	59,688.24	62,223.01	65,497.90
8	46.4431	57,713.07	58,803.93	59,656.16	61,074.27	62,131.04	64,769.55	68,178.47
8.5	47.8206	59,424.84	60,548.05	61,425.56	62,885.73	63,973.84	66,690.61	70,200.64
9	49.7822	61,862.45	63,031.73	63,945.24	65,465.31	66,598.05	69,426.26	73,080.27

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY27

Salary Schedule TA2 - Effective September 1, 2026								
3.25% COLA Increase all steps then / Add \$500 to all steps of 40 Hour per Week Salary								
Step 3.0 is new entry level step								
SCHEDULED FULL-TIME HOURS								
		33.86 Hours	34.50 Hours	35 Hours	35.83 Hours	36.45 Hours	38 Hours	40 Hours
FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)								
		0.8465 FTE	0.8625 FTE	0.875 FTE	0.8958 FTE	0.9113 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2								
2.5								
3	35.8118	44,501.96	45,343.11	46,000.26	47,093.75	47,908.61	49,943.13	52,571.72
3.5	36.8540	45,797.06	46,662.69	47,338.96	48,464.28	49,302.85	51,396.59	54,101.67
4	37.9282	47,131.93	48,022.79	48,718.78	49,876.89	50,739.91	52,894.67	55,678.60
4.5	39.0345	48,506.69	49,423.54	50,139.82	51,331.71	52,219.90	54,437.52	57,302.65
5	40.1731	49,921.58	50,865.17	51,602.35	52,829.01	53,743.11	56,025.40	58,974.11
5.5	41.3466	51,379.85	52,351.00	53,109.71	54,372.20	55,313.00	57,661.97	60,696.81
6	42.5553	52,881.85	53,881.39	54,662.28	55,961.68	56,929.99	59,347.62	62,471.18
6.5	43.8001	54,428.72	55,457.50	56,261.23	57,598.64	58,595.27	61,083.62	64,298.55
7	45.0820	56,021.69	57,080.58	57,907.83	59,284.38	60,310.18	62,871.36	66,180.38
7.5	46.4078	57,669.21	58,759.24	59,610.82	61,027.85	62,083.82	64,720.32	68,126.65
8	48.2931	60,012.00	61,146.31	62,032.49	63,507.09	64,605.95	67,349.56	70,894.27
8.5	49.7154	61,779.44	62,947.16	63,859.43	65,377.46	66,508.69	69,333.10	72,982.21
9	51.7407	64,296.20	65,511.49	66,460.93	68,040.80	69,218.11	72,157.58	75,955.35

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY27

Salary Schedule TA2 - Effective February 1, 2027								
0.75% COLA Increase								
SCHEDULED FULL-TIME HOURS								
		33.86 Hours	34.50 Hours	35 Hours	35.83 Hours	36.45 Hours	38 Hours	40 Hours
FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)								
		0.8465 FTE	0.8625 FTE	0.875 FTE	0.8958 FTE	0.9113 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2								
2.5								
3	36.0804	44,835.74	45,683.20	46,345.28	47,446.97	48,267.94	50,317.73	52,966.03
3.5	37.1304	46,140.54	47,012.66	47,694.00	48,827.76	49,672.62	51,782.06	54,507.43
4	38.2127	47,485.47	48,383.01	49,084.21	50,251.01	51,120.50	53,291.43	56,096.24
4.5	39.3273	48,870.54	49,794.26	50,515.92	51,716.76	52,611.61	54,845.86	57,732.48
5	40.4744	50,296.00	51,246.66	51,989.37	53,225.23	54,146.18	56,445.60	59,416.42
5.5	41.6567	51,765.20	52,743.63	53,508.04	54,780.00	55,727.85	58,094.44	61,152.04
6	42.8745	53,278.52	54,285.55	55,072.30	56,381.45	57,357.01	59,792.78	62,939.77
6.5	44.1286	54,836.93	55,873.42	56,683.18	58,030.62	59,034.72	61,541.74	64,780.78
7	45.4201	56,441.84	57,508.66	58,342.12	59,729.00	60,762.49	63,342.87	66,676.71
7.5	46.7559	58,101.78	59,199.98	60,057.95	61,485.62	62,549.50	65,205.78	68,637.66
8	48.6553	60,462.09	61,604.91	62,497.73	63,983.39	65,090.50	67,854.68	71,425.98
8.5	50.0883	62,242.82	63,419.30	64,338.42	65,867.83	67,007.54	69,853.14	73,529.62
9	52.1288	64,778.48	66,002.88	66,959.45	68,551.17	69,737.31	72,698.83	76,525.08