

**A G R E E M E N T**  
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**S C H O O L C O M M I T T E E O F T H E C I T Y O F N E W T O N**  
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**N E W T O N T E A C H E R S A S S O C I A T I O N**  
**U N I T E**

**September 1, 2020 - August 31, 2023**

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## PREAMBLE

This agreement made and entered into this 9<sup>th</sup> day of April, 2020, by and between the School Committee of the City of Newton, Massachusetts (hereinafter referred to as the “Committee”), and the Newton Teachers Association, Inc./MTA/NEA, Unit E, (hereinafter referred to as the “Association”), pursuant and subject to the provisions of Chapter 150E of the General Laws of the Commonwealth of Massachusetts.

Recognizing that our prime purpose is to provide education of the highest possible quality for the children of Newton, and that good morale within the educational staff of Newton is essential to achievement of that purpose, we, the undersigned parties to this Agreement, declare that:

1. Under the Laws of Massachusetts, the Committee, elected by the citizens of Newton, has final responsibility for establishing the educational policies of the public schools of Newton;
2. The Committee reserves as its own prerogative all the powers and duties conferred on it and vested in it by current Massachusetts statutes. In the performance of its duty, the Committee shall comply with all laws which relate to the operation of the public schools;
3. The Superintendent of Schools (hereinafter referred to as the “Superintendent”) has the responsibility for carrying out the policies so established; and
4. Each member of Unit E has the duty to perform his/her functions to the utmost of his/her ability.

## ARTICLE 1

### Recognition

**Section 1:** For purposes of collective bargaining with respect to wages, hours, and other conditions of employment and the negotiations of collective bargaining agreements, the Committee hereby recognizes Unit E of the Association as the exclusive collective bargaining representative and agent of all regularly appointed full and part-time employees in the following positions: Administrative Technology Specialist, Network Specialist, Research Assistant, Student Information Systems Specialist, Business Information Systems Specialist, Administrative Information Specialist/Trainer, Financial Analyst, Transportation Assistant, Director of Transportation, Purchasing Manager, Theater Technical Assistant, Children’s Program Coordinator, Senior Adult Program Coordinator, Adult/ESL Program Coordinator, Newton Community Education Administrative Assistant, Lifetime Learning Program Coordinator, School Information Specialist, Production Center Manager, Support Services Project Assistant, Instructional Technology Support Specialist, Technology Support Assistant, Student Information Specialist Assistant, and Creative Arts Committee Coordinator.

All other employees, including the Superintendent of Schools and the Assistant Superintendents and the Principals, are excluded.

## ARTICLE 2

### Committee Rights

- Section 1:** The Newton School Committee is a public body established under and with powers provided by the General Laws of the Commonwealth of Massachusetts, and nothing in this Agreement shall derogate from the powers and responsibilities of the Committee under the General Laws of the Commonwealth or rules and/or regulations of the Commonwealth of Massachusetts. The Committee retains those rights, powers, and duties it now has and those that may be granted or conferred upon it by the General Laws of the Commonwealth. Except as specifically abridged or modified by a term of this Agreement, the exercise of the Committee's aforesaid rights shall be final and binding and not subject to the grievance procedure of this Agreement.
- Section 2:** The Association agrees that the School Committee of the City of Newton has complete authority over the policies and administration of all school departments, which it exercises under provisions of state and federal law and in fulfilling its responsibilities under this Agreement, including the establishment of work rules and regulations not inconsistent with the terms of this Agreement. Any matter involving the management of school operations vested by law in the Committee is in the province of the Committee.
- Section 3:** In light of the passage of the Education Reform Act of 1993, "Committee," as used herein, shall include Principals and/or the Superintendent whenever necessary to fulfill the purpose and intent of this Article.

## ARTICLE 3

### Grievance – Arbitration

- Section 1:** A grievance is defined as a dispute, claim, or controversy by an employee or employees concerning the interpretation or application of the terms of this Agreement.
- Section 2:** The time limits indicated herein will be considered maximum unless extended by mutual agreement in writing. All time limits shall be calendar days unless otherwise indicated. Calendar-day time limits shall not apply during any school holiday or school vacation between September and June.
- Section 3:** The purpose of the procedure set forth hereinafter is to produce prompt and equitable solutions to the grievances of employees covered by this Agreement. The Committee and the Association desire that such procedure shall always be as informal and confidential as may be appropriate for the grievance at the procedural level involved.
- Section 4:** Nothing herein contained shall be construed to prevent any person from informally discussing any matter in his/her own interest with his/her supervisor, the Administration, or the Committee.
- Section 5:** An employee with a grievance may be represented at all stages of the grievance procedure by a person of his/her own choosing except that he/she may not be represented by a representative of any teacher organization other than the Association. When an employee is not represented by the

Association, the Association shall have the right to be present and state its views at all stages of the grievance procedure above Step 1.

**Section 6:** Failure at any step of this procedure to communicate the decision of a grievance within the specified time limits to the aggrieved employee shall permit the aggrieved party or parties to proceed to the next step.

**Section 7:** A grievance must be filed within twenty (20) days from the day the employee had or reasonably should have had knowledge of the event upon which the grievance is based.

**Section 8:** **Step 1:**

An employee with a grievance will present it promptly to his/her Supervisor either directly or through the Association.

**Step 2:**

If the grievance is not resolved to the satisfaction of the grievant within seven (7) days after the submission at Step 1, the grievant may present the grievance in writing (on a form mutually agreeable to the parties) to the Superintendent or his/her designee within fifteen (15) days after the grievance was rejected at Step 1, or, if no decision was made within the seven (7) day limit at Step 1, within fifteen (15) days after the seven (7) day time limit expires.

**Step 3:**

In the event the grievance is not resolved at Step 2 within fourteen (14) days, the grievance may be presented to the Committee within twenty-one (21) days of the expiration of the fourteen (14) day time limit or within twenty-one (21) days after the date on which the grievance was rejected by the Superintendent or his/her designee. The Committee shall issue its decision in writing within twenty (20) days after the grievance is presented.

**Step 4:**

- A. Where the grievance involves the violation of a specific term and/or provision of this Agreement and if such grievance shall not have been satisfactorily disposed of at Step 3, the Association may refer the unsettled grievance to arbitration in writing within twenty (20) days after the decision of the Committee under Step 3. The arbitrator shall be selected by agreement between the parties. If the parties are unable to agree upon an arbitrator within fifteen (15) days, the selection shall be made in accordance with the rules and regulations of the American Arbitration Association.
- B. The arbitrator will issue his/her decision not later than thirty (30) days from the date of the close of hearings or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him/her. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning, and conclusions on the issues submitted.

- C. Notwithstanding any contrary provisions, no dispute or controversy shall be the subject of arbitration unless it involves the interpretation or application of a specific term or provision of this Agreement.
- D. The arbitrator will be without power or authority to alter, add to, or subtract from the provisions of this Agreement or to make a decision which:
  - 1. violates or is inconsistent with any of the terms of this Agreement or applicable law;
  - 2. exceeds his/her jurisdiction and authority under law and this Agreement;
  - 3. involves any matter which by law or under the terms of this Agreement is within the exclusive authority of the Principal and/or Superintendent or the Committee.
- E. The arbitrator's fee, including per diem expenses, if any, will be borne equally by the Committee and the Association.
- F. No written communication, other document, or record relating to any grievance shall be filed in the personnel file maintained by the School Department of Newton for any employee involved in presenting such grievance.
- G. Any meeting with reference to the grievance-arbitration procedure shall be held during non-work hours.

**Section 9:**

Notwithstanding any contrary provision in this Agreement, the following shall not be subject to the grievance-arbitration provisions of this Agreement:

- A. Any incident which occurred or failed to occur prior to the effective date of this Agreement;
- B. Matters which may be reviewed by the Civil Service Commission, the Teachers' Retirement Board, the City of Newton Retirement Board, or any matter involving the dismissal or demotion of a Unit E member.
- C. Dismissal of a probationary\* Unit E member.
- D. The failure or refusal of the Superintendent and/or Principal, as the case may be, to renew the contract of, or reappoint, a probationary Unit E member; however, the parties agree to the following in the event that the Superintendent fails to reappoint or renew the contract of a probationary Unit E member:
  - 1. Upon written request to the Superintendent by the Unit E member involved, the Superintendent or his/her designee will meet with the Unit E member to discuss the reason/s for such non-renewal or non-reappointment. Upon request of the Unit E member, the Association President or his/her designee will be present.
  - 2. Any written response to the Superintendent's action by the Unit E member will be filed with or attached to the Unit E member's personnel record.



**Section 10:** The parties may, by mutual agreement, submit more than one pending grievance to the same arbitrator.

**Section 11:** If, in the judgment of the Association, a grievance cannot be appropriately addressed at Step One, said grievance shall commence at Step Two.

**Section 12:** A suspended employee shall not be entitled to utilize the grievance-arbitration provisions of this Agreement in the event he/she seeks review of the suspension under the General Laws of the Commonwealth.

\* A probationary Unit E member is one who has not served in a Unit E position for more than two (2) years from the date of appointment.

#### **ARTICLE 4**

##### **Resolution of Differences by Peaceful Means**

**Section 1:** The Association recognizes that the membership is prohibited by law from engaging in strikes, and the Association agrees that it does not assert the right to strike against the Newton School Committee. The Association shall not cause or sponsor, and no professional employee represented by it in the City of Newton shall cause or participate in, any strike, work stoppage, slowdown, sanctions, or any other interference with work.

**Section 2:** Employees who participate in any such activity may be disciplined or discharged as the Committee, Superintendent and/or Principal, in their judgment deems proper, provided, however, that an issue of fact as to whether an individual has engaged in such activities may be the subject of the grievance and arbitration procedure, within the limits of the law.

**Section 3:** The Committee agrees that, during the term of this Agreement, it will not lock out any employees covered by this Agreement, nor engage in any other interference with work.

**Section 4:** The Association agrees to reimburse the Committee for any monies required to be expended by it as a result of an unlawful strike, stoppage of work, slowdown, or any other interference with work occurring during the term of this Agreement and authorized by the Association.

#### **ARTICLE 5**

##### **Sick Leave**

**Section 1:** Every employee covered by this Agreement shall be granted an annual leave of fifteen (15) days without loss of pay for absence caused by illness.

**Section 2:** After fifteen (15) years' service, an employee shall begin each successive year with a minimum of fifteen (15) days' sick leave plus one (1) day for each year of service; after twenty-five (25) years' service, an employee shall begin each successive year with a minimum of fifteen (15) days' sick leave plus two (2) days for each year of service.

**Section 3:** Accrued unused sick leave shall not increase by more than fifteen (15) days each year.

**Section 4:** Except as provided in Section 3, unused sick leave will accumulate from year to year without limitation.

**Section 5:** Sick leave with pay is intended to cover the employee's own incapacitation due to sickness or injury, with the following exceptions:

An employee covered by this Agreement may use up to eleven (11) of his or her fifteen (15) annual sick days for an immediate family member's illness or injury.

**Section 6:** **Use of Sick Days**

- A. A member will notify the Human Resources Department as soon as reasonably practicable if she or he believes she or he may be absent from work for more than five (5) days due to personal injury, illness or a medical condition.
- B. If a member is absent for six (6) or more consecutive working days, the Human Resources Department and/ or the member's supervisor may request adequate medical evidence.

Employees must continue to follow their school absence reporting procedures until their direct supervisor or the Human Resources Department informs them otherwise.

The District may investigate any suspicion of abuse of sick time, including requiring an Independent Medical Exam (IME). A member may be subject to discipline for an abuse of sick time.

- C. If the Human Resources Department requests it, the member must supply the Human Resources Department with either FMLA form WH380-E or medical documentation on letterhead with an official signature that includes area of specialty, with the following information:

- 1. Employee's name
- 2. Approximate date the illness or injury commenced,
- 3. A description of the injury, illness or medical condition,
- 4. A statement that the employee is not able to perform his/her position
- 5. The expected return to work date.

If the member is on leave for a period that exceeds 45 days, the member will be expected to again provide additional documentation.

Health care providers who may provide certification of a serious health condition include:

- Doctors of medicine or osteopathy authorized to practice medicine or surgery (as

appropriate) by the State in which the doctor practices;

- Clinical psychologists, physicians' assistants, nurse practitioners, certified nurse-midwives, podiatrists, and clinical social workers authorized to practice under State law and performing within the scope of their practice as defined under State law;
- A health care provider listed above who practices in a country other than the United States and who is authorized to practice under the laws of that country.

If medical documentation is requested, the member shall have at least fifteen (15) school days to provide such documentation. The Human Resources Department can be flexible if the member requests a good faith extension.

- D. The School Committee and Newton Teachers Association agree that a member's use of personal sick time for personal illness, injury, or medical condition shall run concurrently with FMLA leave time if the personal illness or injury is an FMLA qualifying condition.

The School Committee and Newton Teachers Association further agree that:

1. Members who have worked at least one year may use up to sixty days of unpaid leave per school year to care for a child, spouse, parent, or member of the family household who has an FMLA qualifying condition;
  2. Members who have worked at least one year and are military care-givers may use up to one hundred and thirty days of unpaid leave per school year to care for a veteran who is undergoing medical treatment, recuperation or therapy for a serious injury or illness;
  3. If members have remaining FMLA leave, this shall run concurrently with this unpaid leave;
  4. Members may use any remaining Family Illness Days and Personal Days to cover these absences;
  5. The district has the same prerogatives it uses for verifying personal illness (delineated above in subsection C) for verifying the condition of family household members;
  6. The district will continue to provide health insurance coverage during the leave period, with the member and the district each continuing to pay its respective share of the premium for no more than one calendar year;
  7. Members' use of personal sick leave is separate from their leave time to care for the above qualifying family household members. The use of personal sick leave does not count against leave time to care for qualifying family household members.
- E. If the Human Resources Department requests medical documentation of illness, they may supply members with FMLA form WH380- E, but they must also inform members that they may fulfill their requirement to provide medical documentation by supplying a medical practitioner's note, in accordance with the guidelines from subsection C above.

- F. The Association and the Human Resources Office agree to negotiate the forms and templates to letters that are used to communicate with members regarding all matters discussed in this section.

**Section 7:** Once a year, Unit E members will be furnished information showing each employee's sick leave accumulation.

**Section 8:** An employee will earn and receive credit for fifteen (15) days' sick leave in a particular year upon reporting for work and performing a minimum of one full day's service at the beginning of that year.

**Section 9:** Effective September 1, 2014, upon the retirement or death of an employee covered by this Agreement, said Unit E member or his/her estate will receive one-quarter (1/4) pay for all the employee's unused accumulated sick leave days up to a maximum of \$2,500. Sick leave pay for unused sick leave shall be calculated on the salary basis of the employee was receiving at the time of death or retirement.

**Section 10:** Except upon reinstatement after an approved leave of absence, no sick leave credit for prior employment in Newton (or elsewhere) will be allowed to any newly hired employee or Unit E member rehired after termination in service.

**Section 11:** An individual who transfers from employment with the City of Newton without interruption in service to a position covered by this Agreement or any other Newton Teachers Association Bargaining Agreement with the Newton School Committee shall be credited with any sick leave credit earned by such employee while an employee of the City of Newton.

**Section 12: Sick Leave Bank**

- A. There shall be a sick leave bank for use by eligible employees covered by this Agreement who have exhausted their own sick leave. Eligible employees are members who qualify under one of the following circumstances: a member with a serious illness; members who gave birth and are considered disabled due to the birth of the child; and members who are the primary adoptive parents within the first six months of the adoption (adoptive primary parent includes a primary parent via surrogacy).
- B. At the beginning of every school year, members of the professional staff covered by this Agreement shall each contribute one (1) day of their annual fifteen (15) days of sick leave in order to fund the bank.\* There shall be no accumulation of unused sick leave bank days beyond each applicable school year.
- C. The initial grant of sick leave by the Sick Leave Bank Committee to an eligible employee shall not exceed thirty (30) days.
- D. Upon completion of an initial grant of a thirty (30) day period, the period of entitlement may be extended by the Sick Leave Bank Committee upon demonstration of need by the applicant.

- E. Any sick leave granted under the provisions of this Section shall expire at the end of the applicable school year.
- F. The Sick Leave Bank shall be administered by a Sick Leave Bank Committee consisting of four members. Two members shall be designated by the Committee to serve at its discretion and two members shall be designated by the Association. The Sick Leave Bank Committee shall determine the eligibility for the use of the bank and the amount of leave to be granted. The following criteria shall be used by the Committee in administering the bank and in determining eligibility and amount of leave:
  - 1. Adequate medical evidence of serious illness;
  - 2. Prior utilization of all eligible sick leave.
- G. If the Sick Leave Bank is exhausted, it shall be renewed by the contribution of one additional day of sick leave by each member of the professional staff covered by this Agreement. Such additional day will be deducted from the Unit E member's annual fifteen (15) days of sick leave.
- H. The decision of the Sick Leave Bank Committee with respect to eligibility and entitlement shall be final and binding and not subject to appeal.
- \* The Sick Leave Bank referred to above is a consolidated bank consisting of contributions from Units A, B, C and E members and is designed for the benefit of all these members.

## **ARTICLE 6**

### **Leaves of Absence With Pay**

#### **Section 1:**

A full-time member of the professional staff covered by this Agreement will be allowed up to a total of six (6) days' leave of absence without loss of pay in any one (1) school year for the following reasons:

- A. Death of a close family member or dear friend;

Leave as described in the preceding sentence may exceed six (6) days in a contract year upon application and approval by the Assistant Superintendent of Human Resources or designee, only to the extent that family illness/urgent personal business days were not used in the single contract year immediately preceding.

Nothing shall prevent consideration and approval in the exclusive and binding judgment of the Assistant Superintendent of Human Resources, or designee, of leave allowance based on need in excess of the foregoing limitation.

- B. Holy days;
- C. Court appearance by summons;

- D. Commencement exercises at which the employee or his/her spouse or child will be awarded a degree or diploma;
- E. Absence caused by an automobile accident involving the employee on his/her way to employment; (This is limited to the day of the accident only.)
- F. Up to two (2) days may be allowed if an employee's attendance is required by an educational institution (where the employee is enrolled for the purpose of educational advancement or achievement) prior to the end of the school year. Such employee may apply to the Superintendent for a leave of absence without loss of pay. The application shall be made no later than May 1 of the school year and must set forth the ground for leave. Subject to the foregoing and the approval of the Superintendent, and providing that no reasonable alternative course is available to the employee, an employee will be granted up to two (2) days' leave of absence for this purpose.
- G. To attend the Massachusetts Teachers Association (MTA) Annual Meeting subject to:
  - 1. A maximum of one (1) day per employee per year taken from their balance of their two (2) personal or four (4) other/family days from their total of six (6) personal days; and
  - 2. No more than a total of forty-five (45) days per school year may be used for this purpose, for all employees.

No accumulation of this allowance from one employment year to another is allowed, with the following exception:

If an employee does not use either or both of his or her two (2) days established for "urgent personal business," per Section 2 below, by the end of the school year, they will be converted to personal sick days and accumulate as such.

**Section 2:**

From the six (6) paid absence days established primarily for death and illness in the immediate family, two (2) days shall be allowed, without requiring approval, for urgent personal business as judged by the employee which cannot possibly be done at any time other than during work hours. The following four items of explanation apply:

- A. Wherever possible, the employee should give reasonable advance notice of his/her intended absence to his/her supervisor.
- B. The employee need not state the reason for the absence.
- C. Though permission to be absent need not be requested, the employee may be required to complete a form certifying that the personal day has been taken.

D. The days may not be used to get an early start on or to lengthen a holiday, or vacation, or to simplify initial travel arrangements.

**Section 3:** Employees covered by this Agreement will not suffer a loss of pay for absence caused by a required court appearance in connection with school business or the Unit E member's employment. This section shall not apply to situations involving an employee's court appearance in connection with work stoppages, real or threatened, in violation of law or this Agreement.

## **ARTICLE 7**

### **Leaves of Absence Without Pay**

**Section 1:** A leave of absence without pay of up to two (2) years will be granted to any non-probationary staff member who joins the Peace Corps, VISTA, or serves as an exchange staff member, and is a full-time participant in any of such programs. Upon return from such leave, a staff member will be considered as if he/she were actively employed by the District for increment purposes during the leave and will be placed in the salary schedule at the level he/she would have achieved if he/she had not been absent.

**Section 2:** A leave of absence without pay of up to two (2) years will be granted to a non-probationary staff member designated by the Association for the purpose of engaging in Association (local, state, or national) activities. Upon return from such leave, a staff member will be considered as if he/she were actively employed by the District during the leave and will be placed on the salary schedule at the level he/she would have achieved if he/she had not been absent. No more than two (2) staff members will be absent at any one time for such leave.

