

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY23

Salary Schedule BC1 (Category C) - 185 Days					
Effective March 1, 2023					
1.0% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	79,670.19	85,317.01	89,939.06	91,748.84	94,558.77
1.5	80,847.72	86,580.35	91,270.58	93,108.59	96,259.27
2	82,123.99	87,947.08	92,713.72	94,579.92	97,990.33
2.5	83,420.24	89,337.37	94,179.19	96,075.94	99,753.16
3	84,918.60	90,942.68	95,872.63	97,804.66	101,548.83
3.5	86,442.85	92,576.21	97,596.65	99,563.93	103,377.46
4	87,996.45	94,240.27	99,352.40	101,354.93	105,237.78
4.5	89,577.11	95,936.09	101,141.04	103,180.01	107,133.40
5	91,188.28	97,595.47	102,960.24	105,036.82	109,061.88
5.5	92,826.51	99,351.21	104,814.72	106,928.88	111,026.82
6	94,496.47	101,138.70	106,702.11	108,853.86	113,026.98
6.5	96,194.62	102,959.06	108,623.53	110,815.27	115,063.62
7	97,925.68	104,812.38	110,580.24	112,811.93	117,137.86
7.5	99,687.31	106,700.92	112,572.20	114,843.84	119,248.50
8	101,481.84	108,621.17	114,601.76	116,914.55	121,399.10
8.5	103,306.94	110,577.87	116,666.57	119,021.67	123,588.50
9	105,167.28	112,571.04	118,769.02	121,166.43	125,816.67
9.5	107,060.51	114,598.22	120,910.24	123,352.28	128,085.98
10	109,805.16	117,535.43	124,006.74	126,509.86	131,365.19
10.5	111,781.87	119,651.99	126,242.38	128,792.12	133,734.56
11	114,635.56	122,710.25	129,471.75	132,088.58	137,160.00

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY23

Salary Schedule BC2 (Category C) - 190 Days					
Effective March 1, 2023					
1.0% COLA Increase all steps					
Coordinators, Elementary Assistant Principals, and					
Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	81,823.44	87,622.88	92,369.85	94,228.54	97,114.41
1.5	83,032.79	88,920.36	93,737.35	95,625.04	98,860.87
2	84,343.56	90,324.03	95,219.50	97,136.13	100,638.72
2.5	85,674.84	91,751.89	96,724.57	98,672.59	102,449.19
3	87,213.70	93,400.59	98,463.78	100,448.03	104,293.39
3.5	88,779.14	95,078.27	100,234.40	102,254.85	106,171.45
4	90,374.73	96,787.30	102,037.60	104,094.25	108,082.04
4.5	91,998.11	98,528.96	103,874.58	105,968.66	110,028.90
5	93,652.83	100,233.19	105,742.95	107,875.65	112,009.50
5.5	95,335.33	102,036.38	107,647.55	109,818.85	114,027.54
6	97,050.43	103,872.18	109,585.95	111,795.86	116,081.76
6.5	98,794.47	105,741.74	111,559.30	113,810.28	118,173.45
7	100,572.32	107,645.15	113,568.90	115,860.90	120,303.75
7.5	102,381.56	109,584.73	115,614.69	117,947.73	122,471.43
8	104,224.59	111,556.88	117,699.10	120,074.40	124,680.16
8.5	106,099.02	113,566.46	119,819.72	122,238.47	126,928.73
9	108,009.64	115,613.50	121,978.99	124,441.20	129,217.12
9.5	109,954.04	117,695.47	124,178.08	126,686.13	131,547.76
10	112,772.87	120,712.06	127,358.27	129,929.05	134,915.60
10.5	114,803.00	122,885.83	129,654.34	132,272.99	137,349.01
11	117,733.82	126,026.74	132,970.99	135,658.54	140,867.03

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY23

Salary Schedule BC3 (Category C) - 195 Days					
Effective March 1, 2023					
1.0% COLA Increase all steps					
High School Department Heads, House Deans					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,976.69	89,928.74	94,800.63	96,708.24	99,670.05
1.5	85,217.87	91,260.37	96,204.12	98,141.49	101,462.47
2	86,563.12	92,700.98	97,725.27	99,692.35	103,287.10
2.5	87,929.44	94,166.42	99,269.96	101,269.23	105,145.22
3	89,508.79	95,858.50	101,054.93	103,091.40	107,037.96
3.5	91,115.44	97,580.33	102,872.14	104,945.76	108,965.43
4	92,753.01	99,334.34	104,722.80	106,833.57	110,926.31
4.5	94,419.12	101,121.82	106,608.12	108,757.31	112,924.39
5	96,117.38	102,870.90	108,525.66	110,714.49	114,957.12
5.5	97,844.16	104,721.55	110,480.38	112,708.82	117,028.27
6	99,604.39	106,605.66	112,469.79	114,737.85	119,136.55
6.5	101,394.33	108,524.41	114,495.07	116,805.28	121,283.28
7	103,218.96	110,477.91	116,557.55	118,909.87	123,469.64
7.5	105,075.81	112,468.54	118,657.18	121,051.62	125,694.36
8	106,967.34	114,492.58	120,796.45	123,234.26	127,961.21
8.5	108,891.10	116,555.05	122,972.87	125,455.27	130,268.96
9	110,852.00	118,655.96	125,188.97	127,715.97	132,617.57
9.5	112,847.56	120,792.72	127,445.93	130,019.97	135,009.55
10	115,740.57	123,888.70	130,709.81	133,348.23	138,466.01
10.5	117,824.13	126,119.67	133,066.29	135,753.86	140,963.46
11	120,832.08	129,343.24	136,470.22	139,228.50	144,574.05

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY23

Salary Schedule BC4 (Category C) - 200 Days					
Effective March 1, 2023					
1.0% COLA Increase all steps					
Guidance Department Heads, Athletic Directors, Assistant Director of Elementary Special Education, High and Middle School Assistant Department Heads for Special Education, Middle School Assistant Principals, and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	86,129.94	92,234.61	97,231.42	99,187.94	102,225.70
1.5	87,402.94	93,600.38	98,670.90	100,657.94	104,064.08
2	88,782.69	95,077.92	100,231.05	102,248.56	105,935.49
2.5	90,184.04	96,580.94	101,815.34	103,865.88	107,841.25
3	91,803.89	98,316.41	103,646.09	105,734.77	109,782.52
3.5	93,451.73	100,082.39	105,509.89	107,636.68	111,759.42
4	95,131.30	101,881.37	107,408.00	109,572.90	113,770.57
4.5	96,840.12	103,714.69	109,341.66	111,545.96	115,819.89
5	98,581.92	105,508.62	111,308.37	113,553.32	117,904.74
5.5	100,352.98	107,406.71	113,313.21	115,598.79	120,028.99
6	102,158.35	109,339.14	115,353.63	117,679.85	122,191.33
6.5	103,994.18	111,307.09	117,430.84	119,800.29	124,393.10
7	105,865.60	113,310.68	119,546.21	121,958.84	126,635.52
7.5	107,770.06	115,352.35	121,699.68	124,155.50	128,917.30
8	109,710.10	117,428.29	123,893.79	126,394.11	131,242.27
8.5	111,683.18	119,543.64	126,126.02	128,672.08	133,609.19
9	113,694.36	121,698.42	128,398.94	130,990.74	136,018.02
9.5	115,741.09	123,889.97	130,713.77	133,353.82	138,471.33
10	118,708.28	127,065.33	134,061.34	136,767.42	142,016.42
10.5	120,845.26	129,353.50	136,478.25	139,234.72	144,577.90
11	123,930.34	132,659.73	139,969.46	142,798.46	148,281.08

