

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION

UNIT E

FY23

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

NEWTON PUBLIC SCHOOLS
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FY24

Salary Schedule NTE - 12 Month - Effective September 1, 2023								
2.5% COLA Increase all steps								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1	50,364.58	55,286.50	65,174.90	75,116.26	82,400.34	93,019.91	97,941.81	105,287.44
1.5	51,262.01	56,274.26	66,342.13	76,466.60	83,881.99	94,697.86	99,708.93	107,187.09
2	52,177.46	57,281.28	67,532.25	77,839.82	85,392.51	96,404.77	101,507.33	109,120.38
2.5	53,108.61	58,305.19	68,741.63	79,239.52	86,927.16	98,142.98	103,339.52	111,089.98
3	54,057.83	59,348.37	69,975.10	80,663.32	88,493.10	99,912.50	105,204.19	113,094.50
3.5	55,023.91	60,409.57	71,229.11	82,112.45	90,087.96	101,714.54	107,102.63	115,135.32
4	56,006.85	61,491.27	72,508.35	83,590.47	91,709.31	103,550.31	109,037.19	117,214.97
4.5	57,006.65	62,593.48	73,809.28	85,094.99	93,362.01	105,419.82	111,005.48	119,330.87
5	58,026.92	63,714.92	75,135.55	86,625.98	95,042.39	107,321.87	113,011.05	121,486.86
5.5	59,064.05	64,856.88	76,483.45	88,183.53	96,755.31	109,260.01	115,052.83	123,681.77
6	60,562.70	66,505.64	78,426.49	90,428.86	99,224.25	112,044.02	117,994.83	126,844.44
6.5	61,645.14	67,697.60	79,833.43	92,054.78	101,012.54	114,067.44	120,126.66	129,136.14
7	63,213.57	69,419.18	81,873.12	94,406.55	103,590.20	116,989.20	123,194.77	132,434.38
Salary Schedule NTF - 10 Month - Effective September 1, 2023								
2.5% COLA Increase all steps								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1	54,312.42	62,596.88	68,666.95					
1.5	55,285.11	63,722.17	69,901.66					
2	56,276.88	64,866.52	71,160.43					
2.5	57,284.69	66,032.93	72,439.30					
3	58,312.58	67,219.43	73,744.25					
3.5	59,357.59	68,427.04	75,073.30					
4	60,423.63	69,658.73	76,424.43					
4.5	61,507.73	70,912.49	77,801.68					
5	62,612.96	72,188.32	79,201.99					
5.5	63,736.21	73,486.28	80,629.43					
6	65,355.41	75,357.38	82,686.88					
6.5	66,527.86	76,712.32	84,177.12					
7	68,227.60	78,672.13	86,325.17					

NEWTON PUBLIC SCHOOLS
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FY25

Salary Schedule NTE - 12 Month - Effective September 1, 2024								
2.5% COLA Increase all steps								
Step 1.5 is new entry level step								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1								
1.5	52,543.56	57,681.12	68,000.68	78,378.27	85,979.04	97,065.31	102,201.65	109,866.77
2	53,481.90	58,713.31	69,220.56	79,785.82	87,527.32	98,814.89	104,045.01	111,848.39
2.5	54,436.33	59,762.82	70,460.17	81,220.51	89,100.34	100,596.55	105,923.01	113,867.23
3	55,409.28	60,832.08	71,724.48	82,679.90	90,705.43	102,410.31	107,834.29	115,921.86
3.5	56,399.51	61,919.81	73,009.84	84,165.26	92,340.16	104,257.40	109,780.20	118,013.70
4	57,407.02	63,028.55	74,321.06	85,680.23	94,002.04	106,139.07	111,763.12	120,145.34
4.5	58,431.82	64,158.32	75,654.51	87,222.36	95,696.06	108,055.32	113,780.62	122,314.14
5	59,477.59	65,307.79	77,013.94	88,791.63	97,418.45	110,004.92	115,836.33	124,524.03
5.5	60,540.65	66,478.30	78,395.54	90,388.12	99,174.19	111,991.51	117,929.15	126,773.81
6	62,076.77	68,168.28	80,387.15	92,689.58	101,704.86	114,845.12	120,944.70	130,015.55
6.5	63,186.27	69,390.04	81,829.27	94,356.15	103,537.85	116,919.13	123,129.83	132,364.54
7	64,793.91	71,154.66	83,919.95	96,766.71	106,179.96	119,913.93	126,274.64	135,745.24
Salary Schedule NTF - 10 Month - Effective September 1, 2024								
2.5% COLA Increase all steps								
Step 1.5 is new entry level step								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1								
1.5	56,667.23	65,315.23	71,649.20					
2	57,683.80	66,488.18	72,939.43					
2.5	58,716.81	67,683.76	74,250.28					
3	59,770.40	68,899.92	75,587.86					
3.5	60,841.53	70,137.72	76,950.13					
4	61,934.22	71,400.19	78,335.03					
4.5	63,045.43	72,685.30	79,746.72					
5	64,178.28	73,993.03	81,182.04					
5.5	65,329.62	75,323.43	82,645.16					
6	66,989.29	77,241.32	84,754.05					
6.5	68,191.06	78,630.13	86,281.54					
7	69,933.29	80,638.93	88,483.30					