**Section 3:** As covered by applicable law, military leave of up to four (4) years will be granted to any staff member who is inducted or enlists in any branch of the armed forces of the United States. Upon return from such leave, a staff member will be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed during the period of his/her absence up to a maximum increase of four (4) years.

**Section 4:** A leave of absence without pay or increment of up to one (1) year may be granted to non-probationary staff members for the purpose of caring for a sick member of their immediate family. Requests for such leave will be supported by appropriate medical evidence.

**Section 5:** A leave of absence without pay or increment of up to one (1) year may be granted to staff members for health reasons. Requests for such leave will be supported by appropriate medical evidence.

**Section 6:** A leave of absence without pay or increment of up to two (2) years may be granted to non-probationary staff members in order to campaign for elected office and/or serve in elected public office.

**Section 7:** A leave of absence without pay and without increment of up to one (1) year may be granted by the Committee to staff members for the purpose of child care.

**Section 8:** With respect to leaves under Sections 4, 5, 6, and 7 herein, the decision of the Committee shall be final and binding.

**Section 9:** Three (3) months before the termination of his/her leave, the staff member shall notify the Superintendent or designee of his/her intention to return to work. All requests for extensions or renewals of leave must be applied for in writing three (3) months before the leave expires. Decisions on such requests will be confirmed in writing within thirty (30) days after receipt of the request.

**Section 10:** Applications for all leaves of absence without pay as set out in this Article must state the specific reasons therefore and must be submitted to the Superintendent. If the reason for the requested extended leave of absence is prolonged illness or recovery from injuries, the application shall be supported by a physician's certificate setting forth the nature of the illness or injury and stating that the absence is medically necessary; and, in such case, the Committee may require the employee to undergo a physical examination by a physician designated and paid for by the Committee.

**Section 11:** It is recognized that no specific position can be held open during any leave, but in all instances reasonable efforts will be made to assign the staff member to the same position which he/she held at the time the leave commenced. If such position is not available, then reasonable efforts will be made to assign the staff member to a substantially equivalent position.

**Section 12: Impact of unpaid Leaves of Absence and New Hires on Step Increases:**

- A. Only time actually served shall be credited towards earning a step increase. Any time for which compensation is received (sick leave, bereavement leave, jury duty, etc.) shall be counted as time actually served. Time for which compensation is not received, shall be referred to as a "break in service" and credit shall be granted for the year in which said break occurs according to the criteria delineated in Section B below:
- B. In a given school year, a break or breaks in service shall not disqualify time served prior to or after such break(s). The period of the break in service, however, shall discount the determination of credit towards a step increase according to the criteria below:
  - 1. If there are 45 days or fewer of uncompensated time, there will be no loss of credit. The employees shall earn credit for one (1) complete year of service towards a step increase.
  - 2. If there are more than 45 days but 110 or fewer days of uncompensated time, there will be a loss of one half year of credit. The employee shall earn credit of one half year of service towards a step increase.
  - 3. If there are more than 110 days of uncompensated time, there will be a loss of a full year of credit. The employee shall earn no credit towards a step increase.

**ARTICLE 8**

**Other Leaves**

**Section 1:** A leave of absence without pay of up to one (1) year may be granted at the exclusive discretion of the Superintendent to any non-probationary Unit E member. The decision of the Superintendent shall be final and binding.



**Section 2:** Other leaves of absence with or without pay may be granted to members of the bargaining unit at the exclusive discretion of the Superintendent, whose decision shall be final and binding.

## **ARTICLE 9**

### **Parental Leave**

**Section 1:** An employee who has been employed for at least ninety (90) calendar days may request Parental Leave for the purpose of birth of a child or for the placement of a child under the age of 18 (or under the age of 23 if the child is mentally or physically disabled) for adoption. An Employee who is requesting parental leave shall notify the Human Resources Department, in writing, specifying the expected dates of the leave of absence. The notification shall be provided as far in advance as possible, but at least four (4) weeks before the leave is to begin. The purpose of such notification is to provide the employee with the required documentation from human resources and to provide the administration with as much notice as possible to make suitable arrangements for continuity with respect to the employee's assignments. Parental Leave will not be denied for failure to provide the required notice per this paragraph.

**Section 2:** (a) Employees shall be allowed to use up to forty (40) consecutive work days (as defined by Article 17, Section 2 above) of leave within the first six months of a child's life or placement of the child under the age of 18 (or a child under the age of 23 with a mental or physical disability) to be at home with the child. The first ten (10) days of such leave shall be paid without deduction from any contractual leave time. Up to thirty (30) additional days shall be deducted from the employee's accumulated personal illness days if they have the days available. Employees who are eligible per Article 5 Section 12 can access the sick bank for this leave time.

(b) A leave of absence granted under this Article will be in accordance with the provisions of the Family and Medical Leave Act of 1993 (FMLA) as amended and/or General Laws Chapter 149, Section 105D, Massachusetts Parental Leave Act (MPLA), whichever provides the most favorable treatment to an eligible bargaining unit member. Parental Leave will run concurrently with FMLA leave and MPLA leave if the employee is eligible for such leave.

(c) If both Parents are employed by the District, each employee is entitled to up to forty (40) consecutive work days, per (a) above.

**Section 3:**

A. Employees requesting Parental Leave commencing after the beginning of a school year shall be eligible to have the remainder of that school year off.

B. An employee who commences Parental Leave on or after April 15 shall be eligible to have the remainder of that school year off plus the next school year.

C. A 10-month employee whose leave commences on or after March 15 and notifies the Superintendent or his/her designee that he/she intends to take the next school year off must take the next year off unless he/she notifies the Superintendent of his/her intention to return prior to June 1 preceding the next school year.

D. Ordinarily, a 10-month employee will not be allowed to return from leave within the school year unless the employee wishes to return after a leave of forty working days or less or

unless the employee wishes to return immediately upon the termination of her disability. The Superintendent or designee retains the right to determine whether to grant the request of an employee to return from leave within the school year.

**Section 4:** When the employee returns from Parental Leave (not childcare leave), the school administration will assign the teacher to the same or similar subject or grade level that he/she held at the time the leave commenced.

**Section 5:** A. If a 10-month employee adopts or gives birth to a child toward the end of the school year or during the summer school vacation and has received less than their allotted paid Parental leave time per Section 2 above, the employee may choose to return to work at the beginning of the school year and forfeit the unused portion of the employee's paid Parental Leave. An employee who chooses this option shall receive a payment for the days forfeited at the rate established under Unit A, Article 23, Section 4 ("Summer Workshop Rate") subject to the \$100,000 cap below.  
B. Beginning in August 2020, a total of \$100,000 per fiscal year will be added to the budget to fund provision A above for the Association across all units. This amount is in addition to any other amounts expended for Parental Leave benefits.

C. These payments will be calculated on a pro-rata basis based on the amount available in the total pool and on the number of requests submitted as of August 31 of that year.

1. If the amount requested under this clause totals less than \$100,000 based on requests submitted as of August 31 of that year, will receive a stipend based on the rate in Unit A, Article 23, Section 4.
2. If the amount requested under this clause totals more than \$100,000 members will receive a stipend based on the rate in Unit A, Article 23, Section 4, pro-rated based upon the total number of requests and the amount of funds available.

## **ARTICLE 10**

### **Initial Staff Employment**

**Section 1:** The Principal, with the approval of the Superintendent, or the Superintendent shall appoint Unit E members as provided in the General Laws of the Commonwealth.

**Section 2:** The minimum requirements for appointment as a member of this bargaining unit shall be those required from time to time by law; a statement of good health, signed by a physician approved by the Committee; and any other certification and/or qualification as the job description/position may require.

**Section 3:** Initial placement on the salary schedule shall be based on training and/or experience.

**Section 4:** With respect to initial placement, the Committee shall determine, based on reasonable criteria, the amount of credit which may be given for previous outside experience, related experience, and Peace Corps work. Reasonable effort will be made to award such credit equitably for all new employees.

**Section 5:** Any Unit E unit member who has previously transferred or who subsequently transfers into this bargaining unit directly from a similar position with the City of Newton shall carry over into the Unit E position all years of service (for purposes of longevity) and all unused sick leave that the Unit E member had earned with the City as of the date of transfer. The first year that this provision will apply to Unit E members shall be the 2005-2006 school year. This provision shall not apply retroactively to any year prior to the 2005-2006 school year.

## **ARTICLE 11**

### **Staff Assignment and Transfer**

**Section 1:** Any Unit E member may request of the Superintendent a transfer to another position for which he/she may be qualified. Application for a transfer must be made in writing by March 15 of a given year.

**Section 2:** In cases of transfer to a different position, the convenience and wishes of the individual Unit E member will be considered to the extent that these do not conflict with the best interests of the school department.

**Section 3:** When involuntary transfers are necessary, a Unit E member's training, quality of performance, and prior evaluation, along with the needs of the system, will be considered in determining which Unit E member(s) is (are) to be transferred. An involuntary transfer will be made only after a meeting between the Unit E member involved and the Superintendent (or his/her designee), at which time the Unit E member will be notified of the reasons for the transfer. However, a Unit E member who has declared his/her intent to retire, in writing, shall not be transferred in the final year of employment.

**Section 4:** Notice of transfer will be given to the Unit E member as soon as practicable.

**Section 5:** Unit E member assignments will be made without regard to race, creed, color, religion, nationality, sex, age, or marital status.

## **ARTICLE 12**

### **Reduction in Force**

**Section 1:** The Committee retains the right to determine the number of Unit E positions and other positions, which are needed in the school department. The Superintendent retains the right to determine the employees to be laid off and/or recalled. Such decisions shall be final and binding except where specifically abridged or modified by this clause and/or by a term of this Agreement.

**Section 2:** No non-probationary Unit E member shall be laid off within a job classification while a probationary Unit E member is holding a job within the same job classification, which a non-probationary Unit E member is qualified to fill.

## ARTICLE 13

### Work Day - Work Year

**Section 1:** It is the intention of the Committee to maintain the existing practices with respect to total Unit E member hours of employment, length of work day, and work load. If considerations and circumstances warrant a change, the Committee will notify the Association of the contemplated change, and the Committee will confer with the Administration and staff concerning the contemplated change. In making its decision, the Committee will attempt to reach a decision that is mutually satisfactory.

**Section 2:** Unit E members shall work at their assigned duties each day for whatever reasonable time may be necessary.

**Section 3:**     **Work Year**

A.     The Ten-Month Year

The ten-month year for Unit E members, except Newton Community Education (NCE) employees, shall consist of the 180 days that pupils are required to be in attendance by state law plus five (5) additional days. Ten-month Unit E members will be given two floating holidays per year, which may be taken with one week's notice and the approval of the employee's supervisor, which shall not be unreasonably withheld. The work year for NCE ten-month employees shall consist of 185 days as scheduled by the Director in consultation with the employee. Unit E members may work more than the required five (5) days on a voluntary basis at their per diem rate with the prior approval of the Superintendent or his/her designee. The last student day of school prior to the summer break will be a *full* -day for Unit E, ten-month employees.

B.     The Twelve-Month Year

The twelve-month year for Unit E members shall not exceed 48 weeks. Twelve-month Unit E members will be given two floating holidays per year, which may be taken with one week's notice and the approval of the employee's supervisor, which shall not be unreasonably withheld.

## ARTICLE 14

### Holidays

**Section 1:** The following days shall be days off without loss of pay:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Columbus Day
Presidents' Day	Veterans' Day
Patriots' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day

**Section 2:** If Good Friday or any Jewish holy day or any other such day is declared by the Committee to be a no-school day, then all employees covered by this Agreement shall be granted those days off without loss of pay.

## **ARTICLE 15**

### **Vacation**

**Section 1:** All full-time Unit E members employed on a twelve-month basis shall be entitled to an annual vacation of twenty (20) days, accrued on a monthly basis. Part-time twelve-month employees will be entitled to vacation on a pro-rated basis. After ten (10) years of service with the Newton Public Schools, twelve-month employees shall be entitled to an annual vacation of twenty-three (23) days accrued on a monthly basis.

**Section 2:** The arrangement of vacation days for Unit E members must fit the work demands of the particular office as determined by the appropriate supervisor.

**Section 3:** No more than five (5) vacation days may be carried over from one year to the next except when the administration requests it or when the employee requests it and permission is granted by the Superintendent or his/her designee. Permission will not be unreasonably withheld. In no event can vacation be carried over for more than one year.

**Section 4:** Unit E members will not be required to use vacation time on any day when the School Department is closed.

## **ARTICLE 16**

### **Vacancies and Promotions**

**Section 1:** The filling of vacancies within the Newton School System is the responsibility of the Principal, with the approval of the Superintendent, or the Superintendent, as the case may be, in accordance with the General Laws of the Commonwealth of Massachusetts.

**Section 2:** Whenever a vacancy occurs in either an established or newly created position, it will be adequately publicized by means of notices placed on Association bulletin boards as soon as the vacancy occurs and by the following methods:

- A. by sending a written communication to each member of the bargaining unit. Notices will be distributed through normal school routing channels; and
- B. by sending a notice to the Newton Teachers Association. The above means of communication shall be sent as far in advance of the appointment as possible but a minimum of fifteen (15) days before the final date when applications must be submitted.

**Section 3:** All such notices shall set forth the specifications, qualifications, and compensation for the position, and the date by which application shall be filed with the Superintendent.

**Section 4:** A Unit E opening will not be publicized to the entire membership of Unit E when, in the judgment of the Superintendent, it may be filled by a person on a leave of absence from the Newton Public Schools, or if it will be filled in accordance with the RIF provisions of this Agreement.

**Section 5:** The filling of vacancies, including advancements or promotions, shall be based upon the Superintendent/Principal or the Superintendent's judgment, as the case may be, as to what will best serve the interests of the school system, and the Committee will give due consideration to the educational background, knowledge, ability, skill, efficiency, attendance, physical condition, general health, personality of the applicants, and other relevant factors. The final decision as to the filling of vacancies and promotions rests with the Superintendent.

**Section 6:** Nothing in this Agreement shall prevent the Administration from making "acting" appointments in the best interests of the school system until positions can be filled with permanent appointments. Time spent in such acting appointments shall not be regarded as evidence of superior qualifications for the permanent openings.

## **ARTICLE 17**

### **Evaluation**

**Section 1:** Evaluation of personnel shall be the responsibility of the Administration and may be conducted by them at any time after the Unit E member has been informed of the general criteria.

**Section 2:** Non-probationary Unit E members will be evaluated at least every other year. Probationary Unit E members will be evaluated every year. There will be a different evaluation instrument for each job title. Any revision of the set of evaluation instruments is to be done by a joint committee and must be approved by the Committee and the Association.

**Section 3:** Unit E members shall be notified in writing by October 15 or within one month of the date of hire that they are to be evaluated and shall be provided with the general criteria and procedures. They will also be advised of any changes in the criteria and process to be used in evaluating professional competence. No later one month after receiving said written notice of evaluation, a conference will be held between the Unit E member and the evaluator to discuss the general criteria and specific job goals and objectives.

All preliminary reports of the Unit E member's performance must be completed within 120 days after the conference between the Unit E member and his/her evaluator, and the final summary report shall be presented in conference to the Unit E member no later than 60 days after receipt by the employee of the preliminary reports.

**Section 4:** At least once each year, the Superintendent or his designee shall have a conference with the probationary Unit E member for the purpose of reviewing the progress of the Unit E member's work and of identifying strengths and weaknesses in said work.

**Section 5:** Unit E members will be given a copy of their evaluation report prepared by their supervisor, and shall discuss such report with their supervisor. The Unit E member will acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof.

The Unit E member, upon request, may review such evaluation with the Superintendent or his/her designee. The Unit E member will also have the right to submit a written answer to such material, and his/her answer shall be attached to the file copy.

**Section 6:** The final evaluative judgment of the Administration shall be final and binding. The Committee/Administration reserves the right to evaluate Unit E members' out-of-cycle.

**Section 7:** A committee will be established to create a Unit E evaluation tool.

## **ARTICLE 18**

### **Mileage**

**Section 1:** A Unit E member who must travel to two (2) or more sites (school or students' homes) in a day shall be compensated for such travel at the rate of three dollars and fifty-cents (\$3.50) per day. Effective February 1, 2020, the mileage stipend shall increase from \$3.50 to \$4.00 per diem.

**Section 2:** However, if a Unit E member is presently receiving more than the \$3.50 stipend he/she will continue to receive the higher amount.

**Section 3:** Those Unit E members who currently receive a conveyance allowance will continue to receive said allowance.

**Section 4:** The conveyance allowance for those who currently receive them will be set at \$60.00 per month. Unit E members who are currently receiving more than \$60.00 per month will receive \$70.00 per month. (This applies to certain IT positions in Unit E that require extensive travel.) Effective February 1, 2020, the allowance shall increase from \$60.00 per month to \$75.00 per month.

## **ARTICLE 19**

### **Tuition Cost**

**Section 1:** The Committee agrees to pay the full cost of tuition when Unit E members are requested by the Superintendent to take a course or courses at accredited colleges, universities, or professional training schools.

**Section 2:** It is agreed that such request and the Committee's authorization for tuition payment must both be in writing and received prior to the Unit E member's attendance.

**Section 3:** The Committee agrees to budget and expend up to *\$170,000* across all Units with the following guidelines:

- A. The maximum amount of reimbursement is \$750 per individual seeking licensure per contract year; *\$600 per individual per contract year for all other applicants*. Preference will be given to members seeking certification.

- B. Written application must be made on a form provided by the School Department.
- C. Decisions will be made by the school administration. The President of the Association will be given the opportunity to meet with the Director of Human Resources to review the decisions and to make recommendations, if any, before the applicants are notified.

## **ARTICLE 20**

### **Staff Facilities**

**Section 1:** Where the buildings and facilities furnished by the City of Newton make it feasible and practical to do so, the Committee, subject to physical limitations, shall make an effort to provide each building with the following:

- A. Space in each building in which Unit E members may store materials and supplies;
- B. A Unit E member's work area containing adequate equipment and supplies;
- C. An appropriately furnished room to be reserved for the exclusive use of staff members as a faculty lounge;
- D. Well-lighted and clean rest rooms; and
- E. A serviceable desk, chair and file cabinet, where appropriate, for each staff member.

## **ARTICLE 21**

### **Use of School Facilities**

**Section 1:** The Association will have the right to use school buildings without costs for two (2) meetings each school year, providing such meetings are held Monday through Friday and appropriate notice as provided in Section 2 herein is given.

**Section 2:** The Association will have the right to use school building without costs and at reasonable times for meetings, subject to safety requirements and availability, provided, however, that the Association will be required to pay for any additional custodial costs involved by reason of said meetings. The principal of the building in question and the Superintendent will be advised, sufficiently in advance, of the time and place of all such meetings.

**Section 3:** Members of the bargaining unit will have the right to use the athletic facilities and equipment of a school one (1) evening each week. The Association will pay for any additional custodial costs involved by reason of such use. The schedule and other related matters must be arranged, in advance, with the Superintendent.

**Section 4:** The Association shall have the right to invite representatives of the UNUM/MTA Group Insurance plan into each of the school buildings during the school day once per year.



## ARTICLE 22

### Protection and Indemnification

- Section 1:** The rights of an employee covered by this Agreement to indemnification against certain actions and claims and to legal assistance will be governed by General Laws, Chapter 258.
- Section 2:** Employees covered by this Agreement will immediately report, in writing, all cases of assault suffered by them in connection with their employment to their immediate superior and to the Superintendent of Schools.
- Section 3:** The report will be forwarded to the Committee, which will comply with any reasonable request from the employee for information in its possession relating to the incident or the persons involved, and will act in appropriate ways as liaisons between the employees, the police, and the courts.
- Section 4:** The Committee will reimburse employees for any clothing or personal property damaged or destroyed, providing it occurs in the proper performance of their employment and not as a result of the employee's negligence.
- Section 5:** The Committee agrees that the following insurance will be provided:
- A. indemnity insurance;
  - B. liability for bodily injury to others;
  - C. liability for personal injury to others.
- Section 6:** The Committee will reimburse individuals covered by this Agreement for any loss or damage to eyeglasses or hearing aids or mobile phones caused by an assault on the individual or an accident during the work day.
- Section 7:** Individuals who are absent as a result of an on the job accident or personal injury suffered during the work day shall not lose pay because of such absence. The parties agree that sick leave bank days may be utilized for such purposes. Eligible employees under this section shall be allowed to use up to three years of sick bank time (balance of the school year that the injury/accident occurred plus two additional school years). The Employee will be required to submit updated medical documentation per Article 5 Section 12 (Sick Leave Bank) of the Contract.
- Section 8:** The Committee agrees to reimburse eligible employees for the cost of co-pays for office visits, emergency room visits, and prescription drugs, as well as physical and occupational therapy appointments that are not covered by insurance incurred due to physical injury/accident to the employee arising out of and in the course of employment. The maximum reimbursement for such injuries under this section shall not exceed the aggregate total of \$24,000 per year. All NTA units will be included under the \$24,000 cap. Employees who submit documentation of such costs via proper proof of payment as required by the comptroller shall be paid bi-monthly. This cap shall be pro-rated on a monthly basis of \$2,000 per month. Any unused balance will accrue month to month up to a total of \$24,000 for each year of the contract.