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY23

Salary Schedule BC5 (Category C) - 211 Days					
Effective March 1, 2023					
1.0% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	90,867.08	97,307.51	102,579.14	104,643.27	107,848.11
1.5	92,210.10	98,748.40	104,097.80	106,194.12	109,787.60
2	93,665.74	100,307.21	105,743.76	107,872.23	111,761.94
2.5	95,144.17	101,892.89	107,415.18	109,578.50	113,772.52
3	96,853.11	103,723.81	109,346.62	111,550.18	115,820.56
3.5	98,591.57	105,586.92	111,312.94	113,556.70	117,906.18
4	100,363.52	107,484.85	113,315.44	115,599.41	120,027.95
4.5	102,166.33	109,419.00	115,355.46	117,680.98	122,189.99
5	104,003.93	111,311.59	117,430.33	119,798.75	124,389.50
5.5	105,872.40	113,314.08	119,545.44	121,956.72	126,630.59
6	107,777.05	115,352.79	121,698.08	124,152.24	128,911.85
6.5	109,713.86	117,428.98	123,889.54	126,389.31	131,234.72
7	111,688.21	119,542.77	126,121.25	128,666.58	133,600.48
7.5	113,697.42	121,696.72	128,393.16	130,984.06	136,007.75
8	115,744.15	123,886.85	130,707.95	133,345.78	138,460.60
8.5	117,825.75	126,118.54	133,062.95	135,749.04	140,957.69
9	119,947.55	128,391.83	135,460.88	138,195.23	143,499.01
9.5	122,106.85	130,703.92	137,903.03	140,688.28	146,087.25
10	125,237.24	134,053.92	141,434.71	144,289.62	149,827.32
10.5	127,491.75	136,467.95	143,984.55	146,892.63	152,529.69
11	130,746.50	139,956.01	147,667.78	150,652.38	156,436.54

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY24

Salary Schedule BC1 (Category C) - 185 Days					
Effective September 1, 2023					
2.5% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	81,661.94	87,449.94	92,187.54	94,042.56	96,922.74
1.5	82,868.91	88,744.86	93,552.34	95,436.30	98,665.75
2	84,177.09	90,145.76	95,031.56	96,944.42	100,440.09
2.5	85,505.75	91,570.80	96,533.67	98,477.84	102,246.99
3	87,041.57	93,216.25	98,269.45	100,249.78	104,087.55
3.5	88,603.92	94,890.62	100,036.57	102,053.03	105,961.90
4	90,196.36	96,596.28	101,836.21	103,888.80	107,868.72
4.5	91,816.54	98,334.49	103,669.57	105,759.51	109,811.74
5	93,467.99	100,035.36	105,534.25	107,662.74	111,788.43
5.5	95,147.17	101,834.99	107,435.09	109,602.10	113,802.49
6	96,858.88	103,667.17	109,369.66	111,575.21	115,852.65
6.5	98,599.49	105,533.04	111,339.12	113,585.65	117,940.21
7	100,373.82	107,432.69	113,344.75	115,632.23	120,066.31
7.5	102,179.49	109,368.44	115,386.51	117,714.94	122,229.71
8	104,018.89	111,336.70	117,466.80	119,837.41	124,434.08
8.5	105,889.61	113,342.32	119,583.23	121,997.21	126,678.21
9	107,796.46	115,385.32	121,738.25	124,195.59	128,962.09
9.5	109,737.02	117,463.18	123,933.00	126,436.09	131,288.13
10	112,550.29	120,473.82	127,106.91	129,672.61	134,649.32
10.5	114,576.42	122,643.29	129,398.44	132,011.92	137,077.92
11	117,501.45	125,778.01	132,708.54	135,390.79	140,589.00

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY24

Salary Schedule BC2 (Category C) - 190 Days					
Effective September 1, 2023					
2.5% COLA Increase all steps					
Coordinators, Elementary Assistant Principals, and					
Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,869.02	89,813.45	94,679.10	96,584.25	99,542.27
1.5	85,108.61	91,143.37	96,080.78	98,015.66	101,332.39
2	86,452.15	92,582.13	97,599.98	99,564.54	103,154.69
2.5	87,816.72	94,045.69	99,142.69	101,139.40	105,010.42
3	89,394.04	95,735.61	100,925.38	102,959.23	106,900.73
3.5	90,998.62	97,455.23	102,740.26	104,811.22	108,825.74
4	92,634.10	99,206.99	104,588.54	106,696.61	110,784.09
4.5	94,298.07	100,992.18	106,471.45	108,617.88	112,779.62
5	95,994.15	102,739.02	108,386.53	110,572.54	114,809.74
5.5	97,718.72	104,587.29	110,338.74	112,564.32	116,878.23
6	99,476.69	106,468.99	112,325.60	114,590.76	118,983.80
6.5	101,264.34	108,385.28	114,348.29	116,655.53	121,127.78
7	103,086.63	110,336.28	116,408.12	118,757.43	123,311.35
7.5	104,941.10	112,324.34	118,505.06	120,896.42	125,533.22
8	106,830.21	114,345.80	120,641.58	123,076.26	127,797.16
8.5	108,751.49	116,405.63	122,815.21	125,294.43	130,101.95
9	110,709.88	118,503.84	125,028.47	127,552.23	132,447.55
9.5	112,702.89	120,637.86	127,282.54	129,853.28	134,836.46
10	115,592.19	123,729.87	130,542.23	133,177.28	138,288.49
10.5	117,673.08	125,957.97	132,895.70	135,579.81	140,782.73
11	120,677.16	129,177.42	136,295.26	139,050.00	144,388.70

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY24

Salary Schedule BC3 (Category C) - 195 Days					
Effective September 1, 2023					
2.5% COLA Increase all steps					
High School Department Heads, House Deans					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	86,076.10	92,176.96	97,170.65	99,125.94	102,161.81
1.5	87,348.31	93,541.88	98,609.22	100,595.02	103,999.03
2	88,727.20	95,018.50	100,168.40	102,184.66	105,869.28
2.5	90,127.68	96,520.57	101,751.71	103,800.97	107,773.85
3	91,746.52	98,254.97	103,581.31	105,668.69	109,713.90
3.5	93,393.32	100,019.84	105,443.95	107,569.41	111,689.57
4	95,071.84	101,817.70	107,340.87	109,504.41	113,699.46
4.5	96,779.60	103,649.87	109,273.33	111,476.24	115,747.51
5	98,520.31	105,442.68	111,238.80	113,482.35	117,831.05
5.5	100,290.26	107,339.58	113,242.39	115,526.54	119,953.98
6	102,094.50	109,270.80	115,281.53	117,606.30	122,114.96
6.5	103,929.19	111,237.53	117,357.45	119,725.41	124,315.36
7	105,799.43	113,239.86	119,471.49	121,882.62	126,556.38
7.5	107,702.71	115,280.25	121,623.62	124,077.91	128,836.72
8	109,641.53	117,354.90	123,816.36	126,315.11	131,160.25
8.5	111,613.37	119,468.93	126,047.19	128,591.65	133,525.68
9	113,623.30	121,622.36	128,318.70	130,908.87	135,933.01
9.5	115,668.75	123,812.54	130,632.08	133,270.47	138,384.79
10	118,634.09	126,985.92	133,977.55	136,681.94	141,927.66
10.5	120,769.74	129,272.66	136,392.95	139,147.70	144,487.54
11	123,852.88	132,576.82	139,881.97	142,709.21	148,188.41