NEWTON PUBLIC SCHOOLS
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Salary Schedule NTE - 12 Month - Effective September 1, 2025								
3.0% COLA Increase all steps								
Step 2.0 is new entry level step								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1								
1.5								
2	55,086.36	60,474.71	71,297.18	82,179.39	90,153.14	101,779.34	107,166.36	115,203.84
2.5	56,069.42	61,555.70	72,573.98	83,657.13	91,773.35	103,614.45	109,100.70	117,283.25
3	57,071.56	62,657.04	73,876.21	85,160.30	93,426.59	105,482.62	111,069.32	119,399.52
3.5	58,091.50	63,777.40	75,200.14	86,690.22	95,110.36	107,385.12	113,073.61	121,554.11
4	59,129.23	64,919.41	76,550.69	88,250.64	96,822.10	109,323.24	115,116.01	123,749.70
4.5	60,184.77	66,083.07	77,924.15	89,839.03	98,566.94	111,296.98	117,194.04	125,983.56
5	61,261.92	67,267.02	79,324.36	91,455.38	100,341.00	113,305.07	119,311.42	128,259.75
5.5	62,356.87	68,472.65	80,747.41	93,099.76	102,149.42	115,351.26	121,467.02	130,577.02
6	63,939.07	70,213.33	82,798.76	95,470.27	104,756.01	118,290.47	124,573.04	133,916.02
6.5	65,081.86	71,471.74	84,284.15	97,186.83	106,643.99	120,426.70	126,823.72	136,335.48
7	66,737.73	73,289.30	86,437.55	99,669.71	109,365.36	123,511.35	130,062.88	139,817.60
Salary Schedule NTF - 10 Month - Effective September 1, 2025								
3.0% COLA Increase all steps								
Step 2.0 is new entry level step								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1								
1.5								
2	59,414.32	68,482.83	75,127.62					
2.5	60,478.32	69,714.28	76,477.79					
3	61,563.51	70,966.92	77,855.49					
3.5	62,666.78	72,241.85	79,258.63					
4	63,792.24	73,542.20	80,685.08					
4.5	64,936.79	74,865.86	82,139.12					
5	66,103.63	76,212.82	83,617.50					
5.5	67,289.51	77,583.13	85,124.52					
6	68,998.97	79,558.56	87,296.68					
6.5	70,236.79	80,989.03	88,869.99					
7	72,031.29	83,058.09	91,137.80					

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY27

Salary Schedule NTE - 12 Month - Effective September 1, 2026								
3.25% COLA Increase all steps								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1								
1.5								
2	56,876.67	62,440.14	73,614.34	84,850.22	93,083.12	105,087.17	110,649.27	118,947.96
2.5	57,891.68	63,556.26	74,932.63	86,375.99	94,755.98	106,981.92	112,646.47	121,094.96
3	58,926.39	64,693.39	76,277.19	87,928.01	96,462.95	108,910.81	114,679.07	123,280.00
3.5	59,979.47	65,850.17	77,644.14	89,507.65	98,201.45	110,875.14	116,748.50	125,504.62
4	61,050.93	67,029.29	79,038.59	91,118.79	99,968.82	112,876.25	118,857.28	127,771.57
4.5	62,140.78	68,230.77	80,456.68	92,758.80	101,770.37	114,914.13	121,002.85	130,078.03
5	63,252.93	69,453.20	81,902.40	94,427.68	103,602.08	116,987.48	123,189.04	132,428.19
5.5	64,383.47	70,698.01	83,371.70	96,125.50	105,469.28	119,100.18	125,414.70	134,820.77
6	66,017.09	72,495.26	85,489.72	98,573.05	108,160.58	122,134.91	128,621.66	138,268.29
6.5	67,197.02	73,794.57	87,023.38	100,345.40	110,109.92	124,340.57	130,945.49	140,766.38
7	68,906.71	75,671.20	89,246.77	102,908.98	112,919.73	127,525.47	134,289.92	144,361.67
Salary Schedule NTF - 10 Month - Effective September 1, 2025								
3.25% COLA Increase all steps								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1								
1.5								
2	61,345.28	70,708.52	77,569.27					
2.5	62,443.86	71,979.99	78,963.32					
3	63,564.33	73,273.34	80,385.79					
3.5	64,703.45	74,589.71	81,834.54					
4	65,865.49	75,932.33	83,307.35					
4.5	67,047.23	77,299.00	84,808.64					
5	68,252.00	78,689.73	86,335.07					
5.5	69,476.42	80,104.58	87,891.07					
6	71,241.43	82,144.21	90,133.82					
6.5	72,519.48	83,621.17	91,758.27					
7	74,372.31	85,757.48	94,099.78					