**Section 9:** The Committee will review but not commit to the possibility of extending to Unit E the same on the job injury benefits as offered to Unit A.

## **ARTICLE 23**

### **Insurance and Annuity Plan**

**Section 1:** Eligible employees may, at their request, participate in a “Tax Sheltered Annuity Plan.”

- A. Such monies shall be transmitted to the Insurance Carrier as per Chapter 112 of the Acts of 1981.
- B. Employees may enter a Tax Sheltered Annuity Plan or increase or decrease their contribution with thirty (30) days’ notice, subject to the cooperation and approval by the appropriate City official.

**Section 2:** The Committee will pay fifty percent (50%) of the cost of the life insurance coverage and eighty percent (80%) of the cost of the health coverage for each regular full-time employee covered by this Agreement:

- A. A five thousand dollar (\$5,000) term life insurance policy of the type presently in effect.
- B. Individual or family coverage, whichever applies in the particular case, of the health insurance plan presently in effect in the City of Newton.

**Section 3:** If the City of Newton increases its percentage contribution of the cost of health insurance for its employees, then the Committee will contribute the same percentage for employees covered by this Agreement.

**Section 4:** Employees may, at their option, participate in the pre-tax premium conversion plan, pursuant to applicable rules and regulations set by the I.R.S.

**Section 5:** **Health Insurance Contribution Rate Changes**

- A. Effective September 1, 2011  
For members hired to begin their employment in FY 12 and beyond, the new Employee Contribution Rate will be 25% employee share/75% city share.
- B. Effective September 1, 2012  
Employees who utilize a PPO plan will pay 25% of premium employee share/75% city share.
- C. Effective September 1, 2013 – September 1, 2019  
Employees who utilize a PPO plan will pay 30% of premium employee share/70% city share.
- D. Effective September 1, 2019, the Committee will grandfather members who were on the PPO as of September 1, 2019. Those members will be grandfathered at the current rate (30% of premium employee share/70% city share) for the remainder of the time that they

choose to participate in the PPO.

The Committee will offer to current PPO subscribers a one-time payout of a \$2000 for individual and \$4000 for family to leave the PPO within 60 days of ratification.

Employees who enroll in the PPO plan after 7/1/20 shall contribute 35% of the premium and the Committee shall pay 65%.

If a member returns to the PPO prior to the end of FY23, the member shall pay back money from the payout at a pro-rated amount and return to the grandfathered rate.

If a member returns to the PPO during or after the final open enrollment period, the member shall pay the new contribution rate of 35% by the employee and 65% by the Committee.

**Section 6: Health Insurance Plan Design Changes**

A. Effective July 1, 2020

- Deductibles: \$250 for each individual and \$500 total for a family
- \$40 Specialist co-pay up \$5 from \$35 to \$40
- \$25 Office PCP co-pay, up \$5 from \$20 to \$25
- \$5 co-pay for Minute Clinics (down from \$20)
- \$10 co-pay for Urgent Care Clinics (down from \$35)
- \$150 Outpatient day surgery co-pay
- \$100 Emergency Room co-pay
- Prescription drugs co-pays:
  - \$20 Tier 1, up \$5 from \$15
  - \$35 Tier 2, up \$5 from \$30
  - \$55 Tier 3, up \$5 from \$50

**Section 7:**     **Health Insurance, Additional Provisions**

A.     Effective September 1, 2011

- Preventive care \$0 co-pay (per Affordable Care Act, which determines what counts as preventative care)
- Yearly Cap on out-of-pocket expenses of \$1,000 per individual and \$2,500 per family
- Mandatory Prescription Mail-In Program (Maintenance Medications Only)
- CanaRx program will remain in effect
- The City may, without the need for further bargaining, offer to all members the option of low-cost limited network plans when its health insurance providers make these available to Newton.

**ARTICLE 24**

**Professional Consultations**

**Section 1:**     In recognition of the professional standing of Unit E members and the fact that their ideas and opinions are of significant value in improving the efficiency and economical operation of the Newton School System, the Committee agrees that it or its designated representative will, upon request of the Association, meet at reasonable times with the Association to consult about any matters of concern or interest to the Association. The frequency and/or length of such meetings shall be determined by mutual agreement.

**ARTICLE 25**

**Dues Deduction**

**Section 1:**     Dues deduction shall be governed MGL. Chapter 180, Section 17A, which specifies the rights and responsibilities of Committee and the Association regarding (1) the authorization to collect dues; (2) the duration of and renewal of said authorization; (3) the collection of dues, including, but not limited to, the exclusive right of the Association, as the collective bargaining agent for members of the Newton Teachers Association, to receive dues from its members; and (4) the revocation of the authorization to collect dues.

**ARTICLE 26**

**Discipline**

**Section 1:**     No non-probationary Unit E member will be disciplined without just cause.

**ARTICLE 27**

**Staff Rights to Personnel Folder, Files, Cards, and Records**

**Section 1:** Members of the bargaining unit will have the right, upon written request to the Superintendent to inspect the contents of their personnel folder, files, cards, and records in the presence of the Superintendent or his/her designee. The employee has the right to make copies of all of the above materials at a cost of five (5) cents per page.

**Section 2:** If the Superintendent or his/her designee intends to place material in an employee’s personnel file (including any serious written complaint made by a parent, student, or other person) which in the judgment of the Unit E member is derogatory to his/her conduct, character, or personality, the Unit E member will have an opportunity to review the material. The Unit E member will acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The Unit E member will also have the right to submit a written answer to such material, and the Superintendent shall acknowledge and review receipt of his/her answer and attach the answer to the file copy.

**ARTICLE 28**

**Longevity and Enhanced Longevity**

**Section 1:** Members of the bargaining unit will receive an annual increment based upon the following criteria:

Years		September 1, 2019
After 10 Years of Service		\$715
After 15 Years of Service		\$900
After 20 Years of Service		\$1225
After 25 Years of Service		\$1650

Longevity payments will be made on a pro-rata basis.  
Longevity payments will be made on or before December 1 of each year.

**Section 2:** Effective FY16, the following rules shall apply in the interpretation of Article 28:

- A. Only time actually served shall be credited towards earning a longevity increment. Any time for which compensation is received (sick leave, funeral leave, jury duty, etc.) shall be counted as time actually served. Time for which compensation is not received, shall be referred to as a “break in service” and credit shall be granted for the year in which said break occurs according to the criteria delineated in Section B below:
- B. In a given school year, a break or breaks in service shall not disqualify time served prior to or after such break(s). The period of the break in service, however, shall discount the determination of credit towards a longevity increment according to the criteria below:

1. If there are 45 days or fewer of uncompensated time, there will be no loss of credit. The employees shall earn credit for one (1) complete year of service towards a longevity increment.
  2. If there are more than 45 days but 110 or fewer days of uncompensated time, there will be a loss of one half year of credit. The employee shall earn credit of one half year of service towards a longevity increment.
  3. If there are more than 110 days of uncompensated time, there will be a loss of a full year of credit. The employee shall earn no credit towards a longevity increment.
- C. Less than full-time service, i.e., 80% employee, 60% employee, etc., shall be credited with full-time service. Payment of longevity increment, however, shall be made on a pro-rata basis based on the percentage of full-time service in the current school year in which longevity is received.
- D. “Years of service” for the purpose of determining eligibility shall be measured as of September 30.
- E.
  1. “After 10 years of service” shall mean after ten (10) cumulative years or more of service.
  2. “After 15 years of service” shall mean after fifteen (15) cumulative years or more of service.
  3. “After 20 years of service” shall mean after “twenty (20) cumulative years or more of service.
  4. “After 25 years of service” shall mean after “twenty-five (25) cumulative years or more of service.

**Section 3: Enhanced Longevity**

For any employee who previously selected enhanced longevity, the following still applies: A Unit E member’s right to receive regular longevity payments referenced in Section 1 above and any sick leave buy-back under Section 10 of Article 5 will cease upon exercising the three-year option set forth herein.

**ARTICLE 29**

**Release Time for Association President**

**Section 1:** Upon request, the NTA President shall be placed on full or half-time leave of absence (i.e., the NTA President shall be required to perform none or one-half of his/her usually assigned duties). In the event the NTA President requests and is placed on full or half-time leave of absence by the

Committee, the Association shall reimburse the Committee for the exact amount earned by the person or persons who fill the full-time or half-time vacancy except that in no case shall the salary amount reimbursed exceed the salary for Unit A Master's Degree lane, Step 4. In addition, the NTA shall also reimburse the Committee the actual cost of fringe benefits for those appointed to fill such vacancy.

**Section 2:** Upon request, a second NTA officer of the Association's choice shall be placed on full or half-time leave of absence (i.e., the NTA officer shall be required to perform none or one-half of his or her usually assigned duties). In the event the NTA officer requests and is placed on full or half-time leave of absence by the Committee, the Association shall reimburse the Committee for the exact amount earned by the officer. In addition, the NTA shall also reimburse the Committee the actual cost of the released officer's fringe benefits.

**Section 3:** All benefits (including, but not limited to, sick leave and seniority) shall continue to be earned and to accrue during the period of the President's and Second Release Officer's leave.

## **ARTICLE 30**

### **Salaries**

**Section 1:** The salary schedules hereinafter set forth shall become effective September 1, 2020 and will remain in effect as indicated in this Article.

Appendix A-1 Unit E Salary Schedule  
Effective September 1, 2020

Appendix A-2 Unit E Salary Schedule  
Effective March 1, 2021

Appendix A-3 Unit E Salary Schedule  
Effective September 1, 2021

Appendix A-4 Unit E Salary Schedule  
Effective March 1, 2022

Appendix A-5 Unit E Salary Schedule  
Effective September 1, 2022

Appendix A-6 Unit E Salary Schedule  
Effective March 1, 2023

Appendix B-1 Newton Community Education Salary Schedule  
Effective September 1, 2020

Appendix B-2 Newton Community Education Salary Schedule

Effective March 1, 2021

Appendix B-3 Newton Community Education Salary Schedule  
Effective September 1, 2021

Appendix B-4 Newton Community Education Salary Schedule  
Effective March 1, 2022

Appendix B-5 Newton Community Education Salary Schedule  
Effective September 1, 2022

Appendix B-6 Newton Community Education Salary Schedule  
Effective March 1, 2023

**Section 2:**

- A. Each member of the bargaining unit shall be paid on the fifteenth and the last day of each month throughout the calendar year. When either of these dates (the fifteenth or last day of the month) occurs on a holiday or weekend, the paycheck will be delivered to the School Department on the last working day preceding that date in sufficient time for each member to receive the paycheck before the normal end of the work day. This shall not affect the date of said check.
- B. Subject to approval of the City Treasurer, any member of Unit E may have his/her pay deposited directly into a designated bank.

**Section 3:**

Each member of the bargaining unit shall be placed upon that step and column of the salary schedule to which his/her experience entitles him/her.

**Section 4:**

Salary schedule increments may be withheld for just cause.

**Section 5:**

In the 2020 – 2021 school year, February 1<sup>st</sup> is the anniversary date of step increases for all Unit E members.

In the 2021 – 2022 school year, January 1<sup>st</sup> is the anniversary date of step increases for all Unit E members.

In the 2022 – 2023 school year, December 1<sup>st</sup> is the anniversary date of step increases for all Unit E members.

The anniversary date for step increases to coaches' salaries is September 1<sup>st</sup>.

**Section 6:**

Effective September 1, 2015, every Unit E member will crosswalk from their current step on the 2014-2015 schedule to the new FY16 Salary schedule.

Unit E members newly hired for FY16 will be placed directly on the new FY16 salary schedule based on training and/or experience. The crosswalk does not apply.

**Section 7: Theater Production Teacher(s)**

Effective September 1, 2015, employees working in the Theater Programs in the high schools



shall, if licensed, transition to the Unit A Teachers Salary Schedule, and if not, shall transition to a new “Theater Specialists” Unit E Group Lane according to the following criteria:

A. For employees hired in or before FY15, the following will apply:

1. If the member holds an applicable DESE teaching license:
  - a. Crosswalk to Masters lane in teacher’s schedule on September 1, 2015 with a minimum 2.4% increase in salary.
  - b. If an employee is eligible to change lanes, after submitting the requisite documentation, including official transcripts, they will change after the crosswalk to the Masters lane. All earned degrees and graduate credits will count towards appropriate lane placement. Employees will have sixty (60) days after the execution of this Agreement for submitting the requisite documentation.
  - c. Step increase in March 2016.
2. If the member does not hold an applicable DESE teaching license:
  - a. Crosswalk to “Theater Assistants: salary schedule in Unit E (10 month salary schedule) on September 1, 2015 with a minimum 2.4% increase in salary.
  - b. Step increase in February 2016.

B. For new members hired after FY15, employees will be placed on appropriate Unit A or Unit E Salary Schedule.

C. This change incorporates the stipends previously designated for costume design for high school productions thereby eliminating stipends for costume design.

Theater Production Assistants and Costume Designers

A. For employees hired in or before FY15, the following will apply:

1. If the member holds an applicable DESE teaching license:
  - a. Crosswalk to Bachelors lane, step 1, in teacher’s salary schedule on September 1, 2015.
  - b. No lane changes permitted.
  - c. Step increase in March 2017
2. If the member does not hold an applicable DESE teaching license:

- a. Crosswalk to Step 1 of “Theater Assistants” salary schedule in Unit E (10-month salary schedule).
  - b. Step increase in February 2017.
- B. For new members hired after FY15, employees will be placed on appropriate Unit A or Unit E Salary Schedule.
- C. This change incorporates the stipends previously designated for costume design for high school productions thereby eliminating stipends for costume design.

For new employees hired after FY15, employees will be placed on appropriate Unit A or Unit E Salary Schedule.

**Section 8:**

**FISCAL YEAR 2021**

Effective September 1, 2020, a 1.75% Cost of Living Adjustment will be applied to the salary schedules.

Effective September 1, 2020, an additional 0.25% Cost of Living Adjustment will be applied to the top step of the salary schedules.

Effective September 1, 2020, an additional 2.5% Cost of Living Adjustment will be applied to the Newton Community Education Salary Schedule, twelve-month Group B Lane.

Effective March 1, 2021, a 0.75% Cost of Living Adjustment will be applied to the salary schedules

Effective March 1, 2021, an additional 0.25% Cost of Living Adjustment will be applied to the top step of the salary schedules

**FISCAL YEAR 2022**

Effective September 1, 2021, a 1.75% Cost of Living Adjustment will be applied to the salary schedules.

Effective September 1, 2021, an additional 0.25% Cost of Living Adjustment will be applied to the top step of the salary schedules

Effective September 1, 2021, an additional 2.5% Cost of Living Adjustment will be applied to the Newton Community Education Salary Schedule, twelve-month Group B Lane.

Effective March 1, 2022, a 0.75% Cost of Living Adjustment will be applied to the salary schedules.

Effective March 1, 2022, an additional 0.25% Cost of Living Adjustment will be applied to the top step of the salary schedules.

### **FISCAL YEAR 2023**

Effective September 1, 2022, a 1.75% Cost of Living Adjustment will be applied to the salary schedules

Effective September 1, 2022, an additional 0.25% Cost of Living Adjustment will be applied to the top step of the salary schedules.

Effective September 1, 2022, an additional 2.5% Cost of Living Adjustment will be applied to the Newton Community Education Salary Schedule, twelve-month Group B Lane.

Effective March 1, 2023, a 1% Cost of Living Adjustment will be applied to the salary schedules.

### **Section 9:**

Elementary, Middle and High School teachers and other educators accompanying students on approved overnight experiences shall receive additional compensation in the amount of one half (1/2) the workshop rate (Unit A Article 23, Section 4 (“Summer Workshop Rate” for each overnight spent for continental U.S. and Canadian trips only and for a maximum of five (5) nights per educator per trip upon the submission of a signed and approved overnight trip form.

### **Section 10:**

#### **FISCAL YEAR 2021**

Effective September 1, 2020, a 2.5% Cost of Living Adjustment will be applied to the coaches’ salary schedules.

Effective September 1, 2020, an additional .5% Cost of Living Adjustment will be applied to the top step of the coaches’ salary schedules.

#### **FISCAL YEAR 2022**

Effective September 1, 2021, a 2.5% Cost of Living Adjustment will be applied to the coaches’ salary schedules.

Effective September 1, 2021, an additional .5% Cost of Living Adjustment will be applied to the top step of the coaches’ salary schedules.

#### **FISCAL YEAR 2023**

Effective September 1, 2022, a 2.625% Cost of Living Adjustment will be applied to the coaches’ salary schedules.

Effective September 1, 2022, an additional .375% Cost of Living Adjustment will be applied to the top step of the coaches’ salary schedules.

Effective August 31, 2023, an additional .5% Cost of Living Adjustment will be applied to the coaches’ salary schedules.

**Section 11:** FISCAL YEAR 2021

Effective September 1, 2020, a 3% Cost of Living Adjustment will be applied to the stipend schedules.

FISCAL YEAR 2022

Effective September 1, 2021, a 3% Cost of Living Adjustment will be applied to the stipend schedules.

FISCAL YEAR 2023

Effective September 1, 2022, a 3% Cost of Living Adjustment will be applied to the stipend schedules.

Effective August 31, 2023, an additional .5% Cost of Living Adjustment will be applied to the stipend schedules.

**ARTICLE 31**

**Jury Duty**

**Section 1:** An employee who is subpoenaed to serve on a jury and who has attempted to get an exemption and has been denied said exemption, will be granted paid leave for that period of time he/she is unable to report to work, with a deduction from said pay of any monies received for said jury service.

**ARTICLE 32**

**Union Security**

**Section 1:** Chapter 150E, Section 5A shall govern the rights and responsibilities of the Association and the Committee regarding:

1. Notification to the Association of newly hired employees and provision of information regarding those employees
2. Association access to meet with newly hired employees
3. Use of district facilities for Association activities
4. Use of district email and communication systems
5. Exclusions of member personal and professional information from public record
6. Exclusion of Association-member communications from public record

**Section 2:** If a third party, such as an advocacy group, labor organization, or individual other than the Association, requests contact or employment information of bargaining unit members information through an MGL 150E information request or Public Records Request, the Committee will inform the Association of such request and the name of the requestor within

twenty-four (24) hours (one (1) business day). This notification shall not be subject to the grievance procedure.

### **ARTICLE 33**

#### **Association Rights**

##### **Section 1:**

The Association recognizes the authority and responsibility of the Committee and/or its designee for disciplining or reprimanding a Unit E member for delinquency of professional performance or infraction of outstanding rules and regulations. If a Unit E member is to be disciplined or reprimanded by a member of the Administration above the level of the principal, and if entry of such discipline or reprimand is made in the Unit E member's personnel file, he/she will be entitled to have a representative of the Association present. The Association will designate a representative and alternates to serve in its capacity and assure the Committee that either the designated representative or alternates will be available within reasonable limitations under the circumstances involved to promptly participate in this proceeding. The Association shall notify the Committee of the names and addresses of the representative and alternates. The parties recognize that in many instances, the nature of the offense or infraction may create an emergency so as to require immediate action on the part of such member of the Administration. In such case, if a representative of the Association is not immediately available, then such member of the Administration may issue such discipline or reprimand.

### **ARTICLE 34**

#### **Tuition-Free Attendance**

##### **Acceptance Of Non-Resident Unit E Members' Children In Newton Public Schools**

##### **Section 1:**

Subject to the conditions and restrictions that apply to Newton students who seek our-of-district placement, a Unit E member in the Newton School System who is not a resident of the City will have the option, on a space available basis and at no cost, of having his/her child(ren) attend the regular education program of the Newton Public Schools. However, once a child is accepted, so long as the Unit E member is employed in the Newton Public Schools, the child shall be allowed to attend that school through grade 12 subject to the rules and regulations that apply to Newton residents. In addition, every reasonable effort will be made to place siblings in the same school if the parents so request. It is further understood that if a child(ren) of a Unit E member is approved to attend the Newton Public Schools, such attendance shall not be grounds for a grievance concerning teacher load and/or class size, nor shall such attendance be calculated as part of teacher load and/or class size in cases of such grievances.

### **ARTICLE 35**

#### **Health and Safety**

##### **Section 1:**

The Committee will continue its best efforts to provide and maintain a healthful and safe workplace, with adequate heating, ventilation and lighting.

**ARTICLE 36**

**Retirement**

**Section 1:** Effective September 1, 2019, employees that give notice of retirement at least four (4) months prior to their last day of work shall be awarded an incentive payment of \$500.