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY24

Salary Schedule BC4 (Category C) - 200 Days					
Effective September 1, 2023					
2.5% COLA Increase all steps					
Guidance Department Heads, Athletic Directors, Assistant Director of Elementary Special Education, High and Middle School Assistant Department Heads for Special Education, Middle School Assistant Principals, and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	88,283.18	94,540.48	99,662.21	101,667.63	104,781.34
1.5	89,588.01	95,940.39	101,137.66	103,174.38	106,665.68
2	91,002.26	97,454.88	102,736.82	104,804.78	108,583.88
2.5	92,438.65	98,995.46	104,360.72	106,462.53	110,537.29
3	94,098.99	100,774.32	106,237.24	108,378.14	112,527.08
3.5	95,788.02	102,584.45	108,147.64	110,327.60	114,553.41
4	97,509.58	104,428.41	110,093.20	112,312.22	116,614.83
4.5	99,261.12	106,307.56	112,075.21	114,334.61	118,715.39
5	101,046.48	108,146.34	114,091.08	116,392.15	120,852.36
5.5	102,861.81	110,091.88	116,146.04	118,488.76	123,029.72
6	104,712.30	112,072.62	118,237.47	120,621.85	125,246.11
6.5	106,594.04	114,089.77	120,366.62	122,795.30	127,502.93
7	108,512.24	116,143.45	122,534.86	125,007.82	129,801.42
7.5	110,464.31	118,236.15	124,742.17	127,259.39	132,140.23
8	112,452.85	120,364.00	126,991.14	129,553.96	134,523.33
8.5	114,475.25	122,532.24	129,279.17	131,888.88	136,949.42
9	116,536.71	124,740.89	131,608.92	134,265.50	139,418.48
9.5	118,634.62	126,987.22	133,981.62	136,687.66	141,933.11
10	121,675.99	130,241.97	137,412.88	140,186.61	145,566.83
10.5	123,866.40	132,587.34	139,890.21	142,715.59	148,192.35
11	127,028.59	135,976.23	143,468.69	146,368.42	151,988.11

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY24

Salary Schedule BC5 (Category C) - 211 Days					
Effective September 1, 2023					
2.5% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	93,138.75	99,740.20	105,143.63	107,259.35	110,544.31
1.5	94,515.35	101,217.11	106,700.24	108,848.97	112,532.29
2	96,007.38	102,814.89	108,387.35	110,569.04	114,555.99
2.5	97,522.77	104,440.21	110,100.56	112,317.97	116,616.84
3	99,274.44	106,316.91	112,080.29	114,338.94	118,716.07
3.5	101,056.36	108,226.60	114,095.76	116,395.62	120,853.84
4	102,872.61	110,171.97	116,148.33	118,489.39	123,028.65
4.5	104,720.49	112,154.47	118,239.35	120,623.01	125,244.74
5	106,604.03	114,094.38	120,366.09	122,793.72	127,499.24
5.5	108,519.20	116,146.93	122,534.08	125,005.64	129,796.35
6	110,471.48	118,236.61	124,740.53	127,256.05	132,134.64
6.5	112,456.72	120,364.71	126,986.78	129,549.04	134,515.59
7	114,480.41	122,531.34	129,274.28	131,883.25	136,940.49
7.5	116,539.85	124,739.14	131,602.99	134,258.66	139,407.94
8	118,637.76	126,984.02	133,975.65	136,679.42	141,922.11
8.5	120,771.39	129,271.51	136,389.52	139,142.76	144,481.63
9	122,946.23	131,601.64	138,847.41	141,650.11	147,086.49
9.5	125,159.52	133,971.52	141,350.61	144,205.49	149,739.43
10	128,368.17	137,405.28	144,970.58	147,896.87	153,573.01
10.5	130,679.05	139,879.64	147,584.17	150,564.95	156,342.92
11	134,015.17	143,454.92	151,359.47	154,418.68	160,347.45

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY25

Salary Schedule BC1 (Category C) - 185 Days					
Effective September 1, 2024					
2.5% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	83,703.49	89,636.19	94,492.23	96,393.62	99,345.81
1.5	84,940.63	90,963.48	95,891.15	97,822.21	101,132.39
2	86,281.52	92,399.40	97,407.35	99,368.03	102,951.09
2.5	87,643.39	93,860.07	98,947.01	100,939.79	104,803.16
3	89,217.61	95,546.66	100,726.19	102,756.02	106,689.74
3.5	90,819.02	97,262.89	102,537.48	104,604.36	108,610.95
4	92,451.27	99,011.19	104,382.12	106,486.02	110,565.44
4.5	94,111.95	100,792.85	106,261.31	108,403.50	112,557.03
5	95,804.69	102,536.24	108,172.61	110,354.31	114,583.14
5.5	97,525.85	104,380.86	110,120.97	112,342.15	116,647.55
6	99,280.35	106,258.85	112,103.90	114,364.59	118,748.97
6.5	101,064.48	108,171.37	114,122.60	116,425.29	120,888.72
7	102,883.17	110,118.51	116,178.37	118,523.04	123,067.97
7.5	104,733.98	112,102.65	118,271.17	120,657.81	125,285.45
8	106,619.36	114,120.12	120,403.47	122,833.35	127,544.93
8.5	108,536.85	116,175.88	122,572.81	125,047.14	129,845.17
9	110,491.37	118,269.95	124,781.71	127,300.48	132,186.14
9.5	112,480.45	120,399.76	127,031.33	129,596.99	134,570.33
10	115,364.05	123,485.67	130,284.58	132,914.43	138,015.55
10.5	117,440.83	125,709.37	132,633.40	135,312.22	140,504.87
11	120,438.99	128,922.46	136,026.25	138,775.56	144,103.73

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY25

Salary Schedule BC2 (Category C) - 190 Days					
Effective September 1, 2024					
2.5% COLA Increase all steps					
Coordinators, Elementary Assistant Principals, and					
Assistant Director of English Language Learning					
	LANES				
Step	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	85,965.75	92,058.79	97,046.07	98,998.85	102,030.83
1.5	87,236.32	93,421.95	98,482.80	100,466.05	103,865.70
2	88,613.45	94,896.68	100,039.98	102,053.65	105,733.55
2.5	90,012.13	96,396.83	101,621.25	103,667.89	107,635.68
3	91,628.90	98,129.00	103,448.52	105,533.21	109,573.25
3.5	93,273.59	99,891.62	105,308.76	107,431.50	111,546.38
4	94,949.95	101,687.17	107,203.26	109,364.02	113,553.70
4.5	96,655.52	103,516.98	109,133.24	111,333.32	115,599.11
5	98,394.01	105,307.49	111,096.19	113,336.86	117,679.98
5.5	100,161.68	107,201.96	113,097.21	115,378.42	119,800.19
6	101,963.60	109,130.71	115,133.74	117,455.52	121,958.40
6.5	103,795.95	111,094.92	117,206.99	119,571.92	124,155.98
7	105,663.80	113,094.69	119,318.33	121,726.37	126,394.13
7.5	107,564.63	115,132.45	121,467.69	123,918.83	128,671.54
8	109,500.96	117,204.45	123,657.62	126,153.17	130,992.09
8.5	111,470.28	119,315.77	125,885.59	128,426.79	133,354.50
9	113,477.62	121,466.44	128,154.19	130,741.03	135,758.74
9.5	115,520.46	123,653.81	130,464.61	133,099.61	138,207.37
10	118,482.00	126,823.12	133,805.78	136,506.71	141,745.70
10.5	120,614.91	129,106.92	136,218.09	138,969.31	144,302.30
11	123,694.10	132,406.85	139,702.64	142,526.25	147,998.43