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION

UNIT E

FY27

Salary Schedule NTE - 12 Month - Effective March 1, 2027								
0.75% COLA Increase all steps								
Step	LANES							
	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H (New)
1								
1.5								
2	57,303.25	62,908.44	74,166.45	85,486.60	93,781.24	105,875.32	111,479.14	119,840.07
2.5	58,325.87	64,032.93	75,494.62	87,023.81	95,466.65	107,784.28	113,491.32	122,003.17
3	59,368.34	65,178.59	76,849.27	88,587.47	97,186.42	109,727.64	115,539.16	124,204.60
3.5	60,429.32	66,344.05	78,226.47	90,178.96	98,937.96	111,706.70	117,624.11	126,445.90
4	61,508.81	67,532.01	79,631.38	91,802.18	100,718.59	113,722.82	119,748.71	128,729.86
4.5	62,606.84	68,742.50	81,060.11	93,454.49	102,533.65	115,775.99	121,910.37	131,053.62
5	63,727.33	69,974.10	82,516.67	95,135.89	104,379.10	117,864.89	124,112.96	133,421.40
5.5	64,866.35	71,228.25	83,996.99	96,846.44	106,260.30	119,993.43	126,355.31	135,831.93
6	66,512.22	73,038.97	86,130.89	99,312.35	108,971.78	123,050.92	129,586.32	139,305.30
6.5	67,701.00	74,348.03	87,676.06	101,097.99	110,935.74	125,273.12	131,927.58	141,822.13
7	69,423.51	76,238.73	89,916.12	103,680.80	113,766.63	128,481.91	135,297.09	145,444.38
Salary Schedule NTF - 10 Month - Effective March 1, 2027								
0.75% COLA Increase all steps								
Step	LANES							
	Group C-1	Group D-1	Group E-1					
1								
1.5								
2	61,805.38	71,238.83	78,151.03					
2.5	62,912.18	72,519.84	79,555.54					
3	64,041.06	73,822.89	80,988.68					
3.5	65,188.73	75,149.13	82,448.30					
4	66,359.48	76,501.82	83,932.16					
4.5	67,550.09	77,878.74	85,444.71					
5	68,763.89	79,279.91	86,982.58					
5.5	69,997.49	80,705.37	88,550.25					
6	71,775.74	82,760.29	90,809.82					
6.5	73,063.38	84,248.33	92,446.45					
7	74,930.10	86,400.67	94,805.53					

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

NEWTON PUBLIC SCHOOLS
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 FY24

Salary Schedule NCE - 12 Month - Effective September 1, 2023					
2.5% COLA Increase all steps					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1	47,586.86	65,394.32	43,958.64	24,203.57	15,292.11
1.5	48,433.67	66,563.76	44,740.42	24,624.00	15,549.91
2	49,297.35	67,755.72	45,535.44	25,051.60	15,812.50
2.5	50,175.49	68,970.32	46,346.15	25,488.88	16,079.89
3	51,071.67	70,206.12	47,170.06	25,933.37	16,352.13
3.5	51,981.15	71,464.51	48,009.67	26,385.07	16,630.41
4	52,909.87	72,744.12	48,866.11	26,845.23	16,912.27
4.5	53,854.25	74,048.96	49,737.01	27,313.82	17,200.17
5	54,816.71	75,377.67	50,623.58	27,792.01	17,492.88
5.5	55,796.06	76,730.28	51,527.03	28,278.66	17,791.59
6	57,212.20	78,671.67	52,830.77	28,987.07	18,227.58
6.5	58,234.34	80,083.39	53,773.60	29,494.64	18,538.84
7	59,712.25	82,118.07	55,137.52	30,232.07	18,995.73