**ARTICLE 37**

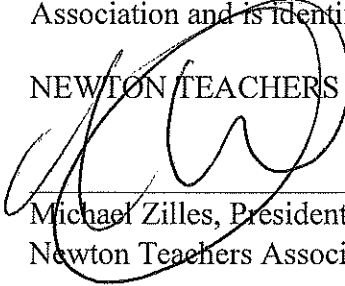
**Duration**

**Section 1:** This Agreement shall become effective as of September 1, 2020, and shall continue and remain in full force and effect until August 31, 2023.

The foregoing Contract was approved by the Newton School Committee and ratified by the Newton Teachers Association and is identified as such Contract by the signers as set forth below.

NEWTON TEACHERS ASSOCIATION

NEWTON SCHOOL COMMITTEE

  
\_\_\_\_\_  
Michael Zilles, President      DATE  
Newton Teachers Association

7-18-24

  
\_\_\_\_\_  
Chris Brezski, Chairperson      DATE  
Newton School Committee

1/24/24

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**UNIT E SALARY SCHEDULE**

**September 1, 2020 (12 Month)**

<b>Salary Schedule NTE - 12 Month - Effective September 1, 2020</b>								
<b>1.75% COLA increase; 2.0% COLA increase Step 7</b>								
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



**September 1, 2020 (10 Month)**

**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

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**UNIT E SALARY SCHEDULE**

**March 1, 2021 (12 Month)**

<b>Salary Schedule NTE - 12 Month - Effective March 1, 2021</b>								
<b>0.75% COLA increase; 1.0% COLA increase Step 7</b>								
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

March 1, 2021 (10 Month)

**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

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**UNIT E SALARY SCHEDULE**

**September 1, 2021 (12 Month)**

<b>Salary Schedule NTE - 12 Month - Effective September 1, 2021</b>								
<b>1.75% COLA increase; 2.0% COLA increase Step 7</b>								
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

**September 1, 2021 (10 Month)**

**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

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**UNIT E SALARY SCHEDULE**

**March 1, 2022 (12 Month)**

<b>Salary Schedule NTE - 12 Month - Effective March 1, 2022</b>								
<b>0.75% COLA increase; 1.0% COLA increase Step 7</b>								
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

**March 1, 2022 (10 Month)**

**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

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**UNIT E SALARY SCHEDULE**

**September 1, 2022 (12 Month)**

<b>Salary Schedule NTE - 12 Month - Effective September 1, 2022</b>								
<b>1.75% COLA increase; 2.0% COLA increase Step 7</b>								
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



**September 1, 2022 (10 Month)**

**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

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**UNIT E SALARY SCHEDULE**

**March 1, 2023 (12 Month)**

<b>Salary Schedule NTE - 12 Month - Effective March 1, 2023</b>								
<b>1.0% COLA all steps</b>								
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

**March 1, 2023 (10 Month)**

**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  
100 Walnut Street, Newtonville, MA 02460**

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
Effective September 1, 2020**

<b>Salary Schedule NCE - 12 Month - Effective Sept 1, 2020</b>					
<b>1.75% COLA increase; 2.0% COLA increase Step 7</b>					
<b>Additional 2.5% to 12 Month Group B</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  
100 Walnut Street, Newtonville, MA 02460**

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
March 1, 2021**

<b>Salary Schedule NCE - 12 Month - Effective March 1, 2021</b>					
<b>0.75% COLA increase; 1.0% COLA increase Step 7</b>					
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  
100 Walnut Street, Newtonville, MA 02460**

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
Effective September 1, 2021**

<b>Salary Schedule NCE - 12 Month - Effective Sept 1, 2021</b>					
<b>1.75% COLA increase; 2.0% COLA increase Step 7</b>					
<b>Additional 2.5% to 12 Month Group B</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  
100 Walnut Street, Newtonville, MA 02460**

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
Effective March 1, 2022**

<b>Salary Schedule NCE - 12 Month - Effective March 1, 2022</b>					
<b>0.75% COLA increase; 1.0% COLA increase Step 7</b>					
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  
100 Walnut Street, Newtonville, MA 02460**

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
Effective September 1, 2022**

<b>Salary Schedule NCE - 12 Month - Effective Sept 1, 2022</b>					
<b>1.75% COLA increase; 2.0% COLA increase Step 7</b>					
<b>Additional 2.5% to 12 Month Group B</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  
100 Walnut Street, Newtonville, MA 02460**

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
Effective March 1, 2023**

<b>Salary Schedule NCE - 12 Month - Effective March 1, 2023</b>					
<b>1.0% COLA increase all steps</b>					
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

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**COACHES SALARY SCHEDULE  
Effective September 1, 2020**

<b>Effective September 1, 2020</b>		FY21_FINAL	FY21_FINAL	FY21_FINAL	FY21_FINAL	FY21_FINAL	FY21_FINAL
		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>
<b>HIGH SCHOOLS</b>							
<b>GROUP I</b>							
Trainer	Annual Equipment Manager	41,186.03	41,991.40	42,783.40	43,578.35	44,376.28	45,441.16
Head -	Annual Equipment Manager	8,542.09	8,763.90	8,969.34	9,281.97	9,593.09	10,062.09
Assistant -	Annual Faculty Manager	6,995.35	7,229.07	7,474.70	7,784.34	8,180.34	8,684.14
Annual		8,969.34	9,180.73	9,386.16	9,695.82	10,001.00	10,456.00
Fall Sports (Pre-Season) Coaches, Faculty & Equipment Manager per week		230.18	0.00	0.00	0.00	0.00	0.00
<b>GROUP II</b>							
Football	Head Coach	9,975.70	10,184.10	10,389.54	10,697.71	11,002.89	11,492.47
	Varsity Assistant	4,747.43	4,990.09	5,226.79	5,585.56	5,939.86	6,447.93
	Other Assistant	2,849.34	3,086.05	3,328.70	3,685.99	4,035.84	4,535.29
Scouting [per game] including travel expense		98.97	0.00	0.00	0.00	0.00	0.00
<b>GROUP III</b>							
Baseball	Head Coach	6,420.70	6,658.91	6,907.52	7,224.60	7,617.62	8,147.92
	Varsity Assistant	3,572.85	3,814.03	4,046.26	4,400.55	4,760.83	5,270.69
	Other Assistant	2,856.80	3,094.98	3,334.65	3,696.42	4,046.26	4,547.26
Basketball	Head Coach	6,420.70	6,658.91	6,907.52	7,224.60	7,617.62	8,147.92
	Varsity Assistant	3,572.85	3,814.03	4,046.26	4,400.55	4,760.83	5,270.69
	Other Assistant	2,856.80	3,094.98	3,334.65	3,696.42	4,046.26	4,547.26
Ice Hockey	Head Coach Varsity	6,420.70	6,658.91	6,907.52	7,224.60	7,617.62	8,147.92
	Assistant Other	3,572.85	3,814.03	4,046.26	4,400.55	4,760.83	5,270.69
	Assistant	2,856.80	3,094.98	3,334.65	3,696.42	4,046.26	4,547.26
Softball	Head Coach	6,420.70	6,658.91	6,907.52	7,224.60	7,617.62	8,147.92
	Varsity Assistant	3,572.85	3,814.03	4,046.26	4,400.55	4,760.83	5,270.69
	Other Assistant	2,856.80	3,094.98	3,334.65	3,696.42	4,046.26	4,547.26
Wrestling	Head Coach	6,420.70	6,658.91	6,907.52	7,224.60	7,617.62	8,147.92
	Varsity Assistant	3,572.85	3,814.03	4,046.26	4,400.55	4,760.83	5,270.69
	Other Assistant	2,856.80	3,094.98	3,334.65	3,696.42	4,046.26	4,547.26
Lacrosse	Head Coach	6,170.62	6,407.32	6,638.06	6,993.85	7,351.14	7,873.84
	Varsity Assistant	2,962.49	3,205.14	3,443.33	3,803.59	4,153.44	4,659.60
	Other Assistant	2,255.35	2,492.06	2,728.76	3,086.05	3,443.33	3,940.67
Field Hockey	Head Coach Varsity	6,170.62	6,407.32	6,638.06	6,993.85	7,351.14	7,873.84
	Assistant Other	2,733.24	2,971.41	3,212.59	3,572.85	3,928.64	4,427.43
		2,255.35	2,492.06	2,728.76	3,086.05	3,443.33	3,940.67

	Assistant						
Soccer		6,170.62	6,407.32	6,638.06	6,993.85	7,351.14	7,873.84
	Head Coach	2,733.24	2,971.41	3,212.59	3,572.85	3,928.64	4,427.43
	Varsity Assistant	2,255.35	2,492.06	2,728.76	3,086.05	3,443.33	3,940.67
	Other Assistant						
<b>GROUP IV</b>		5,226.79	5,456.04	5,701.68	6,054.49	6,408.79	6,930.23
Gymnastics	Head Coach	3,086.05	3,328.70	3,565.41	3,916.74	4,275.51	4,776.43
	Varsity Assistant						
Outdoor Track	Head Coach Varsity	5,226.79	5,456.04	5,701.68	6,054.49	6,408.79	6,930.23
	Assistant Other	2,849.34	3,086.05	3,328.70	3,685.99	4,035.84	4,535.29
	Assistant	2,255.35	2,492.06	2,728.76	3,086.05	3,443.33	3,940.67

		FY21_FINAL	FY21_FINAL	FY21_FINAL	FY21_FINAL	FY21_FINAL	FY21_FINAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Cross Country	Head Coach	5,226.79	5,456.04	5,701.68	6,054.49	6,408.79	6,930.23
	Varsity Assistant	2,733.24	2,971.41	3,212.59	3,572.85	3,928.64	4,427.43
Indoor Track	Head Coach Varsity	5,226.79	5,456.04	5,701.68	6,054.49	6,408.79	6,930.23
	Assistant Other	2,733.24	2,971.41	3,212.59	3,572.85	3,928.64	4,427.43
	Assistant	2,255.35	2,492.06	2,728.76	3,086.05	3,443.33	3,940.67
Swimming	Head Coach	5,226.79	5,456.04	5,701.68	6,054.49	6,408.79	6,930.23
	Varsity Assistant	2,733.24	2,971.41	3,212.59	3,572.85	3,928.64	4,427.43
	Other Assistant	2,255.35	2,492.06	2,728.76	3,086.05	3,443.33	3,940.67
Volleyball	Head Coach	5,226.79	5,456.04	5,701.68	6,054.49	6,408.79	6,930.23
	Varsity Assistant	2,733.24	2,971.41	3,212.59	3,572.85	3,928.64	4,427.43
	Other Assistant	2,255.35	2,492.06	2,728.76	3,086.05	3,443.33	3,940.67
Tennis	Head Coach	5,226.79	5,456.04	5,701.68	6,054.49	6,408.79	6,930.23
	Varsity Assistant	2,733.24	2,971.41	3,212.59	3,572.85	3,928.64	4,427.43
<b>GROUP V</b>							
Golf	Head Coach	3,572.85	3,814.03	4,046.26	4,399.07	4,760.83	5,270.69
	Varsity Assistant	2,021.64	2,264.29	2,498.01	2,856.80	3,212.59	3,711.50
Skiing	Head Coach	3,572.85	3,814.03	4,046.26	4,399.07	4,760.83	5,270.69
	Varsity Assistant	2,021.64	2,264.29	2,498.01	2,856.80	3,212.59	3,711.50
<b>GROUP VI</b>							
Cheerleaders	Head Coach Dance	2,637.96	2,849.34	3,086.05	3,443.33	3,806.57	4,301.63
Head Coach Intramurals	Head Coach	1,804.29	2,043.96	2,276.20	2,633.48	2,996.72	3,488.32
		1,904.03	1,993.36	2,087.14	2,183.91	2,276.20	2,391.96

		FY21_FINAL	FY21_FINAL	FY21_FINAL	FY21_FINAL	FY21_FINAL	FY21_FINAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>MIDDLE SCHOOLS</b>							
Baseball	Head Coach	2,608.18	2,849.34	3,086.05	3,443.33	3,806.57	4,300.14
	Varsity Assistant	1,777.49	2,018.67	2,255.35	2,608.18	2,962.49	3,464.36
	Other Assistant	1,187.99	1,423.18	1,902.54	2,390.47		
Basketball	Head Coach	2,608.18	2,849.34	3,086.05	3,443.33	3,806.57	4,300.14
	Varsity Assistant	1,777.49	2,018.67	2,255.35	2,608.18	2,962.49	3,464.36

Cross Country	Head Coach	2,608.18	2,849.34	3,086.05	3,443.33	3,806.57	4,300.14
		1,777.49	2,018.67	2,255.35	2,608.18	2,962.49	3,464.36
	Varsity Assistant						
		2,849.34	3,086.05	3,327.22	3,685.99	4,035.84	4,535.29
Football	Head Coach	2,018.67	2,255.35	2,492.06	2,849.34	3,205.14	3,704.01
		1,187.99	1,423.18	1,902.54	2,390.47		
	Varsity Assistant						
	Other Assistant						
		2,608.18	2,849.34	3,086.05	3,443.33	3,806.57	4,300.14
Ice Hockey	Head Coach	1,777.49	2,018.67	2,255.35	2,608.18	2,962.49	3,464.36
	Varsity Assistant						
		1,993.31	2,088.47	2,185.17	2,288.10	2,402.52	
Intramurals	Head Coach						
		2,608.18	2,849.34	3,086.05	3,443.33	3,806.57	4,300.14
Lacrosse	Head Coach	1,777.49	2,018.67	2,255.35	2,608.18	2,962.49	3,464.36
		1,187.99	1,423.18	1,902.54	2,390.47		
	Varsity Assistant						
	Other Assistant						
		1,661.39	1,902.54	2,140.73	2,492.06	2,849.34	3,347.55
Sports Club	Head Coach						
		2,608.18	2,849.34	3,086.05	3,443.33	3,806.57	4,300.14
Soccer	Head Coach	1,777.49	2,018.67	2,255.35	2,608.18	2,962.49	3,464.36
		1,187.99	1,423.18	1,902.54	2,390.47		
	Varsity Assistant						
	Other Assistant						
		2,608.18	2,849.34	3,086.05	3,443.33	3,806.57	4,300.14
Softball	Head Coach	1,777.49	2,018.67	2,255.35	2,608.18	2,962.49	3,464.36
	Varsity Assistant						
		2,608.18	2,849.34	3,086.05	3,443.33	3,806.57	4,300.14
Track	Head Coach	1,777.49	2,018.67	2,255.35	2,608.18	2,962.49	3,464.36
		1,187.99	1,423.18	1,902.54	2,390.47		
	Varsity Assistant						
	Other Assistant						
		2,608.18	2,849.34	3,086.05	3,443.33	3,806.57	4,300.14
Volleyball	Head Coach	1,777.49	2,018.67	2,255.35	2,608.18	2,962.49	3,464.36

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**COACHES SALARY SCHEDULE  
Effective September 1, 2021**

		FY22_FINAL	FY22_FINAL	FY22_FINAL	FY22_FINAL	FY22_FINAL	FY22_FINAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>HIGH SCHOOLS</b>							
<b>GROUP I</b>							
Trainer	Annual Equipment Manager	42,215.68	43,041.19	43,852.99	44,667.81	45,485.69	46,804.39
	Head - Annual Equipment Manager	8,755.64	8,983.00	9,193.57	9,514.02	9,832.92	10,363.95
	Assistant - Annual Faculty Manager	7,170.23	7,409.80	7,661.57	7,978.95	8,384.85	8,944.66
	Annual	9,193.57	9,410.25	9,620.81	9,938.22	10,251.03	10,769.68
Fall Sports (Pre-Season) Coaches, Faculty & Equipment Manager per week		237.09					
<b>GROUP II</b>							
Football	Head Coach	10,225.09	10,438.70	10,649.28	10,965.15	11,277.96	11,837.24
	Varsity Assistant	4,866.12	5,114.84	5,357.46	5,725.20	6,088.36	6,641.37
	Other Assistant	2,920.57	3,163.20	3,411.92	3,778.14	4,136.74	4,671.35
Scouting [per game] including travel expense		101.94					
<b>GROUP III</b>							
Baseball	Head Coach	6,581.22	6,825.38	7,080.21	7,405.22	7,808.06	8,392.36
	Varsity Assistant	3,662.17	3,909.38	4,147.42	4,510.56	4,879.85	5,428.81
	Other Assistant	2,928.22	3,172.35	3,418.02	3,788.83	4,147.42	4,683.68
Basketball	Head Coach	6,581.22	6,825.38	7,080.21	7,405.22	7,808.06	8,392.36
	Varsity Assistant	3,662.17	3,909.38	4,147.42	4,510.56	4,879.85	5,428.81
	Other Assistant	2,928.22	3,172.35	3,418.02	3,788.83	4,147.42	4,683.68
Ice Hockey	Head Coach Varsity	6,581.22	6,825.38	7,080.21	7,405.22	7,808.06	8,392.36
	Assistant Other	3,662.17	3,909.38	4,147.42	4,510.56	4,879.85	5,428.81
	Assistant	2,928.22	3,172.35	3,418.02	3,788.83	4,147.42	4,683.68
Softball	Head Coach	6,581.22	6,825.38	7,080.21	7,405.22	7,808.06	8,392.36
	Varsity Assistant	3,662.17	3,909.38	4,147.42	4,510.56	4,879.85	5,428.81
	Other Assistant	2,928.22	3,172.35	3,418.02	3,788.83	4,147.42	4,683.68
Wrestling	Head Coach	6,581.22	6,825.38	7,080.21	7,405.22	7,808.06	8,392.36
	Varsity Assistant	3,662.17	3,909.38	4,147.42	4,510.56	4,879.85	5,428.81
	Other Assistant	2,928.22	3,172.35	3,418.02	3,788.83	4,147.42	4,683.68
Lacrosse	Head Coach	6,324.89	6,567.50	6,804.01	7,168.70	7,534.92	8,110.06
	Varsity Assistant	3,036.55	3,285.27	3,529.41	3,898.68	4,257.28	4,799.39
	Other Assistant	2,311.73	2,554.36	2,796.98	3,163.20	3,529.41	4,058.89
Field Hockey	Head Coach Varsity	6,324.89	6,567.50	6,804.01	7,168.70	7,534.92	8,110.06
		2,801.57	3,045.70	3,292.90	3,662.17	4,026.86	4,560.25

	Assistant Other	2,311.73	2,554.36	2,796.98	3,163.20	3,529.41	4,058.89
	Assistant						
Soccer		6,324.89	6,567.50	6,804.01	7,168.70	7,534.92	8,110.06
	Head Coach	2,801.57	3,045.70	3,292.90	3,662.17	4,026.86	4,560.25
	Varsity Assistant	2,311.73	2,554.36	2,796.98	3,163.20	3,529.41	4,058.89
	Other Assistant						
<b>GROUP IV</b>							
Gymnastics	Head Coach	5,357.46	5,592.44	5,844.22	6,205.85	6,569.01	7,138.14
	Varsity Assistant	3,163.20	3,411.92	3,654.55	4,014.66	4,382.40	4,919.72
Outdoor Track	Head Coach Varsity	5,357.46	5,592.44	5,844.22	6,205.85	6,569.01	7,138.14
	Assistant Other	2,920.57	3,163.20	3,411.92	3,778.14	4,136.74	4,671.35
		2,311.73	2,554.36	2,796.98	3,163.20	3,529.41	4,058.89