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY25

Salary Schedule BC3 (Category C) - 195 Days					
Effective September 1, 2024					
2.5% COLA Increase all steps					
High School Department Heads, House Deans					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	88,228.00	94,481.39	99,599.92	101,604.09	104,715.85
1.5	89,532.02	95,880.42	101,074.46	103,109.90	106,599.01
2	90,945.39	97,393.96	102,672.61	104,739.27	108,516.01
2.5	92,380.87	98,933.59	104,295.50	106,395.99	110,468.20
3	94,040.18	100,711.34	106,170.85	108,310.40	112,456.75
3.5	95,728.16	102,520.34	108,080.05	110,258.65	114,481.81
4	97,448.64	104,363.15	110,024.40	112,242.02	116,541.95
4.5	99,199.08	106,241.11	112,005.16	114,263.15	118,641.19
5	100,983.32	108,078.74	114,019.78	116,319.41	120,776.82
5.5	102,797.52	110,023.07	116,073.45	118,414.70	122,952.82
6	104,646.86	112,002.57	118,163.57	120,546.46	125,167.83
6.5	106,527.42	114,018.47	120,291.39	122,718.55	127,423.25
7	108,444.42	116,070.86	122,458.28	124,929.69	129,720.29
7.5	110,395.28	118,162.25	124,664.21	127,179.85	132,057.64
8	112,382.57	120,288.78	126,911.77	129,472.99	134,439.25
8.5	114,403.71	122,455.66	129,198.37	131,806.44	136,863.83
9	116,463.88	124,662.92	131,526.67	134,181.59	139,331.34
9.5	118,560.47	126,907.86	133,897.89	136,602.23	141,844.40
10	121,599.94	130,160.57	137,326.99	140,098.99	145,475.85
10.5	123,788.98	132,504.47	139,802.77	142,626.39	148,099.73
11	126,949.21	135,891.24	143,379.02	146,276.94	151,893.12

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY25

Salary Schedule BC4 (Category C) - 200 Days					
Effective September 1, 2024					
2.5% COLA Increase all steps					
Guidance Department Heads, Athletic Directors, Assistant Director of Elementary Special Education, High and Middle School Assistant Department Heads for Special Education, Middle School Assistant Principals, and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	90,490.26	96,903.99	102,153.76	104,209.32	107,400.88
1.5	91,827.71	98,338.90	103,666.11	105,753.74	109,332.31
2	93,277.32	99,891.24	105,305.24	107,424.90	111,298.48
2.5	94,749.61	101,470.35	106,969.74	109,124.10	113,300.71
3	96,451.47	103,293.69	108,893.18	111,087.59	115,340.26
3.5	98,182.72	105,149.07	110,851.33	113,085.79	117,417.24
4	99,947.32	107,039.12	112,845.54	115,120.02	119,530.21
4.5	101,742.65	108,965.24	114,877.09	117,192.97	121,683.28
5	103,572.64	110,849.99	116,943.36	119,301.96	123,873.66
5.5	105,433.35	112,844.17	119,049.70	121,450.97	126,105.46
6	107,330.11	114,874.43	121,193.41	123,637.39	128,377.26
6.5	109,258.90	116,942.02	123,375.78	125,865.18	130,690.51
7	111,225.05	119,047.04	125,598.24	128,133.02	133,046.45
7.5	113,225.92	121,192.05	127,860.72	130,440.88	135,443.73
8	115,264.17	123,373.10	130,165.91	132,792.81	137,886.41
8.5	117,337.14	125,595.55	132,511.15	135,186.10	140,373.16
9	119,450.13	127,859.41	134,899.15	137,622.14	142,903.94
9.5	121,600.49	130,161.90	137,331.17	140,104.85	145,481.44
10	124,717.89	133,498.02	140,848.19	143,691.28	149,206.00
10.5	126,963.06	135,902.02	143,387.46	146,283.48	151,897.16
11	130,204.31	139,375.63	147,055.41	150,027.63	155,787.82

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY25

Salary Schedule BC5 (Category C) - 211 Days					
Effective September 1, 2024					
2.5% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	95,467.22	102,233.71	107,772.22	109,940.83	113,307.92
1.5	96,878.23	103,747.54	109,367.74	111,570.20	115,345.59
2	98,407.57	105,385.26	111,097.03	113,333.27	117,419.89
2.5	99,960.84	107,051.21	112,853.08	115,125.92	119,532.25
3	101,756.30	108,974.84	114,882.30	117,197.41	121,683.97
3.5	103,582.77	110,932.27	116,948.15	119,305.51	123,875.19
4	105,444.42	112,926.28	119,052.04	121,451.62	126,104.37
4.5	107,338.49	114,958.33	121,195.33	123,638.59	128,375.86
5	109,269.13	116,946.74	123,375.25	125,863.56	130,686.72
5.5	111,232.19	119,050.60	125,597.43	128,130.78	133,041.26
6	113,233.26	121,192.53	127,859.04	130,437.45	135,438.01
6.5	115,268.14	123,373.83	130,161.45	132,787.76	137,878.49
7	117,342.43	125,594.62	132,506.14	135,180.33	140,364.01
7.5	119,453.35	127,857.62	134,893.06	137,615.12	142,893.13
8	121,603.70	130,158.62	137,325.04	140,096.42	145,470.16
8.5	123,790.68	132,503.30	139,799.26	142,621.33	148,093.68
9	126,019.89	134,891.67	142,318.60	145,191.36	150,763.65
9.5	128,288.51	137,320.81	144,884.38	147,810.62	153,482.92
10	131,577.38	140,840.41	148,594.85	151,594.30	157,412.33
10.5	133,946.03	143,376.63	151,273.77	154,329.07	160,251.50
11	137,365.55	147,041.29	155,143.45	158,279.15	164,356.15