NEWTON PUBLIC SCHOOLS
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 FY25

Salary Schedule NCE - 12 Month - Effective September 1, 2024					
2.5% COLA Increase					
Step 1.5 is new entry level step					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1					
1.5	49,644.51	68,227.85	45,858.93	25,239.60	15,938.66
2	50,529.78	69,449.61	46,673.83	25,677.89	16,207.81
2.5	51,429.88	70,694.58	47,504.80	26,126.10	16,481.89
3	52,348.46	71,961.27	48,349.31	26,581.70	16,760.93
3.5	53,280.68	73,251.12	49,209.91	27,044.70	17,046.17
4	54,232.62	74,562.72	50,087.76	27,516.36	17,335.08
4.5	55,200.61	75,900.18	50,980.44	27,996.67	17,630.17
5	56,187.13	77,262.11	51,889.17	28,486.81	17,930.20
5.5	57,190.96	78,648.54	52,815.21	28,985.63	18,236.38
6	58,642.51	80,638.46	54,151.54	29,711.75	18,683.27
6.5	59,690.20	82,085.47	55,117.94	30,232.01	19,002.31
7	61,205.06	84,171.02	56,515.96	30,987.87	19,470.62

NEWTON PUBLIC SCHOOLS
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 FY26

Salary Schedule NCE - 12 Month - Effective September 1, 2025					
3.0% COLA Increase					
Step 2.0 is new entry level step					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1					
1.5					
2	52,045.67	71,533.10	48,074.04	26,448.23	16,694.04
2.5	52,972.78	72,815.42	48,929.94	26,909.88	16,976.35
3	53,918.91	74,120.11	49,799.79	27,379.15	17,263.76
3.5	54,879.10	75,448.65	50,686.21	27,856.04	17,557.56
4	55,859.60	76,799.60	51,590.39	28,341.85	17,855.13
4.5	56,856.63	78,177.19	52,509.85	28,836.57	18,159.08
5	57,872.74	79,579.97	53,445.85	29,341.41	18,468.11
5.5	58,906.69	81,008.00	54,399.67	29,855.20	18,783.47
6	60,401.79	83,057.61	55,776.09	30,603.10	19,243.77
6.5	61,480.91	84,548.03	56,771.48	31,138.97	19,572.38
7	63,041.21	86,696.15	58,211.44	31,917.51	20,054.74

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule NCE - 12 Month - Effective September 1, 2026					
3.25% COLA Increase					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1					
1.5					
2	53,737.15	73,857.93	49,636.45	27,307.80	17,236.60
2.5	54,694.40	75,181.92	50,520.16	27,784.45	17,528.08
3	55,671.27	76,529.01	51,418.28	28,268.97	17,824.83
3.5	56,662.67	77,900.73	52,333.51	28,761.36	18,128.18
4	57,675.04	79,295.59	53,267.08	29,262.96	18,435.42
4.5	58,704.47	80,717.95	54,216.42	29,773.76	18,749.25
5	59,753.60	82,166.32	55,182.84	30,295.01	19,068.32
5.5	60,821.16	83,640.76	56,167.66	30,825.49	19,393.93
6	62,364.85	85,756.98	57,588.81	31,597.70	19,869.19
6.5	63,479.04	87,295.84	58,616.55	32,150.99	20,208.48
7	65,090.05	89,513.77	60,103.31	32,954.83	20,706.52

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY27

Salary Schedule NCE - 12 Month - Effective March 1, 2027					
0.75% COLA Increase					
Step	LANES				
	Group A	Group B	Group C	Group D	Group E
1					
1.5					
2	54,140.18	74,411.86	50,008.72	27,512.61	17,365.87
2.5	55,104.61	75,745.78	50,899.06	27,992.83	17,659.54
3	56,088.80	77,102.98	51,803.92	28,480.99	17,958.52
3.5	57,087.64	78,484.99	52,726.01	28,977.07	18,264.14
4	58,107.60	79,890.31	53,666.58	29,482.43	18,573.69
4.5	59,144.75	81,323.33	54,623.04	29,997.06	18,889.87
5	60,201.75	82,782.57	55,596.71	30,522.22	19,211.33
5.5	61,277.32	84,268.07	56,588.92	31,056.68	19,539.38
6	62,832.59	86,400.16	58,020.73	31,834.68	20,018.21
6.5	63,955.13	87,950.56	59,056.17	32,392.12	20,360.04
7	65,578.23	90,185.12	60,554.08	33,201.99	20,861.82