		FY22_FINAL	FY22_FINAL	FY22_FINAL	FY22_FINAL	FY22_FINAL	FY22_FINAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Cross Country	Head Coach	5,357.46	5,592.44	5,844.22	6,205.85	6,569.01	7,138.14
	Varsity Assistant	2,801.57	3,045.70	3,292.90	3,662.17	4,026.86	4,560.25
Indoor Track	Head Coach Varsity	5,357.46	5,592.44	5,844.22	6,205.85	6,569.01	7,138.14
	Assistant Other	2,801.57	3,045.70	3,292.90	3,662.17	4,026.86	4,560.25
	Assistant	2,311.73	2,554.36	2,796.98	3,163.20	3,529.41	4,058.89
Swimming	Head Coach	5,357.46	5,592.44	5,844.22	6,205.85	6,569.01	7,138.14
	Varsity Assistant	2,801.57	3,045.70	3,292.90	3,662.17	4,026.86	4,560.25
	Other Assistant	2,311.73	2,554.36	2,796.98	3,163.20	3,529.41	4,058.89
Volleyball	Head Coach	5,357.46	5,592.44	5,844.22	6,205.85	6,569.01	7,138.14
	Varsity Assistant	2,801.57	3,045.70	3,292.90	3,662.17	4,026.86	4,560.25
	Other Assistant	2,311.73	2,554.36	2,796.98	3,163.20	3,529.41	4,058.89
Tennis	Head Coach	5,357.46	5,592.44	5,844.22	6,205.85	6,569.01	7,138.14
	Varsity Assistant	2,801.57	3,045.70	3,292.90	3,662.17	4,026.86	4,560.25
<b>GROUP V</b>							
Golf	Head Coach	3,662.17	3,909.38	4,147.42	4,509.05	4,879.85	5,428.81
	Varsity Assistant	2,072.18	2,320.90	2,560.46	2,928.22	3,292.90	3,822.85
Skiing	Head Coach	3,662.17	3,909.38	4,147.42	4,509.05	4,879.85	5,428.81
	Varsity Assistant	2,072.18	2,320.90	2,560.46	2,928.22	3,292.90	3,822.85
<b>GROUP VI</b>							
Cheerleaders	Head Coach Dance	2,703.91	2,920.57	3,163.20	3,529.41	3,901.73	4,430.68
Head Coach Intramurals	Head Coach	1,849.40	2,095.06	2,333.11	2,699.32	3,071.64	3,592.97
		1,951.63	2,043.19	2,139.32	2,238.51	2,333.11	2,463.72
<b>MIDDLE SCHOOLS</b>							
Baseball	Head Coach						
	Varsity Assistant	2,673.38	2,920.57	3,163.20	3,529.41	3,901.73	4,429.14
	Other Assistant	1,821.93	2,069.14	2,311.73	2,673.38	3,036.55	3,568.29
		1,217.69	1,458.76	1,950.10	2,462.18		
Basketball	Head Coach						
	Varsity Assistant	2,673.38	2,920.57	3,163.20	3,529.41	3,901.73	4,429.14
		1,821.93	2,069.14	2,311.73	2,673.38	3,036.55	3,568.29
Cross Country	Head Coach						
	Varsity Assistant	2,673.38	2,920.57	3,163.20	3,529.41	3,901.73	4,429.14
		1,821.93	2,069.14	2,311.73	2,673.38	3,036.55	3,568.29
Football	Head Coach						
		2,920.57	3,163.20	3,410.40	3,778.14	4,136.74	4,671.35

	Varsity Assistant	2,069.14	2,311.73	2,554.36	2,920.57	3,285.27	3,815.13
	Other Assistant	1,217.69	1,458.76	1,950.10	2,462.18		
Ice Hockey	Head Coach	2,673.38	2,920.57	3,163.20	3,529.41	3,901.73	4,429.14
	Varsity Assistant	1,821.93	2,069.14	2,311.73	2,673.38	3,036.55	3,568.29
Intramurals	Head Coach	2,043.14	2,140.68	2,239.80	2,345.30	2,474.60	
Lacrosse	Head Coach	2,673.38	2,920.57	3,163.20	3,529.41	3,901.73	4,429.14
	Varsity Assistant	1,821.93	2,069.14	2,311.73	2,673.38	3,036.55	3,568.29
	Other Assistant	1,217.69	1,458.76	1,950.10	2,462.18		
Sports Club	Head Coach	1,702.92	1,950.10	2,194.25	2,554.36	2,920.57	3,447.98

		FY22_FINAL	FY22_FINAL	FY22_FINAL	FY22_FINAL	FY22_FINAL	FY22_FINAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Soccer	Head Coach	2,673.38	2,920.57	3,163.20	3,529.41	3,901.73	4,429.14
	Varsity Assistant	1,821.93	2,069.14	2,311.73	2,673.38	3,036.55	3,568.29
	Other Assistant	1,217.69	1,458.76	1,950.10	2,462.18		
Softball	Head Coach	2,673.38	2,920.57	3,163.20	3,529.41	3,901.73	4,429.14
	Varsity Assistant	1,821.93	2,069.14	2,311.73	2,673.38	3,036.55	3,568.29
Track	Head Coach	2,673.38	2,920.57	3,163.20	3,529.41	3,901.73	4,429.14
	Varsity Assistant	1,821.93	2,069.14	2,311.73	2,673.38	3,036.55	3,568.29
	Other Assistant	1,217.69	1,458.76	1,950.10	2,462.18		
Volleyball	Head Coach	2,673.38	2,920.57	3,163.20	3,529.41	3,901.73	4,429.14
	Varsity Assistant	1,821.93	2,069.14	2,311.73	2,673.38	3,036.55	3,568.29

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**COACHES SALARY SCHEDULE  
Effective September 1, 2022**

		FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>HIGH SCHOOLS</b>							
<b>GROUP I</b>							
Trainer	Annual Equipment Manager	43,323.84	44,171.02	45,004.13	45,840.34	46,679.69	48,208.52
Head - Annual Equipment Manager		8,985.48	9,218.80	9,434.90	9,763.76	10,091.03	10,674.87
Assistant - Annual Faculty Manager		7,358.45	7,604.31	7,862.69	8,188.40	8,604.95	9,213.00
Annual		9,434.90	9,657.27	9,873.36	10,199.10	10,520.12	11,092.77
Fall Sports (Pre-Season) Coaches, Faculty & Equipment Manager per week		244.20					
<b>GROUP II</b>							
Football	Head Coach	10,493.50	10,712.72	10,928.82	11,252.99	11,574.01	12,192.36
	Varsity Assistant	4,993.86	5,249.10	5,498.09	5,875.49	6,248.18	6,840.61
	Other Assistant	2,997.23	3,246.23	3,501.48	3,877.32	4,245.33	4,811.49
Scouting [per game] including travel expense		105.00					
<b>GROUP III</b>							
Baseball	Head Coach	6,753.98	7,004.55	7,266.07	7,599.61	8,013.02	8,644.13
	Varsity Assistant	3,758.30	4,012.00	4,256.29	4,628.96	5,007.95	5,591.67
	Other Assistant	3,005.09	3,255.62	3,507.74	3,888.29	4,256.29	4,824.19
Basketball	Head Coach	6,753.98	7,004.55	7,266.07	7,599.61	8,013.02	8,644.13
	Varsity Assistant	3,758.30	4,012.00	4,256.29	4,628.96	5,007.95	5,591.67
	Other Assistant	3,005.09	3,255.62	3,507.74	3,888.29	4,256.29	4,824.19
Ice Hockey	Head Coach Varsity	6,753.98	7,004.55	7,266.07	7,599.61	8,013.02	8,644.13
	Assistant Other	3,758.30	4,012.00	4,256.29	4,628.96	5,007.95	5,591.67
	Assistant	3,005.09	3,255.62	3,507.74	3,888.29	4,256.29	4,824.19
Softball	Head Coach	6,753.98	7,004.55	7,266.07	7,599.61	8,013.02	8,644.13
	Varsity Assistant	3,758.30	4,012.00	4,256.29	4,628.96	5,007.95	5,591.67
	Other Assistant	3,005.09	3,255.62	3,507.74	3,888.29	4,256.29	4,824.19
Wrestling	Head Coach	6,753.98	7,004.55	7,266.07	7,599.61	8,013.02	8,644.13
	Varsity Assistant	3,758.30	4,012.00	4,256.29	4,628.96	5,007.95	5,591.67
	Other Assistant	3,005.09	3,255.62	3,507.74	3,888.29	4,256.29	4,824.19
Lacrosse	Head Coach	6,490.92	6,739.90	6,982.62	7,356.88	7,732.71	8,353.36
	Varsity Assistant	3,116.26	3,371.51	3,622.06	4,001.02	4,369.03	4,943.37
	Other Assistant	2,372.41	2,621.41	2,870.40	3,246.23	3,622.06	4,180.66
Field Hockey	Head Coach Varsity	6,490.92	6,739.90	6,982.62	7,356.88	7,732.71	8,353.36
		2,875.11	3,125.65	3,379.34	3,758.30	4,132.57	4,697.06



	Assistant Other	2,372.41	2,621.41	2,870.40	3,246.23	3,622.06	4,180.66
	Assistant						
Soccer		6,490.92	6,739.90	6,982.62	7,356.88	7,732.71	8,353.36
	Head Coach	2,875.11	3,125.65	3,379.34	3,758.30	4,132.57	4,697.06
	Varsity Assistant	2,372.41	2,621.41	2,870.40	3,246.23	3,622.06	4,180.66
	Other Assistant						
<b>GROUP IV</b>							
Gymnastics	Head Coach	5,498.09	5,739.24	5,997.63	6,368.75	6,741.45	7,352.28
	Varsity Assistant	3,246.23	3,501.48	3,750.48	4,120.04	4,497.44	5,067.31
Outdoor Track	Head Coach Varsity	5,498.09	5,739.24	5,997.63	6,368.75	6,741.45	7,352.28
	Assistant Other	2,997.23	3,246.23	3,501.48	3,877.32	4,245.33	4,811.49
		2,372.41	2,621.41	2,870.40	3,246.23	3,622.06	4,180.66

		FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Cross Country	Head Coach	5,498.09	5,739.24	5,997.63	6,368.75	6,741.45	7,352.28
	Varsity Assistant	2,875.11	3,125.65	3,379.34	3,758.30	4,132.57	4,697.06
Indoor Track	Head Coach Varsity	5,498.09	5,739.24	5,997.63	6,368.75	6,741.45	7,352.28
	Assistant Other	2,875.11	3,125.65	3,379.34	3,758.30	4,132.57	4,697.06
	Assistant	2,372.41	2,621.41	2,870.40	3,246.23	3,622.06	4,180.66
Swimming	Head Coach	5,498.09	5,739.24	5,997.63	6,368.75	6,741.45	7,352.28
	Varsity Assistant	2,875.11	3,125.65	3,379.34	3,758.30	4,132.57	4,697.06
	Other Assistant	2,372.41	2,621.41	2,870.40	3,246.23	3,622.06	4,180.66
Volleyball	Head Coach	5,498.09	5,739.24	5,997.63	6,368.75	6,741.45	7,352.28
	Varsity Assistant	2,875.11	3,125.65	3,379.34	3,758.30	4,132.57	4,697.06
	Other Assistant	2,372.41	2,621.41	2,870.40	3,246.23	3,622.06	4,180.66
Tennis	Head Coach	5,498.09	5,739.24	5,997.63	6,368.75	6,741.45	7,352.28
	Varsity Assistant	2,875.11	3,125.65	3,379.34	3,758.30	4,132.57	4,697.06
<b>GROUP V</b>							
Golf	Head Coach	3,758.30	4,012.00	4,256.29	4,627.41	5,007.95	5,591.67
	Varsity Assistant	2,126.57	2,381.82	2,627.67	3,005.09	3,379.34	3,937.54
Skiing	Head Coach	3,758.30	4,012.00	4,256.29	4,627.41	5,007.95	5,591.67
	Varsity Assistant	2,126.57	2,381.82	2,627.67	3,005.09	3,379.34	3,937.54
<b>GROUP VI</b>							
Cheerleaders	Head Coach Dance	2,774.89	2,997.23	3,246.23	3,622.06	4,004.15	4,563.60
Head Coach Intramurals	Head Coach	1,897.95	2,150.06	2,394.35	2,770.18	3,152.27	3,700.76
		2,002.86	2,096.82	2,195.48	2,297.27	2,394.35	2,537.63
<b>MIDDLE SCHOOLS</b>							
Baseball	Head Coach						
	Varsity Assistant	2,743.56	2,997.23	3,246.23	3,622.06	4,004.15	4,562.01
	Other Assistant	1,869.76	2,123.45	2,372.41	2,743.56	3,116.26	3,675.34
		1,249.65	1,497.05	2,001.29	2,536.05		
Basketball	Head Coach						
	Varsity Assistant	2,743.56	2,997.23	3,246.23	3,622.06	4,004.15	4,562.01
		1,869.76	2,123.45	2,372.41	2,743.56	3,116.26	3,675.34
Cross Country	Head Coach						
	Varsity Assistant	2,743.56	2,997.23	3,246.23	3,622.06	4,004.15	4,562.01
		1,869.76	2,123.45	2,372.41	2,743.56	3,116.26	3,675.34
Football	Head Coach						
		2,997.23	3,246.23	3,499.92	3,877.32	4,245.33	4,811.49

	Varsity Assistant	2,123.45	2,372.41	2,621.41	2,997.23	3,371.51	3,929.58
	Other Assistant	1,249.65	1,497.05	2,001.29	2,536.05		
Ice Hockey	Head Coach	2,743.56	2,997.23	3,246.23	3,622.06	4,004.15	4,562.01
	Varsity Assistant	1,869.76	2,123.45	2,372.41	2,743.56	3,116.26	3,675.34
Intramurals	Head Coach	2,096.77	2,196.87	2,298.59	2,406.86	2,548.84	
Lacrosse	Head Coach	2,743.56	2,997.23	3,246.23	3,622.06	4,004.15	4,562.01
	Varsity Assistant	1,869.76	2,123.45	2,372.41	2,743.56	3,116.26	3,675.34
	Other Assistant	1,249.65	1,497.05	2,001.29	2,536.05		
Sports Club	Head Coach	1,747.62	2,001.29	2,251.85	2,621.41	2,997.23	3,551.42

		FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Soccer	Head Coach	2,743.56	2,997.23	3,246.23	3,622.06	4,004.15	4,562.01
	Varsity Assistant	1,869.76	2,123.45	2,372.41	2,743.56	3,116.26	3,675.34
	Other Assistant	1,249.65	1,497.05	2,001.29	2,536.05		
Softball	Head Coach	2,743.56	2,997.23	3,246.23	3,622.06	4,004.15	4,562.01
	Varsity Assistant	1,869.76	2,123.45	2,372.41	2,743.56	3,116.26	3,675.34
Track	Head Coach	2,743.56	2,997.23	3,246.23	3,622.06	4,004.15	4,562.01
	Varsity Assistant	1,869.76	2,123.45	2,372.41	2,743.56	3,116.26	3,675.34
	Other Assistant	1,249.65	1,497.05	2,001.29	2,536.05		
Volleyball	Head Coach	2,743.56	2,997.23	3,246.23	3,622.06	4,004.15	4,562.01
	Varsity Assistant	1,869.76	2,123.45	2,372.41	2,743.56	3,116.26	3,675.34

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**COACHES SALARY SCHEDULE  
Effective August 31, 2023**

	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>HIGH SCHOOLS</b>						
<b>GROUP I</b>						
Trainer Annual Equipment Manager	43,540.46	44,391.88	45,229.15	46,069.54	46,913.09	48,449.56
Head - Annual Equipment Manager Assistant	9,030.41	9,264.89	9,482.07	9,812.58	10,141.49	10,728.24
- Annual Faculty Manager Annual	7,395.24	7,642.33	7,902.00	8,229.34	8,647.97	9,259.07
	9,482.07	9,705.56	9,922.73	10,250.10	10,572.72	11,148.23
Fall Sports (Pre-Season) Coaches, Faculty & Equipment Manager per week	245.42					
<b>GROUP II</b>						
Football Head Coach Varsity						
Assistant Other	10,545.97	10,766.28	10,983.46	11,309.25	11,631.88	12,253.32
Assistant	5,018.83	5,275.35	5,525.58	5,904.87	6,279.42	6,874.81
Scouting [per game] including travel expense	3,012.22	3,262.46	3,518.99	3,896.71	4,266.56	4,835.55
	105.53					
<b>GROUP III</b>						
Baseball Head Coach Varsity						
Assistant Other	6,787.75	7,039.57	7,302.40	7,637.61	8,053.09	8,687.35
Assistant	3,777.09	4,032.06	4,277.57	4,652.10	5,032.99	5,619.63
	3,020.12	3,271.90	3,525.28	3,907.73	4,277.57	4,848.31
Basketball Head Coach Varsity						
Assistant Other	6,787.75	7,039.57	7,302.40	7,637.61	8,053.09	8,687.35
Assistant	3,777.09	4,032.06	4,277.57	4,652.10	5,032.99	5,619.63
	3,020.12	3,271.90	3,525.28	3,907.73	4,277.57	4,848.31
Ice Hockey Head Coach Varsity						
Assistant Other	6,787.75	7,039.57	7,302.40	7,637.61	8,053.09	8,687.35
Assistant	3,777.09	4,032.06	4,277.57	4,652.10	5,032.99	5,619.63
	3,020.12	3,271.90	3,525.28	3,907.73	4,277.57	4,848.31
Softball Head Coach Varsity						
Assistant Other	6,787.75	7,039.57	7,302.40	7,637.61	8,053.09	8,687.35
Assistant	3,777.09	4,032.06	4,277.57	4,652.10	5,032.99	5,619.63
	3,020.12	3,271.90	3,525.28	3,907.73	4,277.57	4,848.31
Wrestling Head Coach Varsity						
Assistant Other	6,787.75	7,039.57	7,302.40	7,637.61	8,053.09	8,687.35
Assistant	3,777.09	4,032.06	4,277.57	4,652.10	5,032.99	5,619.63
	3,020.12	3,271.90	3,525.28	3,907.73	4,277.57	4,848.31
Lacrosse Head Coach						
Varsity Assistant	6,523.37	6,773.60	7,017.53	7,393.66	7,771.37	8,395.13
Other Assistant	3,131.84	3,388.37	3,640.17	4,021.03	4,390.88	4,968.09
	2,384.27	2,634.52	2,884.75	3,262.46	3,640.17	4,201.56
Field Hockey Head Coach Varsity						
Assistant Other	6,523.37	6,773.60	7,017.53	7,393.66	7,771.37	8,395.13
	2,889.49	3,141.28	3,396.24	3,777.09	4,153.23	4,720.55

	Assistant	2,384.27	2,634.52	2,884.75	3,262.46	3,640.17	4,201.56
Soccer	Head Coach	6,523.37	6,773.60	7,017.53	7,393.66	7,771.37	8,395.13
	Varsity Assistant	2,889.49	3,141.28	3,396.24	3,777.09	4,153.23	4,720.55
	Other Assistant	2,384.27	2,634.52	2,884.75	3,262.46	3,640.17	4,201.56
<b>GROUP IV</b>							
Gymnastics	Head Coach	5,525.58	5,767.94	6,027.62	6,400.59	6,775.16	7,389.04
	Varsity Assistant	3,262.46	3,518.99	3,769.23	4,140.64	4,519.93	5,092.65
Outdoor Track	Head Coach Varsity	5,525.58	5,767.94	6,027.62	6,400.59	6,775.16	7,389.04
	Assistant Other	3,012.22	3,262.46	3,518.99	3,896.71	4,266.56	4,835.55
	Assistant	2,384.27	2,634.52	2,884.75	3,262.46	3,640.17	4,201.56

		FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Cross Country	Head Coach	5,525.58	5,767.94	6,027.62	6,400.59	6,775.16	7,389.04
	Varsity Assistant	2,889.49	3,141.28	3,396.24	3,777.09	4,153.23	4,720.55
Indoor Track	Head Coach Varsity	5,525.58	5,767.94	6,027.62	6,400.59	6,775.16	7,389.04
	Assistant Other	2,889.49	3,141.28	3,396.24	3,777.09	4,153.23	4,720.55
	Assistant	2,384.27	2,634.52	2,884.75	3,262.46	3,640.17	4,201.56
Swimming	Head Coach Varsity	5,525.58	5,767.94	6,027.62	6,400.59	6,775.16	7,389.04
	Assistant Other	2,889.49	3,141.28	3,396.24	3,777.09	4,153.23	4,720.55
	Assistant	2,384.27	2,634.52	2,884.75	3,262.46	3,640.17	4,201.56
Volleyball	Head Coach Varsity	5,525.58	5,767.94	6,027.62	6,400.59	6,775.16	7,389.04
	Assistant Other	2,889.49	3,141.28	3,396.24	3,777.09	4,153.23	4,720.55
	Assistant	2,384.27	2,634.52	2,884.75	3,262.46	3,640.17	4,201.56
Tennis	Head Coach	5,525.58	5,767.94	6,027.62	6,400.59	6,775.16	7,389.04
	Varsity Assistant	2,889.49	3,141.28	3,396.24	3,777.09	4,153.23	4,720.55
<b>GROUP V</b>							
Golf	Head Coach	3,777.09	4,032.06	4,277.57	4,650.55	5,032.99	5,619.63
	Varsity Assistant	2,137.20	2,393.73	2,640.81	3,020.12	3,396.24	3,957.23
Skiing	Head Coach	3,777.09	4,032.06	4,277.57	4,650.55	5,032.99	5,619.63
	Varsity Assistant	2,137.20	2,393.73	2,640.81	3,020.12	3,396.24	3,957.23
<b>GROUP VI</b>							
Cheerleaders	Head Coach Dance	2,788.76	3,012.22	3,262.46	3,640.17	4,024.17	4,586.42
Head Coach Intramurals	Head Coach	1,907.44	2,160.81	2,406.32	2,784.03	3,168.03	3,719.26
		2,012.87	2,107.30	2,206.46	2,308.76	2,406.32	2,550.32
<b>MIDDLE SCHOOLS</b>							
Baseball	Head Coach Varsity						
	Assistant Other	2,757.28	3,012.22	3,262.46	3,640.17	4,024.17	4,584.82
	Assistant	1,879.11	2,134.07	2,384.27	2,757.28	3,131.84	3,693.72
		1,255.90	1,504.54	2,011.30	2,548.73		
Basketball	Head Coach						
	Varsity Assistant	2,757.28	3,012.22	3,262.46	3,640.17	4,024.17	4,584.82
		1,879.11	2,134.07	2,384.27	2,757.28	3,131.84	3,693.72
Cross Country	Head Coach						
	Varsity Assistant	2,757.28	3,012.22	3,262.46	3,640.17	4,024.17	4,584.82
		1,879.11	2,134.07	2,384.27	2,757.28	3,131.84	3,693.72
Football	Head Coach Varsity						
		3,012.22	3,262.46	3,517.42	3,896.71	4,266.56	4,835.55

	Assistant Other	2,134.07	2,384.27	2,634.52	3,012.22	3,388.37	3,949.23
	Assistant	1,255.90	1,504.54	2,011.30	2,548.73		
Ice Hockey	Head Coach	2,757.28	3,012.22	3,262.46	3,640.17	4,024.17	4,584.82
	Varsity Assistant	1,879.11	2,134.07	2,384.27	2,757.28	3,131.84	3,693.72
Intramurals	Head Coach	2,107.25	2,207.85	2,310.08	2,418.89	2,561.58	
Lacrosse	Head Coach	2,757.28	3,012.22	3,262.46	3,640.17	4,024.17	4,584.82
	Varsity Assistant	1,879.11	2,134.07	2,384.27	2,757.28	3,131.84	3,693.72
	Other Assistant	1,255.90	1,504.54	2,011.30	2,548.73		
Sports Club	Head Coach	1,756.36	2,011.30	2,263.11	2,634.52	3,012.22	3,569.18

		FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL	FY23_FINAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Soccer	Head Coach	2,757.28	3,012.22	3,262.46	3,640.17	4,024.17	4,584.82
	Varsity Assistant	1,879.11	2,134.07	2,384.27	2,757.28	3,131.84	3,693.72
	Other Assistant	1,255.90	1,504.54	2,011.30	2,548.73		
Softball	Head Coach	2,757.28	3,012.22	3,262.46	3,640.17	4,024.17	4,584.82
	Varsity Assistant	1,879.11	2,134.07	2,384.27	2,757.28	3,131.84	3,693.72
Track	Head Coach Varsity	2,757.28	3,012.22	3,262.46	3,640.17	4,024.17	4,584.82
	Assistant Other	1,879.11	2,134.07	2,384.27	2,757.28	3,131.84	3,693.72
	Assistant	1,255.90	1,504.54	2,011.30	2,548.73		
Volleyball	Head Coach	2,757.28	3,012.22	3,262.46	3,640.17	4,024.17	4,584.82
	Varsity Assistant	1,879.11	2,134.07	2,384.27	2,757.28	3,131.84	3,693.72

**MEMORANDUM OF AGREEMENT – STIPENDS**

The Newton School Committee (the Committee) and the Newton Teachers Association, (the Association) hereby agree to the following regarding stipends for Units A, B, and C. The list of stipends is in Appendix E-2 through E-11.