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY26

Salary Schedule BC1 (Category C) - 185 Days					
Effective September 1, 2025					
3.0% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	86,214.59	92,325.28	97,327.00	99,285.43	102,326.18
1.5	87,488.85	93,692.38	98,767.88	100,756.88	104,166.36
2	88,869.97	95,171.38	100,329.57	102,349.07	106,039.62
2.5	90,272.69	96,675.87	101,915.42	103,967.98	107,947.25
3	91,894.14	98,413.06	103,747.98	105,838.70	109,890.43
3.5	93,543.59	100,180.78	105,613.60	107,742.49	111,869.28
4	95,224.81	101,981.53	107,513.58	109,680.60	113,882.40
4.5	96,935.31	103,816.64	109,449.15	111,655.61	115,933.74
5	98,678.83	105,612.33	111,417.79	113,664.94	118,020.63
5.5	100,451.63	107,512.29	113,424.60	115,712.41	120,146.98
6	102,258.76	109,446.62	115,467.02	117,795.53	122,311.44
6.5	104,096.41	111,416.51	117,546.28	119,918.05	124,515.38
7	105,969.67	113,422.07	119,663.72	122,078.73	126,760.01
7.5	107,876.00	115,465.73	121,819.31	124,277.54	129,044.01
8	109,817.94	117,543.72	124,015.57	126,518.35	131,371.28
8.5	111,792.96	119,661.16	126,249.99	128,798.55	133,740.53
9	113,806.11	121,818.05	128,525.16	131,119.49	136,151.72
9.5	115,854.86	124,011.75	130,842.27	133,484.90	138,607.44
10	118,824.97	127,190.24	134,193.12	136,901.86	142,156.02
10.5	120,964.05	129,480.65	136,612.40	139,371.59	144,720.02
11	124,052.16	132,790.13	140,107.04	142,938.83	148,426.84

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY26

Salary Schedule BC2 (Category C) - 190 Days					
Effective September 1, 2025					
3.0% COLA Increase all steps					
Coordinators, Elementary Assistant Principals, and					
Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	88,544.71	94,820.56	99,957.46	101,968.82	105,091.75
1.5	89,853.41	96,224.61	101,437.28	103,480.04	106,981.67
2	91,271.86	97,743.58	103,041.18	105,115.26	108,905.56
2.5	92,712.49	99,288.73	104,669.89	106,777.93	110,864.74
3	94,377.77	101,072.87	106,551.98	108,699.21	112,860.44
3.5	96,071.80	102,888.37	108,468.02	110,654.45	114,892.77
4	97,798.45	104,737.79	110,419.35	112,644.94	116,960.30
4.5	99,555.18	106,622.50	112,407.24	114,673.33	119,067.08
5	101,345.83	108,466.72	114,429.08	116,736.97	121,210.38
5.5	103,166.54	110,418.03	116,490.13	118,839.77	123,394.20
6	105,022.51	112,404.64	118,587.75	120,979.19	125,617.15
6.5	106,909.83	114,427.77	120,723.21	123,159.08	127,880.66
7	108,833.72	116,487.53	122,897.87	125,378.16	130,185.96
7.5	110,791.57	118,586.43	125,111.72	127,636.39	132,531.69
8	112,785.99	120,720.58	127,367.34	129,937.76	134,921.86
8.5	114,814.39	122,895.25	129,662.15	132,279.59	137,355.14
9	116,881.95	125,110.43	131,998.81	134,663.26	139,831.50
9.5	118,986.07	127,363.42	134,378.55	137,092.60	142,353.59
10	122,036.46	130,627.81	137,819.96	140,601.91	145,998.07
10.5	124,233.35	132,980.13	140,304.63	143,138.39	148,631.37
11	127,404.92	136,379.05	143,893.72	146,802.04	152,438.38

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY26

Salary Schedule BC3 (Category C) - 195 Days					
Effective September 1, 2025					
3.0% COLA Increase all steps					
High School Department Heads, House Deans					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	90,874.84	97,315.84	102,587.92	104,652.21	107,857.32
1.5	92,217.98	98,756.83	104,106.68	106,203.20	109,796.97
2	93,673.75	100,315.78	105,752.79	107,881.45	111,771.49
2.5	95,152.29	101,901.59	107,424.36	109,587.87	113,782.24
3	96,861.39	103,732.68	109,355.98	111,559.71	115,830.45
3.5	98,600.00	105,595.96	111,322.44	113,566.41	117,916.27
4	100,372.10	107,494.05	113,325.12	115,609.28	120,038.21
4.5	102,175.06	109,428.35	115,365.32	117,691.05	122,200.43
5	104,012.82	111,321.10	117,440.37	119,808.99	124,400.12
5.5	105,881.45	113,323.77	119,555.66	121,967.13	126,641.41
6	107,786.26	115,362.65	121,708.48	124,162.86	128,922.87
6.5	109,723.24	117,439.02	123,900.13	126,400.11	131,245.94
7	111,697.76	119,552.99	126,132.03	128,677.58	133,611.90
7.5	113,707.14	121,707.12	128,404.14	130,995.24	136,019.36
8	115,754.04	123,897.43	130,719.11	133,357.18	138,472.43
8.5	117,835.82	126,129.33	133,074.31	135,760.63	140,969.75
9	119,957.79	128,402.81	135,472.47	138,207.03	143,511.27
9.5	122,117.28	130,715.09	137,914.83	140,700.30	146,099.73
10	125,247.94	134,065.39	141,446.80	144,301.96	149,840.13
10.5	127,502.65	136,479.60	143,996.85	146,905.19	152,542.72
11	130,757.68	139,967.97	147,680.39	150,665.25	156,449.91

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY26

Salary Schedule BC4 (Category C) - 200 Days					
Effective September 1, 2025					
3.0% COLA Increase all steps					
Guidance Department Heads, Athletic Directors, Assistant Director of Elementary Special Education, High and Middle School Assistant Department Heads for Special Education, Middle School Assistant Principals, and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	93,204.96	99,811.11	105,218.38	107,335.60	110,622.90
1.5	94,582.54	101,289.06	106,776.09	108,926.36	112,612.28
2	96,075.64	102,887.98	108,464.40	110,647.64	114,637.43
2.5	97,592.10	104,514.45	110,178.83	112,397.82	116,699.73
3	99,345.02	106,392.50	112,159.98	114,420.22	118,800.46
3.5	101,128.21	108,303.55	114,176.86	116,478.37	120,939.76
4	102,945.74	110,250.30	116,230.90	118,573.62	123,116.11
4.5	104,794.93	112,234.21	118,323.41	120,708.77	125,333.77
5	106,679.82	114,175.49	120,451.66	122,881.02	127,589.87
5.5	108,596.36	116,229.50	122,621.19	125,094.50	129,888.63
6	110,550.01	118,320.67	124,829.21	127,346.52	132,228.58
6.5	112,536.66	120,450.28	127,077.06	129,641.14	134,611.22
7	114,561.81	122,618.45	129,366.18	131,977.01	137,037.85
7.5	116,622.70	124,827.82	131,696.55	134,354.10	139,507.04
8	118,722.10	127,074.29	134,070.89	136,776.59	142,023.01
8.5	120,857.25	129,363.42	136,486.48	139,241.68	144,584.36
9	123,033.63	131,695.19	138,946.12	141,750.80	147,191.05
9.5	125,248.50	134,066.76	141,451.10	144,308.00	149,845.88
10	128,459.43	137,502.96	145,073.64	148,002.01	153,682.18
10.5	130,771.95	139,979.08	147,689.08	150,671.99	156,454.08
11	134,110.44	143,556.90	151,467.07	154,528.46	160,461.45

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY26

Salary Schedule BC5 (Category C) - 211 Days					
Effective September 1, 2025					
3.0% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	98,331.24	105,300.72	111,005.39	113,239.06	116,707.16
1.5	99,784.58	106,859.96	112,648.77	114,917.31	118,805.96
2	101,359.80	108,546.82	114,429.94	116,733.26	120,942.49
2.5	102,959.66	110,262.75	116,238.67	118,579.70	123,118.21
3	104,808.99	112,244.08	118,328.78	120,713.33	125,334.49
3.5	106,690.26	114,260.24	120,456.59	122,884.68	127,591.45
4	108,607.76	116,314.07	122,623.60	125,095.17	129,887.49
4.5	110,558.65	118,407.09	124,831.19	127,347.75	132,227.13
5	112,547.21	120,455.14	127,076.51	129,639.47	134,607.31
5.5	114,569.16	122,622.13	129,365.35	131,974.69	137,032.50
6	116,630.26	124,828.31	131,694.82	134,350.58	139,501.16
6.5	118,726.18	127,075.05	134,066.30	136,771.40	142,014.84
7	120,862.70	129,362.47	136,481.32	139,235.74	144,574.93
7.5	123,036.95	131,693.35	138,939.86	141,743.57	147,179.92
8	125,251.81	134,063.38	141,444.79	144,299.31	149,834.27
8.5	127,504.40	136,478.40	143,993.23	146,899.97	152,536.50
9	129,800.48	138,938.42	146,588.16	149,547.09	155,286.56
9.5	132,137.16	141,440.43	149,230.91	152,244.94	158,087.40
10	135,524.70	145,065.63	153,052.69	156,142.12	162,134.70
10.5	137,964.40	147,677.93	155,811.98	158,958.95	165,059.05
11	141,486.52	151,452.53	159,797.76	163,027.53	169,286.83

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BC1 (Category C) - 185 Days					
Effective September 1, 2026					
3.25% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	89,016.56	95,325.85	100,490.13	102,512.21	105,651.78
1.5	90,332.24	96,737.38	101,977.84	104,031.48	107,551.77
2	91,758.24	98,264.45	103,590.28	105,675.41	109,485.91
2.5	93,206.55	99,817.84	105,227.67	107,346.94	111,455.54
3	94,880.70	101,611.48	107,119.79	109,278.46	113,461.87
3.5	96,583.76	103,436.66	109,046.04	111,244.12	115,505.03
4	98,319.62	105,295.93	111,007.77	113,245.22	117,583.58
4.5	100,085.71	107,190.68	113,006.25	115,284.42	119,701.59
5	101,885.89	109,044.73	115,038.87	117,359.05	121,856.30
5.5	103,716.31	111,006.44	117,110.90	119,473.06	124,051.76
6	105,582.17	113,003.64	119,219.70	121,623.88	126,286.56
6.5	107,479.54	115,037.55	121,366.53	123,815.39	128,562.13
7	109,413.68	117,108.29	123,552.79	126,046.29	130,879.71
7.5	111,381.97	119,218.37	125,778.44	128,316.56	133,237.94
8	113,387.02	121,363.89	128,046.08	130,630.20	135,640.85
8.5	115,426.23	123,550.15	130,353.11	132,984.50	138,087.10
9	117,504.81	125,777.14	132,702.23	135,380.87	140,576.65
9.5	119,620.14	128,042.13	135,094.64	137,823.16	143,112.18
10	122,686.78	131,323.92	138,554.40	141,351.17	146,776.09
10.5	124,895.38	133,688.77	141,052.30	143,901.17	149,423.42
11	128,083.86	137,105.81	144,660.52	147,584.34	153,250.71

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BC2 (Category C) - 190 Days					
Effective September 1, 2026					
3.25% COLA Increase all steps					
Coordinators, Elementary Assistant Principals, and					
Assistant Director of English Language Learning					
	LANES				
Step	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	91,422.41	97,902.22	103,206.08	105,282.81	108,507.23
1.5	92,773.65	99,351.90	104,734.00	106,843.14	110,458.57
2	94,238.19	100,920.25	106,390.02	108,531.50	112,444.99
2.5	95,725.65	102,515.62	108,071.66	110,248.21	114,467.85
3	97,445.04	104,357.74	110,014.92	112,231.93	116,528.41
3.5	99,194.13	106,232.25	111,993.23	114,250.72	118,626.79
4	100,976.91	108,141.77	114,007.98	116,305.90	120,761.51
4.5	102,790.73	110,087.73	116,060.47	118,400.22	122,936.77
5	104,639.56	111,991.88	118,148.03	120,530.92	125,149.71
5.5	106,519.45	114,006.61	120,276.06	122,702.06	127,404.51
6	108,435.74	116,057.79	122,441.85	124,911.01	129,699.71
6.5	110,384.39	118,146.67	124,646.71	127,161.75	132,036.78
7	112,370.81	120,273.38	126,892.05	129,452.95	134,417.00
7.5	114,392.29	122,440.49	129,177.86	131,784.58	136,838.97
8	116,451.53	124,644.00	131,506.78	134,160.75	139,306.82
8.5	118,545.86	126,889.34	133,876.17	136,578.68	141,819.18
9	120,680.62	129,176.52	136,288.78	139,039.81	144,376.02
9.5	122,853.12	131,502.73	138,745.85	141,548.11	146,980.08
10	126,002.64	134,873.22	142,299.11	145,171.47	150,743.01
10.5	128,270.93	137,301.98	144,864.52	147,790.39	153,461.89
11	131,545.59	140,811.37	148,570.26	151,573.11	157,392.62

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BC3 (Category C) - 195 Days					
Effective September 1, 2026					
3.25% COLA Increase all steps					
High School Department Heads, House Deans					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	93,828.27	100,478.60	105,922.03	108,053.41	111,362.69
1.5	95,215.06	101,966.43	107,490.16	109,654.80	113,365.38
2	96,718.14	103,576.04	109,189.75	111,387.59	115,404.07
2.5	98,244.74	105,213.40	110,915.65	113,149.48	117,480.16
3	100,009.39	107,103.99	112,910.05	115,185.40	119,594.94
3.5	101,804.50	109,027.83	114,940.42	117,257.32	121,748.55
4	103,634.19	110,987.60	117,008.19	119,366.58	123,939.45
4.5	105,495.75	112,984.77	119,114.70	121,516.01	126,171.95
5	107,393.24	114,939.04	121,257.19	123,702.78	128,443.13
5.5	109,322.60	117,006.79	123,441.22	125,931.06	130,757.26
6	111,289.31	119,111.94	125,664.01	128,198.14	133,112.86
6.5	113,289.24	121,255.80	127,926.88	130,508.11	135,511.43
7	115,327.93	123,438.47	130,231.32	132,859.60	137,954.29
7.5	117,402.62	125,662.61	132,577.27	135,252.59	140,439.99
8	119,516.05	127,924.10	134,967.49	137,691.29	142,972.79
8.5	121,665.49	130,228.54	137,399.22	140,172.85	145,551.27
9	123,856.42	132,575.90	139,875.32	142,698.75	148,175.39
9.5	126,086.09	134,963.33	142,397.05	145,273.06	150,847.97
10	129,318.50	138,422.51	146,043.83	148,991.77	154,709.93
10.5	131,646.48	140,915.19	148,676.75	151,679.61	157,500.36
11	135,007.31	144,516.93	152,480.01	155,561.87	161,534.53