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Units A and B

1. In the case of the creation of new stipended positions, the Superintendent will establish the initial stipend which will be included in an in-school notification and in effect for the first year and which will be subject to negotiations in successor contracts or succeeding years of this Contract. In establishing the initial stipend, the Superintendent will, to the greatest extent possible, make use of the existing stipend categories included in Appendix E. An appointment to the duties and positions listed in Appendix E is subject to annual appointment by the Superintendent.

2. Acting Principal – Not Teaching

Whenever a unit member is asked to substitute for an absent principal, the unit member will be compensated at the rate of a Step 1 Masters level principal for the time spent substituting for the principal.

Acting Principal – Teaching

Per agreement of the parties, when a unit member is required to cover for an absent principal for four (4) cumulative days or more, the unit member will receive an additional stipend of \$40.00 per day of substituting.

3. Musical and Theater Productions \* Please see stipend list for all Musical and Theater Productions.

- A. Excerpt or Small Production/Limited Rehearsals

The final performance is an excerpt of a longer work, a one-act play, or short musical or dramatic production, requiring fewer rehearsals and technical work than full productions.

- B. Full Production/Standard Rehearsals

The final performance is a customary or set length musical or dramatic production, requiring a full schedule of rehearsals and a comprehensive schedule of technical work.

C. **Major Production/Extended Rehearsals**

The final performance is an extensive or elaborate musical or dramatic production, which requires a wide range of rehearsals and an intensive schedule of technical work.

4. Effective September 2017, the following criteria apply to the revised Middle School and Elementary School Theater and Musical Performance Stipend Salary Schedules.

**MIDDLE SCHOOL THEATRE AND MUSICAL PERFORMANCE STIPENDS**

The production roles delineated on the **Middle School stipend charts** represent the optimal range of staff positions needed for a theatrical production. Directors shall have discretion to staff each production according to the specific needs of that production. The Director is not obligated to staff all roles.

\* Music Director and Technical Director are newly added roles: Stipends/Responsibilities for Music Director are equivalent to those for the former Co-Director role; Technical Director stipends/responsibilities are equivalent to those for the former Set Designer role.

\*\* One-Act Play or Small Musical uses the stipend amounts for Theatre Productions (not Musical Productions) as most middle school one-act productions are not musicals.

**Explanation for Major and Minor stipend levels for Production roles:**

For the production roles of Set Designer, Costumer, Choreographer/Creative Movement/Stage Combat Specialist, and Technical Director, Directors will have discretion in determining the need for a major or minor production role when staffing these positions. Using the current stipend amounts, a major production role should earn the maximum stipend listed for that role. A ratio of the maximum amount will need to be determined for the minor production role, consider 50%-60% percent of the maximum stipend for minor role stipends.

Example #1: A Director is staging a musical that has several tap and jazz dance numbers and needs a Choreographer for a major role. Another Director is staging a musical with puppets and hires a Creative Movement specialist to lead creative movement workshops at a rehearsal for a minor role.

Example #2: A Director is staging a non-musical play with period costumes and needs a costumer for a major role of locating and/or creating costumes for 60 students. Another Director is staging a play set in a contemporary middle school and needs a costumer for a minor role for organizing costumes comprised of students' personal wardrobe, thrifts store shopping, custom T-shirts (design and ordering), etc.

Considering that every musical or play has its own unique production requirements along with the individual Director's creative vision/interpretation of the material; Directors must be given discretion to make staffing decisions that he/she feels will best achieve the artistic result they're striving to achieve.

In some situations, students are recruited and trained to perform some production roles and parent volunteers are often recruited to fulfill some roles.

## **Roles & Responsibilities**

### **Director:**

- The principal leader of a theatrical production who coordinates all production roles
- Responsible for developing a concept for the production and sharing that concept with other production staff to establish a shared vision/production plan
- Oversees the entire rehearsal/production schedule through final performance
- Works with student actors and technical crew in rehearsals

### **Musical Director:**

- Works in collaboration with Director to teach music to cast and rehearse ensemble and individual/small group music rehearsals
- Leads student or adult pit musicians in rehearsal and performances

### **Assistant Director:**

- When staffed, the Assistant Director provides directorial assistance to the Director as needed for the specific production.

### **Producer:**

- When staffed, the Producer is tasked with non-performance related duties including but not limited to: coordinating ticket sales, coordinating parent volunteers, coordinating concessions, etc.

### **Set Design:**

- Responsible for designing/coordinating/building scenic elements (including props) of a production based on the shared vision

### **Costumer:**

- Responsible for designing/coordinating/building costumes (including make-up) of a production based on the shared vision

### **Choreographer, movement specialist, stage combat:**

- Responsible for developing the choreography, creative movement, or stage combat scenes of a production based on the shared vision. Works with students in rehearsals to teach choreography, creative movement, or stage combat scenes.



**Technical Director:**

- When staffed, the Technical Director is responsible for developing a logistics plan for the preparation and installation of the technical elements of a production
- Oversees the installation of scenic, lighting, sound elements that require stage craft expertise or adult supervision

**Stage Manager:**

- When staffed, the Stage Manager is responsible for calling cues for the performance from tech/dress rehearsals through final performance (minor role). Directors may require a stage manager throughout the rehearsal/performance process to take blocking and production notes (major role)

**Faculty Advisor:**

- When staffed, the Faculty Advisor may be asked to perform a range of specific tasks, such as:
  - A World Language teacher who helps the cast with foreign language dialogue
  - A History teacher who helps the cast understand and research a play's historical significance
  - A faculty member who is skilled with dialects and coaches the cast
  - A faculty member who is skilled in IT/media works with tech students on video projections or special effects

**ELEMENTARY SCHOOL THEATRE AND MUSICAL PRODUCTION STIPENDS**

In 2015-16, three elementary schools requested stipends to support a 5<sup>th</sup> grade musical (Bowen, \$1,936; Burr, \$1,714; Lincoln-Eliot, \$1,271). These schools qualified for stipends because a portion of the rehearsals was scheduled before or after school.

\* Stipends for elementary productions are based on the current stipends for Musical Productions – Full/Standard Rehearsals

**Roles & Responsibilities**

**Director:**

- Typically the music teacher at the school
- The principal leader of the theatrical production
- Oversees the entire rehearsal/production schedule through final performance
- Works with student actors and technical crew in rehearsals
- Coordinates parent volunteers for production needs (costumes, scenery, props, etc.)

**Co-Directors:**

- Typically comprised of the music teacher and one other faculty member such as the visual art teacher, a classroom teacher, or building staff member with theater experience
- Shares equally in, or divides the tasks listed for the Director
- When the visual art teacher serves as the Co-Director, the duties typically divide between performance and design/production responsibilities

**Production Assistants:**

- Typically enlisted to assist with final rehearsals and performances to assist in the supervision of students
- May be tasked with keeping costumes and/or props organized during the performances
- (during performances, the director is typically located in front of the stage to conduct musical numbers)

5. The Association has agreed to further study on the following possible stipends at the high school: Music Lab Supervisor, Photo Lab Supervisor. This study is to be completed by the December school break. The parties will then review the study and if any additional stipends emerge, then they will be added to the Stipend Appendix
6. The Association has agreed to further delineate specific elementary clubs or activities which elementary teachers perform outside of the regular school day. This study is to be completed by December 15<sup>th</sup>. The parties will then review the study and if any additional stipends emerge, then they will be added to the Stipend Appendix E.
7. Stipend Joint Committee

For the 2015-2016 school year, the Association and School Department will form a Joint Committee to study the issues and make recommendations, based on the increased budget allocations described below, to the School Committee and the Association.

For the 2016-2017 school year, based upon the recommendations of the above-mentioned Joint Committee and approved by the School Committee, the stipend budget will be increased by \$50,000 over the current amount.

For the 2017-2018 school year, based upon the recommendations of the above-mentioned Joint Committee and approved by the School Committee, the stipend budget will be increased by \$25,000 over the 2016-2017 school year amount.

(The Committee completed its work and finalized it in a Memorandum of Agreement on May 15, 2017. The changes have been incorporated into this collective bargaining agreement.)

**Unit C**

8. High school campus aide (5) positions @ \$600 per stipend for a total of \$3,000 in campus aide time at both high schools: Newton North and Newton South.

**NEWTON PUBLIC SCHOOLS**  
**100 Walnut Street, Newtonville, MA 02460**

**STIPENDED POSITIONS SALARY SCHEDULES – UNITS A, B, AND C**  
**Effective September 1, 2020**

<b>HIGH SCHOOL STIPENDS</b>	
<b>Group A</b>	<b>FY21 Final</b>
Club Advisor	\$359

<b>Group B</b>	<b>FY21</b>
Academic Team Assistant Advisor - Generic	\$844
Academic Team Assistant Advisor - Debate Team	\$844
Academic Team Assistant Advisor - Mock Trial	\$844
Academic Team Assistant Advisor - Model U.N.	\$844
Class Advisor - Freshman	\$844
Class Advisor - Sophomore	\$844
Class Assistant Advisor - Senior	\$844
College Standardized Testing Assistant Coordinator	\$844
Crisis Team Facilitator	\$844
Dreamfar Coaches	\$844
Freshman Orientation Advisor	\$844
Literary Magazine Advisor	\$844
Newspaper Business Advisor	\$844
Peer Mediation Advisor/Peer Advisor	\$844
Public Address System Coordinator	\$844
Recycling Coordinator	\$844
Safety Coordinator	\$844
Student Activities Coordinator (Inter-house Council Advisor )	\$844

<b>Group C</b>	<b>FY21</b>
Academic Team Advisor - Debate Team	\$1,054
Academic Team Advisor - DECA	\$1,054
Academic Team Advisor - Generic	\$1,054
Academic Team Advisor - Math Team	\$1,054
Academic Team Advisor - Mock Trial	\$1,054
Academic Team Advisor - Model U.N.	\$1,054
Academic Team Advisor - Quiz Show	\$1,054
Academic Team Advisor - Science Team	\$1,054
Academic Team Assistant Advisor - Speech Team	\$1,054
Class Advisor - Junior	\$1,054
Community Service Advisor	\$1,054
Newspaper Assistant Advisor	\$1,054
Ultimate Frisbee Assistant Coach	\$1,054
Web Design Specialist	\$1,054

<b>Group D</b>	<b>FY21</b>
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Calculus Project Building Leader	\$1,551
College Standardized Testing Coordinator (PSAT,SAT,ACT,AP)	\$1,551
High School Course Book Editor	\$1,551
MCAS Coordinator per half-year	\$1,551
Mental Health Committee Coordinator	\$1,551
Printing and Publishing Advisor - School Year	\$1,551
Printing and Publishing Advisor - Summer	\$1,551

SSD Coordinator	\$1,551
Ultimate Frisbee Head Coach	\$1,551
Wellness Coordinator	\$1,551
<b>Group E</b>	<b>FY21</b>
Academic Team Advisor - Speech Team	\$2,133
Assistant to the Department Chair	\$2,133
Assistant to the Housemaster	\$2,133
Class Advisor - Senior	\$2,133
Director of Physical Education (Curriculum)	\$2,133
Office of Human Rights Advisor	\$2,133
Online Learning Coordinator (e.g. Edgenuity)	\$2,133
Scholarship Coordinator	\$2,133
Student Teaching Coordinator	\$2,133
Transitioning Together College Mentoring	\$2,133
Work Study Coordinator	\$2,133

<b>Group F</b>	<b>FY21</b>
Newspaper Advisor	\$3,197
Yearbook Advisor	\$3,197

<b>Other HS Stipends</b>	<b>FY21</b>
Culinary Event Hosting (Per events 3-7, per educator)	\$54
Additional Music Concerts (For concerts 5 -8 for each 1.0 FTE)	\$138
NEW - MCAS Science Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$1,030
NEW - MCAS Math Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$515
NEW - MCAS English Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$258
NTR Program Director (In conjunction w NTR Board) (Not subject to annual	\$6,000
NTR Methods Instructor (In conjunction w NTR Board) (Not subject to annual	\$4,000
NTR Candidate Supervisor (In conjunction w NTR Board) (Not subject to annual	\$1,500
<b>CITYWIDE STIPENDS</b>	<b>FY21</b>
Citywide Crisis Manager	\$2,133
Ligerbots Head Coach (new to CBA Appendix - formerly in MOA)	\$8,252
Ligerbots General Manager (new to CBA Appendix - formerly in MOA)	\$3,538
Ligerbots Build Coach (new to CBA Appendix - formerly in MOA)	\$2,949

Ligerbots Assistant Coach (new to CBA Appendix - formerly in MOA)	\$826
NEW - International Cultural Exploration Coordinator (HS Group E rate)	\$2,133
NEW - International Cultural Exploration Assistant Coordinator (HS Group A rate)	\$359
NEW - Domestic Cultural Exploration (U.S. and Canada) Coordinator (HS Group B rate)	\$844
Overnight Trip Stipends - Domestic Trips (per night) (Subject to COLA in future contract - see 15-18 Contract Article 38, Section 16) (NEW Set at 1/2 workshop day rate - annualized for year)	\$143

<b>MIDDLE SCHOOL STIPENDS</b>	<b>FY21</b>
NEW - Middle School Content Leader (at HS Group F rate)	\$3,197
Calculus Project Building Leader	\$1,551
MCAS Coordinator per half year	\$1,624
Triple E Program Manager (Academics and Arts)	\$1,924
Triple E Program Manager (Athletics)	\$6,047
Web Design Specialist (per school)	\$350

<b>ELEMENTARY &amp; PRE-K STIPENDS</b>	<b>FY21</b>
ACCESS Testing Coordinator (Share budget with Teaching and Learning)	\$1,551
Acting Principal - Teaching (per day, 4 days or more cumulative)	\$55
Leadership Stipend (TBD Annually by principal and staff based on committee participation, eg Scheduling Committee, Principal Advisory Committee, etc)	\$359
NEW - Student Club/Activity Advisor (e.g. Student Council) (up to 3 per elementary school)	\$359
MCAS Coordinator per year	\$1,625
Teacher-in-Charge	\$1,748
Web Design Specialist (per school)	\$270

**APPENDIX D-3**

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**STIPENDED POSITIONS SALARY SCHEDULES – UNITS A, B, AND C  
Effective September 1, 2021**

<b>HIGH SCHOOL STIPENDS</b>	
<b>Group A</b>	<b>FY22 Final</b>
Club Advisor	\$370
<b>Group B</b>	<b>FY22</b>
Academic Team Assistant Advisor - Generic	\$869
Academic Team Assistant Advisor - Debate Team	\$869
Academic Team Assistant Advisor - Mock Trial	\$869
Academic Team Assistant Advisor - Model U.N.	\$869
Class Advisor - Freshman	\$869
Class Advisor - Sophomore	\$869
Class Assistant Advisor - Senior	\$869
College Standardized Testing Assistant Coordinator	\$869
Crisis Team Facilitator	\$869
Dreamfar Coaches	\$869
Freshman Orientation Advisor	\$869
Literary Magazine Advisor	\$869
Newspaper Business Advisor	\$869
Peer Mediation Advisor/Peer Advisor	\$869
Public Address System Coordinator	\$869
Recycling Coordinator	\$869
Safety Coordinator	\$869
Student Activities Coordinator (Inter-house Council Advisor )	\$869
<b>Group C</b>	<b>FY22</b>
Academic Team Advisor - Debate Team	\$1,086
Academic Team Advisor - DECA	\$1,086
Academic Team Advisor - Generic	\$1,086
Academic Team Advisor - Math Team	\$1,086
Academic Team Advisor - Mock Trial	\$1,086
Academic Team Advisor - Model U.N.	\$1,086
Academic Team Advisor - Quiz Show	\$1,086
Academic Team Advisor - Science Team	\$1,086
Academic Team Assistant Advisor - Speech Team	\$1,086
Class Advisor - Junior	\$1,086
Community Service Advisor	\$1,086
Newspaper Assistant Advisor	\$1,086
Ultimate Frisbee Assistant Coach	\$1,086
Web Design Specialist	\$1,086
<b>Group D</b>	<b>FY22</b>
Calculus Project Building Leader	\$1,598
College Standardized Testing Coordinator (PSAT,SAT,ACT,AP)	\$1,598
High School Course Book Editor	\$1,598

MCAS Coordinator per half-year	\$1,598
Mental Health Committee Coordinator	\$1,598
Printing and Publishing Advisor - School Year	\$1,598
Printing and Publishing Advisor - Summer	\$1,598
SSD Coordinator	\$1,598
Ultimate Frisbee Head Coach	\$1,598
Wellness Coordinator	\$1,598
<b>Group E</b>	<b>FY22</b>
Academic Team Advisor - Speech Team	\$2,197
Assistant to the Department Chair	\$2,197
Assistant to the Housemaster	\$2,197
Class Advisor - Senior	\$2,197
Director of Physical Education (Curriculum)	\$2,197
Office of Human Rights Advisor	\$2,197
Online Learning Coordinator (e.g. Edgenuity)	\$2,197
Scholarship Coordinator	\$2,197
Student Teaching Coordinator	\$2,197
Transitioning Together College Mentoring	\$2,197
Work Study Coordinator	\$2,197