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BC4 (Category C) - 200 Days					
Effective September 1, 2026					
3.25% COLA Increase all steps					
Guidance Department Heads, Athletic Directors, Assistant Director of Elementary Special Education, High and Middle School Assistant Department Heads for Special Education, Middle School Assistant Principals, and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	96,234.12	103,054.97	108,637.98	110,824.01	114,218.14
1.5	97,656.48	104,580.95	110,246.31	112,466.46	116,272.18
2	99,198.10	106,231.84	111,989.49	114,243.69	118,363.15
2.5	100,763.84	107,911.18	113,759.64	116,050.75	120,492.48
3	102,573.73	109,850.25	115,805.18	118,138.88	122,661.48
3.5	104,414.88	111,823.42	117,887.61	120,263.91	124,870.30
4	106,291.48	113,833.44	120,008.40	122,427.26	127,117.38
4.5	108,200.77	115,881.82	122,168.92	124,631.81	129,407.12
5	110,146.91	117,886.19	124,366.35	126,874.65	131,736.54
5.5	112,125.74	120,006.96	126,606.38	129,160.06	134,110.01
6	114,142.89	122,166.10	128,886.16	131,485.28	136,526.01
6.5	116,194.10	124,364.92	131,207.06	133,854.48	138,986.09
7	118,285.06	126,603.56	133,570.58	136,266.26	141,491.58
7.5	120,412.94	128,884.72	135,976.69	138,720.61	144,041.02
8	122,580.56	131,204.21	138,428.19	141,221.84	146,638.76
8.5	124,785.11	133,567.73	140,922.28	143,767.03	149,283.35
9	127,032.23	135,975.29	143,461.87	146,357.70	151,974.76
9.5	129,319.07	138,423.92	146,048.26	148,998.01	154,715.87
10	132,634.36	141,971.81	149,788.54	152,812.08	158,676.85
10.5	135,022.03	144,528.40	152,488.97	155,568.83	161,538.83
11	138,469.04	148,222.50	156,389.75	159,550.64	165,676.44

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BC5 (Category C) - 211 Days					
Effective September 1, 2026					
3.25% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	101,527.00	108,723.00	114,613.07	116,919.33	120,500.14
1.5	103,027.58	110,332.90	116,309.86	118,652.12	122,667.15
2	104,653.99	112,074.59	118,148.91	120,527.09	124,873.12
2.5	106,305.85	113,846.29	120,016.42	122,433.54	127,119.56
3	108,215.28	115,892.01	122,174.46	124,636.51	129,407.86
3.5	110,157.69	117,973.70	124,371.43	126,878.43	131,738.17
4	112,137.51	120,094.28	126,608.86	129,160.76	134,108.84
4.5	114,151.81	122,255.32	128,888.21	131,486.55	136,524.52
5	116,204.99	124,369.94	131,206.49	133,852.75	138,982.05
5.5	118,292.66	126,607.35	133,569.73	136,263.87	141,486.06
6	120,420.75	128,885.23	135,974.90	138,716.97	144,034.94
6.5	122,584.77	131,204.99	138,423.45	141,216.47	146,630.32
7	124,790.74	133,566.75	140,916.97	143,760.90	149,273.62
7.5	127,035.65	135,973.38	143,455.41	146,350.24	151,963.27
8	129,322.49	138,420.44	146,041.75	148,989.04	154,703.89
8.5	131,648.29	140,913.95	148,673.01	151,674.21	157,493.94
9	134,019.00	143,453.93	151,352.27	154,407.37	160,333.37
9.5	136,431.62	146,037.24	154,080.91	157,192.90	163,225.24
10	139,929.25	149,780.25	158,026.91	161,216.74	167,404.08
10.5	142,448.24	152,477.46	160,875.87	164,125.12	170,423.47
11	146,084.83	156,374.73	164,991.19	168,325.92	174,788.65

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BC1 (Category C) - 185 Days					
Effective March 1, 2027					
0.75% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	89,684.18	96,040.79	101,243.81	103,281.05	106,444.17
1.5	91,009.73	97,462.91	102,742.67	104,811.72	108,358.41
2	92,446.43	99,001.43	104,367.21	106,467.98	110,307.05
2.5	93,905.60	100,566.47	106,016.88	108,152.04	112,291.46
3	95,592.31	102,373.57	107,923.19	110,098.05	114,312.83
3.5	97,308.14	104,212.43	109,863.89	112,078.45	116,371.32
4	99,057.02	106,085.65	111,840.33	114,094.56	118,465.46
4.5	100,836.35	107,994.61	113,853.80	116,149.05	120,599.35
5	102,650.03	109,862.57	115,901.66	118,239.24	122,770.22
5.5	104,494.18	111,838.99	117,989.23	120,369.11	124,982.15
6	106,374.04	113,851.17	120,113.85	122,536.06	127,233.71
6.5	108,285.64	115,900.33	122,276.78	124,744.01	129,526.35
7	110,234.28	117,986.60	124,479.44	126,991.64	131,861.31
7.5	112,217.33	120,112.51	126,721.78	129,278.93	134,237.22
8	114,237.42	122,274.12	129,006.43	131,609.93	136,658.16
8.5	116,291.93	124,476.78	131,330.76	133,981.88	139,122.75
9	118,386.10	126,720.47	133,697.50	136,396.23	141,630.97
9.5	120,517.29	129,002.45	136,107.85	138,856.83	144,185.52
10	123,606.93	132,308.85	139,593.56	142,411.30	147,876.91
10.5	125,832.10	134,691.44	142,110.19	144,980.43	150,544.10
11	129,044.49	138,134.10	145,745.47	148,691.22	154,400.09

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BC2 (Category C) - 190 Days					
Effective March 1, 2027					
0.75% COLA Increase all steps					
Coordinators, Elementary Assistant Principals, and					
Assistant Director of English Language Learning					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	92,108.08	98,636.49	103,980.13	106,072.43	109,321.04
1.5	93,469.45	100,097.04	105,519.50	107,644.47	111,287.02
2	94,944.98	101,677.14	107,187.95	109,345.49	113,288.32
2.5	96,443.59	103,284.48	108,882.20	111,075.07	115,326.36
3	98,175.89	105,140.42	110,840.03	113,073.67	117,402.37
3.5	99,938.09	107,028.98	112,833.18	115,107.60	119,516.49
4	101,734.24	108,952.83	114,863.04	117,178.20	121,667.23
4.5	103,561.66	110,913.38	116,930.93	119,288.21	123,858.79
5	105,424.36	112,831.83	119,034.14	121,434.90	126,088.33
5.5	107,318.35	114,861.67	121,178.13	123,622.33	128,360.05
6	109,249.01	116,928.23	123,360.17	125,847.85	130,672.46
6.5	111,212.28	119,032.77	125,581.56	128,115.47	133,027.06
7	113,213.58	121,175.43	127,843.75	130,423.85	135,425.13
7.5	115,250.23	123,358.79	130,146.69	132,772.96	137,865.25
8	117,324.92	125,578.83	132,493.09	135,166.96	140,351.62
8.5	119,434.96	127,841.02	134,880.24	137,603.01	142,882.82
9	121,585.72	130,145.35	137,310.95	140,082.61	145,458.83
9.5	123,774.51	132,489.00	139,786.44	142,609.72	148,082.43
10	126,947.66	135,884.76	143,366.36	146,260.25	151,873.58
10.5	129,232.97	138,331.75	145,951.01	148,898.82	154,612.86
11	132,532.18	141,867.45	149,684.54	152,709.90	158,573.07