<b>Group F</b>	<b>FY2</b>
Newspaper Advisor	\$3,29
Yearbook Advisor	\$3,29

<b>Other HS Stipends</b>	<b>FY22</b>
Culinary Event Hosting (Per events 3-7, per educator)	\$56
Additional Music Concerts (For concerts 5 -8 for each 1.0 FTE)	\$142
NEW - MCAS Science Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$1,061
NEW - MCAS Math Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$530
NEW - MCAS English Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$266
NTR Program Director (In conjunction w NTR Board) (Not subject to annual COLA)	\$6,000
NTR Methods Instructor (In conjunction w NTR Board) (Not subject to annual COLA)	\$4,000
NTR Candidate Supervisor (In conjunction w NTR Board) (Not subject to annual COLA)	\$1,500
<b>CITYWIDE STIPENDS</b>	<b>FY22</b>
Citywide Crisis Manager	\$2,197
Ligerbots Head Coach (new to CBA Appendix - formerly in MOA)	\$8,500
Ligerbots General Manager (new to CBA Appendix - formerly in MOA)	\$3,644
Ligerbots Build Coach (new to CBA Appendix - formerly in MOA)	\$3,037
Ligerbots Assistant Coach (new to CBA Appendix - formerly in MOA)	\$851
NEW - International Cultural Exploration Coordinator (HS Group E rate)	\$2,197
NEW - International Cultural Exploration Assistant Coordinator (HS Group A rate)	\$370
NEW - Domestic Cultural Exploration (U.S. and Canada) Coordinator (HS Group B rate)	\$869
Overnight Trip Stipends - Domestic Trips (per night) (Subject to COLA in future contract - see 15-18 Contract Article 38, Section 16) (NEW Set at 1/2 workshop day rate - annualized for year)	\$143



<b>MIDDLE SCHOOL STIPENDS</b>	<b>FY22</b>
NEW - Middle School Content Leader (at HS Group F rate)	\$3,293
Calculus Project Building Leader	\$1,598
MCAS Coordinator per half year	\$1,673
Triple E Program Manager (Academics and Arts)	\$1,982
Triple E Program Manager (Athletics)	\$6,228
Web Design Specialist (per school)	\$361

<b>ELEMENTARY &amp; PRE-K STIPENDS</b>	<b>FY22</b>
ACCESS Testing Coordinator (Share budget with Teaching and Learning)	\$1,598
Acting Principal - Teaching (per day, 4 days or more cumulative)	\$57
Leadership Stipend (TBD Annually by principal and staff based on committee participation, eg Scheduling Committee, Principal Advisory Committee, etc) (8 per elem school plus 5 PreK) (Increase to HS Group A equivalent)	\$370
NEW - Student Club/Activity Advisor (e.g. Student Council) (up to 3 per elementary school)	\$370
MCAS Coordinator per year	\$1,674
Teacher-in-Charge	\$1,800
Web Design Specialist (per school)	\$278

**APPENDIX D-4**

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**STIPENDED POSITIONS SALARY SCHEDULES – UNITS A, B, AND C  
Effective September 1, 2022**

<b>HIGH SCHOOL STIPENDS</b>	
<b>Group A</b>	<b>FY23 Final</b>
Club Advisor	\$381

<b>Group B</b>	<b>FY23</b>
Academic Team Assistant Advisor - Generic	\$895
Academic Team Assistant Advisor - Debate Team	\$895
Academic Team Assistant Advisor - Mock Trial	\$895
Academic Team Assistant Advisor - Model U.N.	\$895
Class Advisor - Freshman	\$895
Class Advisor - Sophomore	\$895
Class Assistant Advisor - Senior	\$895
College Standardized Testing Assistant Coordinator	\$895
Crisis Team Facilitator	\$895
Dreamfar Coaches	\$895
Freshman Orientation Advisor	\$895
Literary Magazine Advisor	\$895
Newspaper Business Advisor	\$895
Peer Mediation Advisor/Peer Advisor	\$895
Public Address System Coordinator	\$895
Recycling Coordinator	\$895
Safety Coordinator	\$895
Student Activities Coordinator (Inter-house Council Advisor )	\$895

<b>Group C</b>	<b>FY23</b>
Academic Team Advisor - Debate Team	\$1,119
Academic Team Advisor - DECA	\$1,119
Academic Team Advisor - Generic	\$1,119
Academic Team Advisor - Math Team	\$1,119
Academic Team Advisor - Mock Trial	\$1,119
Academic Team Advisor - Model U.N.	\$1,119
Academic Team Advisor - Quiz Show	\$1,119
Academic Team Advisor - Science Team	\$1,119
Academic Team Assistant Advisor - Speech Team	\$1,119
Class Advisor - Junior	\$1,119
Community Service Advisor	\$1,119
Newspaper Assistant Advisor	\$1,119
Ultimate Frisbee Assistant Coach	\$1,119
Web Design Specialist	\$1,119

<b>Group D</b>	<b>FY23</b>
Calculus Project Building Leader	\$1,646
College Standardized Testing Coordinator (PSAT,SAT,ACT,AP)	\$1,646

High School Course Book Editor	\$1,646
MCAS Coordinator per half-year	\$1,646
Mental Health Committee Coordinator	\$1,646
Printing and Publishing Advisor - School Year	\$1,646
Printing and Publishing Advisor - Summer	\$1,646
SSD Coordinator	\$1,646
Ultimate Frisbee Head Coach	\$1,646
Wellness Coordinator	\$1,646

<b>Group E</b>	<b>FY23</b>
Academic Team Advisor - Speech Team	\$2,263
Assistant to the Department Chair	\$2,263
Assistant to the Housemaster	\$2,263
Class Advisor - Senior	\$2,263
Director of Physical Education (Curriculum)	\$2,263
Office of Human Rights Advisor	\$2,263
Online Learning Coordinator (e.g. Edgenuity)	\$2,263
Scholarship Coordinator	\$2,263
Student Teaching Coordinator	\$2,263
Transitioning Together College Mentoring	\$2,263
Work Study Coordinator	\$2,263

	<b>FY23</b>
Newspaper Advisor	\$3,392
Yearbook Advisor	\$3,392

<b>Other HS Stipends</b>	<b>FY23</b>
Culinary Event Hosting (Per events 3-7, per educator)	\$58
Additional Music Concerts (For concerts 5 -8 for each 1.0 FTE)	\$146
NEW - MCAS Science Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$1,093
NEW - MCAS Math Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$546
NEW - MCAS English Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$274
NTR Program Director (In conjunction w NTR Board) (Not subject to annual COLA)	\$6,000
NTR Methods Instructor (In conjunction w NTR Board) (Not subject to annual COLA)	\$4,000
NTR Candidate Supervisor (In conjunction w NTR Board) (Not subject to annual COLA)	\$1,500

<b>CITYWIDE STIPENDS</b>	<b>FY23</b>
Citywide Crisis Manager	\$2,263
Ligerbots Head Coach (new to CBA Appendix - formerly in MOA)	\$8,755
Ligerbots General Manager (new to CBA Appendix - formerly in MOA)	\$3,753
Ligerbots Build Coach (new to CBA Appendix - formerly in MOA)	\$3,128
Ligerbots Assistant Coach (new to CBA Appendix - formerly in MOA)	\$877
NEW - International Cultural Exploration Coordinator (HS Group E rate)	\$2,263
NEW - International Cultural Exploration Assistant Coordinator (HS Group A rate)	\$381
NEW - Domestic Cultural Exploration (U.S. and Canada) Coordinator (HS Group B rate)	\$895
Overnight Trip Stipends - Domestic Trips (per night) (Subject to COLA in future contract - see 15-18 Contract Article 38, Section 16) (NEW Set at 1/2 workshop day rate - annualized for year)	\$143

<b>MIDDLE SCHOOL STIPENDS</b>	<b>FY23</b>
NEW - Middle School Content Leader (at HS Group F rate)	\$3,392
Calculus Project Building Leader	\$1,646
MCAS Coordinator per half year	\$1,723
Triple E Program Manager (Academics and Arts)	\$2,041
Triple E Program Manager (Athletics)	\$6,415
Web Design Specialist (per school)	\$372

<b>ELEMENTARY &amp; PRE-K STIPENDS</b>	<b>FY23</b>
ACCESS Testing Coordinator (Share budget with Teaching and Learning)	\$1,646
Acting Principal - Teaching (per day, 4 days or more cumulative)	\$59
Leadership Stipend (TBD Annually by principal and staff based on committee participation, eg Scheduling Committee, Principal Advisory Committee, etc) (8 per elem school plus 5 PreK) (Increase to HS Group A equivalent)	\$381
NEW - Student Club/Activity Advisor (e.g. Student Council) (up to 3 per elementary school)	\$381
MCAS Coordinator per year	\$1,724
Teacher-in-Charge	\$1,854
Web Design Specialist (per school)	\$286

**APPENDIX D-5**

**NEWTON PUBLIC SCHOOLS  
100 Walnut Street, Newtonville, MA 02460**

**STIPENDED POSITIONS SALARY SCHEDULES – UNITS A, B, AND C  
Effective August 31, 2023**

<b>HIGH SCHOOL STIPENDS</b>	
<b>Group A</b>	FY23 Final
Club Advisor	\$383

<b>Group B</b>	FY23
Academic Team Assistant Advisor - Generic	\$899
Academic Team Assistant Advisor - Debate Team	\$899
Academic Team Assistant Advisor - Mock Trial	\$899
Academic Team Assistant Advisor - Model U.N.	\$899
Class Advisor - Freshman	\$899
Class Advisor - Sophomore	\$899
Class Assistant Advisor - Senior	\$899
College Standardized Testing Assistant Coordinator	\$899
Crisis Team Facilitator	\$899
Dreamfar Coaches	\$899
Freshman Orientation Advisor	\$899
Literary Magazine Advisor	\$899
Newspaper Business Advisor	\$899
Peer Mediation Advisor/Peer Advisor	\$899
Public Address System Coordinator	\$899
Recycling Coordinator	\$899
Safety Coordinator	\$899
Student Activities Coordinator (Inter-house Council Advisor )	\$899

<b>Group C</b>	FY23
Academic Team Advisor - Debate Team	\$1,125
Academic Team Advisor - DECA	\$1,125
Academic Team Advisor - Generic	\$1,125
Academic Team Advisor - Math Team	\$1,125
Academic Team Advisor - Mock Trial	\$1,125
Academic Team Advisor - Model U.N.	\$1,125
Academic Team Advisor - Quiz Show	\$1,125
Academic Team Advisor - Science Team	\$1,125
Academic Team Assistant Advisor - Speech Team	\$1,125
Class Advisor - Junior	\$1,125
Community Service Advisor	\$1,125
Newspaper Assistant Advisor	\$1,125
Ultimate Frisbee Assistant Coach	\$1,125
Web Design Specialist	\$1,125

<b>Group D</b>	FY23
Calculus Project Building Leader	\$1,654

College Standardized Testing Coordinator (PSAT,SAT,ACT,AP)	\$1,654
High School Course Book Editor	\$1,654
MCAS Coordinator per half-year	\$1,654
Mental Health Committee Coordinator	\$1,654
Printing and Publishing Advisor - School Year	\$1,654
Printing and Publishing Advisor - Summer	\$1,654
SSD Coordinator	\$1,654
Ultimate Frisbee Head Coach	\$1,654
Wellness Coordinator	\$1,654

<b>Group E</b>	FY23
Academic Team Advisor - Speech Team	\$2,274
Assistant to the Department Chair	\$2,274
Assistant to the Housemaster	\$2,274
Class Advisor - Senior	\$2,274
Director of Physical Education (Curriculum)	\$2,274
Office of Human Rights Advisor	\$2,274
Online Learning Coordinator (e.g. Edgenuity)	\$2,274
Scholarship Coordinator	\$2,274
Student Teaching Coordinator	\$2,274
Transitioning Together College Mentoring	\$2,274
Work Study Coordinator	\$2,274

<b>Group F</b>	FY23
Newspaper Advisor	\$3,494
Yearbook Advisor	\$3,494

<b>Other HS Stipends</b>	FY23
Culinary Event Hosting (Per events 3-7, per educator)	\$58
Additional Music Concerts (For concerts 5 -8 for each 1.0 FTE)	\$147
NEW - MCAS Science Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$1,098
NEW - MCAS Math Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$549
NEW - MCAS English Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$275
NTR Program Director (In conjunction w NTR Board) (Not subject to annual COLA)	\$6,000
NTR Methods Instructor (In conjunction w NTR Board) (Not subject to annual COLA)	\$4,000
NTR Candidate Supervisor (In conjunction w NTR Board) (Not subject to annual COLA)	\$1,500

<b>CITYWIDE STIPENDS</b>	FY23
Citywide Crisis Manager	\$2,274
Ligerbots Head Coach (new to CBA Appendix - formerly in MOA)	\$8,799
Ligerbots General Manager (new to CBA Appendix - formerly in MOA)	\$3,772
Ligerbots Build Coach (new to CBA Appendix - formerly in MOA)	\$3,144
Ligerbots Assistant Coach (new to CBA Appendix - formerly in MOA)	\$881
NEW - International Cultural Exploration Coordinator (HS Group E rate)	\$2,274
NEW - International Cultural Exploration Assistant Coordinator (HS Group A rate)	\$383
NEW - Domestic Cultural Exploration (U.S. and Canada) Coordinator (HS Group B rate)	\$899
Overnight Trip Stipends - Domestic Trips (per night) (Subject to COLA in future contract - see 15-18 Contract Article 38, Section 16) (NEW Set at 1/2 workshop day rate - annualized for year)	

<b>MIDDLE SCHOOL STIPENDS</b>	FY23
NEW - Middle School Content Leader (at HS Group F rate)	\$3,409
Calculus Project Building Leader	\$1,654
MCAS Coordinator per half year	\$1,732
Triple E Program Manager (Academics and Arts)	\$2,051
Triple E Program Manager (Athletics)	\$6,447
Web Design Specialist (per school)	\$374

<b>ELEMENTARY &amp; PRE-K STIPENDS</b>	FY23
ACCESS Testing Coordinator (Share budget with Teaching and Learning)	\$1,654
Acting Principal - Teaching (per day, 4 days or more cumulative)	\$59
Leadership Stipend (TBD Annually by principal and staff based on committee participation, eg Scheduling Committee, Principal Advisory Committee, etc) (8 per elem school plus 5 PreK) (Increase to HS Group A equivalent)	\$383
NEW - Student Club/Activity Advisor (e.g. Student Council) (up to 3 per elementary school)	\$383
MCAS Coordinator per year	\$1,733
Teacher-in-Charge	\$1,863
Web Design Specialist (per school)	\$287

**APPENDIX D-6**

Newton Public Schools  
100 Walnut Street  
Newtonville, MA 02460

**STIPENDED POSITIONS SALARY SCHEDULE – UNITS A, B, AND C**

**Theater and Music Performance Stipends – Effective September 1, 2020**

		<u>Final FY21</u> <u>Amount based on FY21 COLAs</u>
<b><u>High School</u></b>		
<b><u>Theater Productions</u></b>		
Director	a. Excerpt or Small/Limited Rehearsals	\$1,235
	b. Full/Standard Rehearsals	\$1,854
	c. Major/Extended Rehearsals	\$3,089
Co-Director	a. Excerpt or Small/Limited Rehearsals	\$927
	b. Full/Standard Rehearsals	\$1,484
	c. Major/Extended Rehearsals	\$2,472
Assistant Director	a. Excerpt or Small/Limited Rehearsals	\$495
	b. Full/Standard Rehearsals	\$741
	c. Major/Extended Rehearsals	\$988
Producer	a. Excerpt or Small/Limited Rehearsals	\$617
	b. Full/Standard Rehearsals	\$927
	c. Major/Extended Rehearsals	\$1,235
Assistant Producer	a. Excerpt or Small/Limited Rehearsals	\$495
	b. Full/Standard Rehearsals	\$741
	c. Major/Extended Rehearsals	\$988
Scenery	a. Excerpt or Small/Limited Rehearsals	\$617
	b. Full/Standard Rehearsals	\$927
	c. Major/Extended Rehearsals	\$1,235
Costumes	a. Excerpt or Small/Limited Rehearsals	\$927
	b. Full/Standard Rehearsals	\$1,235
	c. Major/Extended Rehearsals	\$1,854
Choreography	a. Excerpt or Small/Limited Rehearsals	\$617
	b. Full/Standard Rehearsals	\$927
	c. Major/Extended Rehearsals	\$1,235
Stage Manager	a. Excerpt or Small/Limited Rehearsals	\$617
	b. Full/Standard Rehearsals	\$1,235
	c. Major/Extended Rehearsals	\$1,606
Faculty Advisor	a. Excerpt or Small/Limited Rehearsals	\$371
	b. Full/Standard Rehearsals	\$617
	c. Major/Extended Rehearsals	\$927
<b><u>Musical Productions</u></b>		
Director	a. Excerpt or Small/Limited Rehearsals	\$1,978



	b. Full/Standard Rehearsals	\$3,089
	c. Major/Extended Rehearsals	\$3,707
Co-Director	a. Excerpt or Small/Limited Rehearsals	\$1,235
	b. Full/Standard Rehearsals	\$1,854
	c. Major/Extended Rehearsals	\$2,781
Assistant Director	a. Excerpt or Small/Limited Rehearsals	\$988
	b. Full/Standard Rehearsals	\$1,298
	c. Major/Extended Rehearsals	\$1,484

		<u>Final FY21</u> Amount based on FY21 COLAs
Producer	a. Excerpt or Small/Limited Rehearsals	\$617
	b. Full/Standard Rehearsals	\$927
	c. Major/Extended Rehearsals	\$1,235
Assistant Producer	a. Excerpt or Small/Limited Rehearsals	\$495
	b. Full/Standard Rehearsals	\$741
	c. Major/Extended Rehearsals	\$988
Scenery	a. Excerpt or Small/Limited Rehearsals	\$617
	b. Full/Standard Rehearsals	\$927
	c. Major/Extended Rehearsals	\$1,235
Costumes	a. Excerpt or Small/Limited Rehearsals	\$927
	b. Full/Standard Rehearsals	\$1,235
	c. Major/Extended Rehearsals	\$1,854
Choreography	a. Excerpt or Small/Limited Rehearsals	\$1,235
	b. Full/Standard Rehearsals	\$1,854
	c. Major/Extended Rehearsals	\$2,781
Stage Manager	a. Excerpt or Small/Limited Rehearsals	\$617
	b. Full/Standard Rehearsals	\$1,235
	c. Major/Extended Rehearsals	\$1,854
Faculty Advisor	a. Excerpt or Small/Limited Rehearsals	\$371
	b. Full/Standard Rehearsals	\$617
	c. Major/Extended Rehearsals	\$927
<b><u>Middle School</u></b>		
<b><u>Full Length Musical/Cabaret</u></b>		
Director		\$3,089
Musical Director		\$1,854
Asst. Director		\$741
Producer		\$1,235
Set Designer	a. Major (100%)	\$989
	b. Minor (50%)	\$495
Costumer	a. Major (100%)	\$1,235
	b. Minor (50%)	\$617

Choreographer, Movement Specialists, Stage	a. Major (100%)	\$1,235
	b. Minor (50%)	\$617
Technical Director	a. Major (100%)	\$989
	b. Minor (50%)	\$495
Stage Manager	a. Major (100%)	\$1,235
	b. Minor (50%)	\$617
Faculty Advisor		\$310

		<u>Final FY21</u> <u>Amount based on FY21 COLAs</u>
<b><u>Full Length Non-Musical</u></b>		
Director		\$2,349
Co-Director		\$1,484
Asst. Director		\$741
Producer		\$927
Set Designer	a. Major (100%)	\$989
	b. Minor (50%)	\$495
Costumer	a. Major (100%)	\$1,235
	b. Minor (50%)	\$617
Choreographer, Movement Specialists, Stage	a. Major (100%)	\$989
	b. Minor (50%)	\$495
Technical Director	a. Major (100%)	\$989
	b. Minor (50%)	\$495
Stage Manager	a. Major (100%)	\$989
	b. Minor (50%)	\$495
Faculty Advisor		\$310
<b><u>One-Act Play or Small Musical</u></b>		
Director		\$989
Musical Director		\$741
Asst. Director		\$248
Producer		\$371
Set Designer	a. Major (100%)	\$371
	b. Minor (50%)	\$185
Costumer	a. Major (100%)	\$494
	b. Minor (50%)	\$248
Choreographer, Movement Specialists, Stage	a. Major (100%)	\$371
	b. Minor (50%)	\$185
Technical Director	a. Major (100%)	\$371
	b. Minor (50%)	\$185
Stage Manager	a. Major (100%)	\$371
	b. Minor (50%)	\$185
Faculty Advisor		\$185


		Final FY21
Elementary		
<b><u>5th Grade Musical/Play/Alternate Performance</u></b>		
Director		\$1,235
Co-Director		\$865
Production Assistant (multiple)		\$185
<b><u>CITY-WIDE MUSIC PROGRAMS (ALL-CITY)</u></b>		
<b><u>10 or Less Rehearsals per Year</u></b>		
Director		\$1,854
Co-Director		\$1,484
Assistant Director		\$927
Aides		\$927
<b><u>11 to 29 Rehearsals per Year</u></b>		
Director		\$2,472
Co-Director		\$2,162
Assistant Director		\$1,236
Aides		\$1,236
<b><u>30 or More Rehearsals per Year</u></b>		
Director		\$3,089
Co-Director		\$2,472
Assistant Director		\$1,854
Aides		\$1,854

**APPENDIX D-7**

Newton Public Schools  
100 Walnut Street  
Newtonville, MA 02460

**STIPENDED POSITIONS SALARY SCHEDULE – UNITS A, B, AND C**

Theater and Music Performance Stipends – Effective September 1, 2021

		<u>Final FY22</u> <u>Amount based on FY22 COLAs</u>
<b><u>High School</u></b>		
<b><u>Theater Productions</u></b>		
Director	a. Excerpt or Small/Limited Rehearsals	\$1,272
	b. Full/Standard Rehearsals	\$1,910
	c. Major/Extended Rehearsals	\$3,182
Co-Director	a. Excerpt or Small/Limited Rehearsals	\$955
	b. Full/Standard Rehearsals	\$1,529
	c. Major/Extended Rehearsals	\$2,546
Assistant Director	a. Excerpt or Small/Limited Rehearsals	\$510
	b. Full/Standard Rehearsals	\$763
	c. Major/Extended Rehearsals	\$1,018
Producer	a. Excerpt or Small/Limited Rehearsals	\$636
	b. Full/Standard Rehearsals	\$955
	c. Major/Extended Rehearsals	\$1,272
Assistant Producer	a. Excerpt or Small/Limited Rehearsals	\$510
	b. Full/Standard Rehearsals	\$763
	c. Major/Extended Rehearsals	\$1,018
Scenery	a. Excerpt or Small/Limited Rehearsals	\$636
	b. Full/Standard Rehearsals	\$955
	c. Major/Extended Rehearsals	\$1,272
Costumes	a. Excerpt or Small/Limited Rehearsals	\$955
	b. Full/Standard Rehearsals	\$1,272
	c. Major/Extended Rehearsals	\$1,910
Choreography	a. Excerpt or Small/Limited Rehearsals	\$636
	b. Full/Standard Rehearsals	\$955
	c. Major/Extended Rehearsals	\$1,272
Stage Manager	a. Excerpt or Small/Limited Rehearsals	\$636
	b. Full/Standard Rehearsals	\$1,272
	c. Major/Extended Rehearsals	\$1,654
Faculty Advisor	a. Excerpt or Small/Limited Rehearsals	\$382
	b. Full/Standard Rehearsals	\$636
	c. Major/Extended Rehearsals	\$955

<u>Musical Productions</u>		
Director	a. Excerpt or Small/Limited Rehearsals	\$2,037
	b. Full/Standard Rehearsals	\$3,182
	c. Major/Extended Rehearsals	\$3,818
Co-Director	a. Excerpt or Small/Limited Rehearsals	\$1,272
	b. Full/Standard Rehearsals	\$1,910
	c. Major/Extended Rehearsals	\$2,864
Assistant Director	a. Excerpt or Small/Limited Rehearsals	\$1,018
	b. Full/Standard Rehearsals	\$1,337
	c. Major/Extended Rehearsals	\$1,529

		<u>Final FY22</u> <u>Amount based on FY22 COLAs</u>
Producer	a. Excerpt or Small/Limited Rehearsals	\$636
	b. Full/Standard Rehearsals	\$955
	c. Major/Extended Rehearsals	\$1,272
Assistant Producer	a. Excerpt or Small/Limited Rehearsals	\$510
	b. Full/Standard Rehearsals	\$763
	c. Major/Extended Rehearsals	\$1,018
Scenery	a. Excerpt or Small/Limited Rehearsals	\$636
	b. Full/Standard Rehearsals	\$955
	c. Major/Extended Rehearsals	\$1,272
Costumes	a. Excerpt or Small/Limited Rehearsals	\$955
	b. Full/Standard Rehearsals	\$1,272
	c. Major/Extended Rehearsals	\$1,910
Choreography	a. Excerpt or Small/Limited Rehearsals	\$1,272
	b. Full/Standard Rehearsals	\$1,910
	c. Major/Extended Rehearsals	\$2,864
Stage Manager	a. Excerpt or Small/Limited Rehearsals	\$636
	b. Full/Standard Rehearsals	\$1,272
	c. Major/Extended Rehearsals	\$1,910
Faculty Advisor	a. Excerpt or Small/Limited Rehearsals	\$382
	b. Full/Standard Rehearsals	\$636
	c. Major/Extended Rehearsals	\$955
<u>Middle School</u>		
<u>Full Length Musical/Cabaret</u>		
Director		\$3,182
Musical Director		\$1,910
Asst. Director		\$763
Producer		\$1,272
Set Designer	a. Major (100%)	\$1,019

	b. Minor (50%)	\$510
Costumer	a. Major (100%)	\$1,272
	b. Minor (50%)	\$636
Choreographer, Movement Specialists, Stage	a. Major (100%)	\$1,272
	b. Minor (50%)	\$636
Technical Director	a. Major (100%)	\$1,019
	b. Minor (50%)	\$510
Stage Manager	a. Major (100%)	\$1,272
	b. Minor (50%)	\$636
Faculty Advisor		\$319

		<u>Final FY22</u> <u>Amount based on FY22 COLAs</u>
<b><u>Full Length Non-Musical</u></b>		
Director		\$2,419
Co-Director		\$1,529
Asst. Director		\$763
Producer		\$955
Set Designer	a. Major (100%)	\$1,019
	b. Minor (50%)	\$510
Costumer	a. Major (100%)	\$1,272
	b. Minor (50%)	\$636
Choreographer, Movement Specialists, Stage	a. Major (100%)	\$1,019
	b. Minor (50%)	\$510
Technical Director	a. Major (100%)	\$1,019
	b. Minor (50%)	\$510
Stage Manager	a. Major (100%)	\$1,019
	b. Minor (50%)	\$510
Faculty Advisor		\$319
<b><u>One-Act Play or Small Musical</u></b>		
Director		\$1,019
Musical Director		\$763
Asst. Director		\$255
Producer		\$382
Set Designer	a. Major (100%)	\$382
	b. Minor (50%)	\$191
Costumer	a. Major (100%)	\$509
	b. Minor (50%)	\$255
Choreographer, Movement Specialists, Stage	a. Major (100%)	\$382
	b. Minor (50%)	\$191
Technical Director	a. Major (100%)	\$382
	b. Minor (50%)	\$191

Stage Manager	a. Major (100%)	\$382
	b. Minor (50%)	\$191
Faculty Advisor		\$191

		<u>Final FY22</u> <u>Amount based on FY22 COLAs</u>
<b><u>Elementary</u></b>		
<b><u>5th Grade Musical/Play/Alternate Performance</u></b>		
Director		\$1,272
Co-Director		\$891
Production Assistant (multiple)		\$191
<b><u>CITY-WIDE MUSIC PROGRAMS (ALL-CITY)</u></b>		
<b><u>10 or Less Rehearsals per Year</u></b>		
Director		\$1,910
Co-Director		\$1,529
Assistant Director		\$955
Aides		\$955
<b><u>11 to 29 Rehearsals per Year</u></b>		
Director		\$2,546
Co-Director		\$2,227
Assistant Director		\$1,273
Aides		\$1,273
<b><u>30 or More Rehearsals per Year</u></b>		
Director		\$3,182
Co-Director		\$2,546
Assistant Director		\$1,910
Aides		\$1,910

**APPENDIX D-8**

Newton Public Schools  
100 Walnut Street  
Newtonville, MA 02460  
STIPENDED POSITIONS SALARY SCHEDULE – UNITS A, B, AND C

Theater and Music Performance Stipends – Effective September 1, 2022

		<u>Final FY23</u> <u>Amount based on FY23 COLAs</u>
<b><u>High School</u></b>		
<b><u>Theater Productions</u></b>		
Director	a. Excerpt or Small/Limited Rehearsals	\$1,310
	b. Full/Standard Rehearsals	\$1,967
	c. Major/Extended Rehearsals	\$3,277
Co-Director	a. Excerpt or Small/Limited Rehearsals	\$984
	b. Full/Standard Rehearsals	\$1,575
	c. Major/Extended Rehearsals	\$2,622
Assistant Director	a. Excerpt or Small/Limited Rehearsals	\$525
	b. Full/Standard Rehearsals	\$786
	c. Major/Extended Rehearsals	\$1,049
Producer	a. Excerpt or Small/Limited Rehearsals	\$655
	b. Full/Standard Rehearsals	\$984
	c. Major/Extended Rehearsals	\$1,310
Assistant Producer	a. Excerpt or Small/Limited Rehearsals	\$525
	b. Full/Standard Rehearsals	\$786
	c. Major/Extended Rehearsals	\$1,049
Scenery	a. Excerpt or Small/Limited Rehearsals	\$655
	b. Full/Standard Rehearsals	\$984
	c. Major/Extended Rehearsals	\$1,310
Costumes	a. Excerpt or Small/Limited Rehearsals	\$984
	b. Full/Standard Rehearsals	\$1,310
	c. Major/Extended Rehearsals	\$1,967
Choreography	a. Excerpt or Small/Limited Rehearsals	\$655
	b. Full/Standard Rehearsals	\$984
	c. Major/Extended Rehearsals	\$1,310
Stage Manager	a. Excerpt or Small/Limited Rehearsals	\$655
	b. Full/Standard Rehearsals	\$1,310
	c. Major/Extended Rehearsals	\$1,704
Faculty Advisor	a. Excerpt or Small/Limited Rehearsals	\$393
	b. Full/Standard Rehearsals	\$655
	c. Major/Extended Rehearsals	\$984
<b><u>Musical Productions</u></b>		



Director	a. Excerpt or Small/Limited Rehearsals	\$2,098
	b. Full/Standard Rehearsals	\$3,277
	c. Major/Extended Rehearsals	\$3,933
Co-Director	a. Excerpt or Small/Limited Rehearsals	\$1,310
	b. Full/Standard Rehearsals	\$1,967
	c. Major/Extended Rehearsals	\$2,950
Assistant Director	a. Excerpt or Small/Limited Rehearsals	\$1,049
	b. Full/Standard Rehearsals	\$1,377
	c. Major/Extended Rehearsals	\$1,575

Producer	a. Excerpt or Small/Limited Rehearsals	\$655
	b. Full/Standard Rehearsals	\$984
	c. Major/Extended Rehearsals	\$1,310
Assistant Producer	a. Excerpt or Small/Limited Rehearsals	\$525
	b. Full/Standard Rehearsals	\$786
	c. Major/Extended Rehearsals	\$1,049
Scenery	a. Excerpt or Small/Limited Rehearsals	\$655
	b. Full/Standard Rehearsals	\$984
	c. Major/Extended Rehearsals	\$1,310
Costumes	a. Excerpt or Small/Limited Rehearsals	\$984
	b. Full/Standard Rehearsals	\$1,310
	c. Major/Extended Rehearsals	\$1,967
Choreography	a. Excerpt or Small/Limited Rehearsals	\$1,310
	b. Full/Standard Rehearsals	\$1,967
	c. Major/Extended Rehearsals	\$2,950
Stage Manager	a. Excerpt or Small/Limited Rehearsals	\$655
	b. Full/Standard Rehearsals	\$1,310
	c. Major/Extended Rehearsals	\$1,967
Faculty Advisor	a. Excerpt or Small/Limited Rehearsals	\$393
	b. Full/Standard Rehearsals	\$655
	c. Major/Extended Rehearsals	\$984

### Middle School

#### Full Length Musical/Cabaret

Director		\$3,277
Musical Director		\$1,967
Asst. Director		\$786
Producer		\$1,310
Set Designer	a. Major (100%)	\$1,050
	b. Minor (50%)	\$525
Costumer	a. Major (100%)	\$1,310
	b. Minor (50%)	\$655
Choreographer, Movement Specialists, Stage	a. Major (100%)	\$1,310
	b. Minor (50%)	\$655
Technical Director	a. Major (100%)	\$1,050
	b. Minor (50%)	\$525

Stage Manager	a. Major (100%)	\$1,310
	b. Minor (50%)	\$655
Faculty Advisor		\$329

<b>Full Length Non-Musical</b>		
Director		\$2,492
Co-Director		\$1,575
Asst. Director		\$786
Producer		\$984
Set Designer	a. Major (100%)	\$1,050
	b. Minor (50%)	\$525
Costumer	a. Major (100%)	\$1,310
	b. Minor (50%)	\$655
Choreographer, Movement Specialists, Stage	a. Major (100%)	\$1,050
	b. Minor (50%)	\$525
Technical Director	a. Major (100%)	\$1,050
	b. Minor (50%)	\$525
Stage Manager	a. Major (100%)	\$1,050
	b. Minor (50%)	\$525
Faculty Advisor		\$329
<b>One-Act Play or Small Musical</b>		
Director		\$1,050
Musical Director		\$786
Asst. Director		\$263
Producer		\$393
Set Designer	a. Major (100%)	\$393
	b. Minor (50%)	\$197
Costumer	a. Major (100%)	\$524
	b. Minor (50%)	\$263
Choreographer, Movement Specialists, Stage	a. Major (100%)	\$393
	b. Minor (50%)	\$197
Technical Director	a. Major (100%)	\$393
	b. Minor (50%)	\$197
Stage Manager	a. Major (100%)	\$393
	b. Minor (50%)	\$197
Faculty Advisor		\$197
<b>Elementary</b>		
<b>5th Grade Musical/Play/Alternate Performance</b>		
Director		\$1,310
Co-Director		\$918
Production Assistant (multiple)		\$197

<b><u>CITY-WIDE MUSIC PROGRAMS (ALL-CITY)</u></b>		
<b><u>10 or Less Rehearsals per Year</u></b>		
Director		\$1,967
Co-Director		\$1,575
Assistant Director		\$984
Aides		\$984
<b><u>11 to 29 Rehearsals per Year</u></b>		
Director		\$2,622
Co-Director		\$2,294
Assistant Director		\$1,311
Aides		\$1,311
<b><u>30 or More Rehearsals per Year</u></b>		
Director		\$3,277
Co-Director		\$2,622
Assistant Director		\$1,967
Aides		\$1,967

**APPENDIX D-9**

Newton Public Schools  
100 Walnut Street  
Newtonville, MA 02460  
STIPENDED POSITIONS SALARY SCHEDULE – UNITS A, B, AND C

Theater and Music Performance Stipends – Effective August 31, 2023

		<u>Final FY23</u> <u>Amount based on FY23 COLAs</u>
<b><u>High School</u></b>		
<b><u>Theater Productions</u></b>		
Director	a. Excerpt or Small/Limited Rehearsals	\$1,317
	b. Full/Standard Rehearsals	\$1,977
	c. Major/Extended Rehearsals	\$3,293
Co-Director	a. Excerpt or Small/Limited Rehearsals	\$989
	b. Full/Standard Rehearsals	\$1,583
	c. Major/Extended Rehearsals	\$2,635
Assistant Director	a. Excerpt or Small/Limited Rehearsals	\$528
	b. Full/Standard Rehearsals	\$790
	c. Major/Extended Rehearsals	\$1,054
Producer	a. Excerpt or Small/Limited Rehearsals	\$658
	b. Full/Standard Rehearsals	\$989
	c. Major/Extended Rehearsals	\$1,317
Assistant Producer	a. Excerpt or Small/Limited Rehearsals	\$528
	b. Full/Standard Rehearsals	\$790
	c. Major/Extended Rehearsals	\$1,054
Scenery	a. Excerpt or Small/Limited Rehearsals	\$658
	b. Full/Standard Rehearsals	\$989
	c. Major/Extended Rehearsals	\$1,317
Costumes	a. Excerpt or Small/Limited Rehearsals	\$989
	b. Full/Standard Rehearsals	\$1,317
	c. Major/Extended Rehearsals	\$1,977
Choreography	a. Excerpt or Small/Limited Rehearsals	\$658
	b. Full/Standard Rehearsals	\$989
	c. Major/Extended Rehearsals	\$1,317
Stage Manager	a. Excerpt or Small/Limited Rehearsals	\$658
	b. Full/Standard Rehearsals	\$1,317
	c. Major/Extended Rehearsals	\$1,713
Faculty Advisor	a. Excerpt or Small/Limited Rehearsals	\$395
	b. Full/Standard Rehearsals	\$658
	c. Major/Extended Rehearsals	\$989
<b><u>Musical Productions</u></b>		

Director	a. Excerpt or Small/Limited Rehearsals	\$2,108
	b. Full/Standard Rehearsals	\$3,293
	c. Major/Extended Rehearsals	\$3,953
Co-Director	a. Excerpt or Small/Limited Rehearsals	\$1,317
	b. Full/Standard Rehearsals	\$1,977
	c. Major/Extended Rehearsals	\$2,965
Assistant Director	a. Excerpt or Small/Limited Rehearsals	\$1,054
	b. Full/Standard Rehearsals	\$1,384
	c. Major/Extended Rehearsals	\$1,583
		Final FY23
Producer	a. Excerpt or Small/Limited Rehearsals	\$658
	b. Full/Standard Rehearsals	\$989
	c. Major/Extended Rehearsals	\$1,317
Assistant Producer	a. Excerpt or Small/Limited Rehearsals	\$528
	b. Full/Standard Rehearsals	\$790
	c. Major/Extended Rehearsals	\$1,054
Scenery	a. Excerpt or Small/Limited Rehearsals	\$658
	b. Full/Standard Rehearsals	\$989
	c. Major/Extended Rehearsals	\$1,317
Costumes	a. Excerpt or Small/Limited Rehearsals	\$989
	b. Full/Standard Rehearsals	\$1,317
	c. Major/Extended Rehearsals	\$1,977
Choreography	a. Excerpt or Small/Limited Rehearsals	\$1,317
	b. Full/Standard Rehearsals	\$1,977
	c. Major/Extended Rehearsals	\$2,965
Stage Manager	a. Excerpt or Small/Limited Rehearsals	\$658
	b. Full/Standard Rehearsals	\$1,317
	c. Major/Extended Rehearsals	\$1,977
Faculty Advisor	a. Excerpt or Small/Limited Rehearsals	\$395
	b. Full/Standard Rehearsals	\$658
	c. Major/Extended Rehearsals	\$989
Middle School		
Full Length Musical/Cabaret		
Director		\$3,293
Musical Director		\$1,977
Asst. Director		\$790
Producer		\$1,317
Set Designer	a. Major (100%)	\$1,055
	b. Minor (50%)	\$528
Costumer	a. Major (100%)	\$1,317
	b. Minor (50%)	\$658
Choreographer, Movement Specialists, Stage	a. Major (100%)	\$1,317
	b. Minor (50%)	\$658
Technical Director	a. Major (100%)	\$1,055

	b. Minor (50%)	\$528
Stage Manager	a. Major (100%)	\$1,317
	b. Minor (50%)	\$658
Faculty Advisor		\$331
		Final FY23
Full Length Non-Musical		
Director		\$2,504
Co-Director		\$1,583
Asst. Director		\$790
Producer		\$989
Set Designer	a. Major (100%)	\$1,055
	b. Minor (50%)	\$528
Costumer	a. Major (100%)	\$1,317
	b. Minor (50%)	\$658
Choreographer, Movement Specialists, Stage	Ca. Major (100%)	\$1,055
	b. Minor (50%)	\$528
Technical Director	a. Major (100%)	\$1,055
	b. Minor (50%)	\$528
Stage Manager	a. Major (100%)	\$1,055
	b. Minor (50%)	\$528
Faculty Advisor		\$331
One-Act Play or Small Musical		
Director		\$1,055
Musical Director		\$790
Asst. Director		\$264
Producer		\$395
Set Designer	a. Major (100%)	\$395
	b. Minor (50%)	\$198
Costumer	a. Major (100%)	\$527
	b. Minor (50%)	\$264
Choreographer, Movement Specialists, Stage	Ca. Major (100%)	\$395
	b. Minor (50%)	\$198
Technical Director	a. Major (100%)	\$395
	b. Minor (50%)	\$198
Stage Manager	a. Major (100%)	\$395
	b. Minor (50%)	\$198
Faculty Advisor		\$198
		Final FY23
Elementary		
5th Grade Musical/Play/Alternate Performance		

Director		\$1,317
Co-Director		\$923
Production Assistant (multiple)		\$198
<b><u>CITY-WIDE MUSIC PROGRAMS (ALL-CITY)</u></b>		
<b><u>10 or Less Rehearsals per Year</u></b>		
Director		\$1,977
Co-Director		\$1,583
Assistant Director		\$989
Aides		\$989
<b><u>11 to 29 Rehearsals per Year</u></b>		
Director		\$2,635
Co-Director		\$2,305
Assistant Director		\$1,318
Aides		\$1,318
<b><u>30 or More Rehearsals per Year</u></b>		
Director		\$3,293
Co-Director		\$2,635
Assistant Director		\$1,977
Aides		\$1,977

**Unit E Subgroup**

The Association recommends that a Unit E subgroup of three (3) members from the Association and three (3) members of the Committee/Administration would meet immediately upon ratification to identify and clarify any problem areas associated with certain job titles, job descriptions and job responsibilities of unit members. Any changes recommended by the subgroup will be presented to both the Committee and the Association by March 15, 2008 and if ratified by the parties will become effective for the 2008-2009 school year.