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BC3 (Category C) - 195 Days					
Effective March 1, 2027					
0.75% COLA Increase all steps					
High School Department Heads, House Deans					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	94,531.97	101,232.18	106,716.45	108,863.81	112,197.91
1.5	95,929.17	102,731.18	108,296.33	110,477.22	114,215.62
2	97,443.53	104,352.86	110,008.68	112,223.01	116,269.59
2.5	98,981.58	106,002.50	111,747.52	113,998.10	118,361.27
3	100,759.46	107,907.28	113,756.88	116,049.30	120,491.90
3.5	102,568.04	109,845.53	115,802.48	118,136.74	122,661.66
4	104,411.45	111,820.01	117,885.75	120,261.83	124,869.00
4.5	106,286.96	113,832.16	120,008.06	122,427.38	127,118.23
5	108,198.68	115,801.09	122,166.61	124,630.55	129,406.45
5.5	110,142.51	117,884.34	124,367.03	126,875.55	131,737.94
6	112,123.99	120,005.29	126,606.49	129,159.63	134,111.21
6.5	114,138.92	122,165.21	128,886.34	131,486.93	136,527.77
7	116,192.89	124,364.25	131,208.06	133,856.05	138,988.95
7.5	118,283.13	126,605.08	133,571.61	136,266.98	141,493.29
8	120,412.42	128,883.53	135,979.75	138,723.98	144,045.09
8.5	122,577.98	131,205.25	138,429.72	141,224.14	146,642.90
9	124,785.35	133,570.23	140,924.39	143,769.00	149,286.70
9.5	127,031.74	135,975.56	143,465.03	146,362.60	151,979.33
10	130,288.39	139,460.68	147,139.16	150,109.21	155,870.26
10.5	132,633.84	141,972.06	149,791.82	152,817.21	158,681.62
11	136,019.87	145,600.81	153,623.60	156,728.58	162,746.04

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BC4 (Category C) - 200 Days					
Effective March 1, 2027					
0.75% COLA Increase all steps					
Guidance Department Heads, Athletic Directors, Assistant Director of Elementary Special Education, High and Middle School Assistant Department Heads for Special Education, Middle School Assistant Principals, and Middle School Assistant Principals of Student Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	96,955.87	103,827.88	109,452.77	111,655.19	115,074.78
1.5	98,388.90	105,365.31	111,073.16	113,309.97	117,144.23
2	99,942.09	107,028.57	112,829.42	115,100.52	119,250.86
2.5	101,519.57	108,720.51	114,612.84	116,921.12	121,396.17
3	103,343.04	110,674.13	116,673.72	119,024.92	123,581.44
3.5	105,197.99	112,662.09	118,771.77	121,165.89	125,806.83
4	107,088.67	114,687.19	120,908.46	123,345.47	128,070.77
4.5	109,012.27	116,750.93	123,085.19	125,566.54	130,377.68
5	110,973.01	118,770.35	125,299.09	127,826.21	132,724.56
5.5	112,966.68	120,907.02	127,555.92	130,128.77	135,115.84
6	114,998.96	123,082.35	129,852.81	132,471.42	137,549.96
6.5	117,065.56	125,297.65	132,191.11	134,858.39	140,028.49
7	119,172.19	127,553.08	134,572.37	137,288.26	142,552.77
7.5	121,316.03	129,851.36	136,996.52	139,761.01	145,121.32
8	123,499.91	132,188.24	139,466.41	142,281.01	147,738.55
8.5	125,721.01	134,569.49	141,979.20	144,845.28	150,402.97
9	127,984.97	136,995.10	144,537.84	147,455.38	153,114.56
9.5	130,288.96	139,462.11	147,143.62	150,115.49	155,876.24
10	133,629.11	143,036.59	150,911.96	153,958.16	159,866.93
10.5	136,034.70	145,612.37	153,632.64	156,735.60	162,750.38
11	139,507.56	149,334.16	157,562.67	160,747.26	166,919.02

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BC5 (Category C) - 211 Days					
Effective March 1, 2027					
0.75% COLA Increase all steps					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	102,288.44	109,538.41	115,472.67	117,796.22	121,403.89
1.5	103,800.29	111,160.40	117,182.18	119,542.02	123,587.16
2	105,438.90	112,915.14	119,035.03	121,431.05	125,809.66
2.5	107,103.14	114,700.14	120,916.55	123,351.79	128,072.96
3	109,026.90	116,761.21	123,090.77	125,571.29	130,378.42
3.5	110,983.88	118,858.50	125,304.22	127,830.02	132,726.21
4	112,978.55	120,994.98	127,558.43	130,129.47	135,114.66
4.5	115,007.95	123,172.23	129,854.87	132,472.70	137,548.45
5	117,076.52	125,302.71	132,190.54	134,856.65	140,024.41
5.5	119,179.85	127,556.90	134,571.50	137,285.85	142,547.21
6	121,323.91	129,851.87	136,994.72	139,757.34	145,115.20
6.5	123,504.16	132,189.03	139,461.62	142,275.60	147,730.05
7	125,726.67	134,568.50	141,973.85	144,839.11	150,393.17
7.5	127,988.41	136,993.19	144,531.33	147,447.86	153,102.99
8	130,292.41	139,458.59	147,137.06	150,106.46	155,864.17
8.5	132,635.66	141,970.81	149,788.06	152,811.77	158,675.14
9	135,024.15	144,529.83	152,487.42	155,565.43	161,535.86
9.5	137,454.86	147,132.52	155,236.52	158,371.84	164,449.43
10	140,978.71	150,903.61	159,212.11	162,425.86	168,659.61
10.5	143,516.61	153,621.05	162,082.43	165,356.06	171,701.65
11	147,180.47	157,547.54	166,228.62	169,588.36	176,099.56

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY23

Salary Schedule BA1 (Category A) - 195 Days					
Effective March 1, 2023					
1.0% COLA Increase all steps					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	87,755.80	93,975.19	99,065.82	101,060.07	104,155.37
1.5	89,052.96	95,367.21	100,533.51	102,557.62	106,028.14
2	90,457.79	96,872.24	102,122.75	104,178.81	107,934.99
2.5	91,886.07	98,403.92	103,737.54	105,826.66	109,877.01
3	93,536.05	100,172.20	105,602.84	107,730.32	111,855.27
3.5	95,215.86	101,971.39	107,502.21	109,668.09	113,868.72
4	96,926.61	103,804.69	109,435.74	111,642.11	115,917.32
4.5	98,668.23	105,673.18	111,405.49	113,651.25	118,005.37
5	100,441.83	107,500.10	113,409.31	115,696.70	120,130.72
5.5	102,247.44	109,434.67	115,452.61	117,780.46	122,294.46
6	104,086.08	111,403.35	117,531.07	119,900.51	124,497.65
6.5	105,957.78	113,408.26	119,647.91	122,062.11	126,740.25
7	107,863.56	115,449.40	121,803.10	124,261.01	129,025.48
7.5	109,804.53	117,530.01	123,996.68	126,499.32	131,351.24
8	111,780.67	119,644.69	126,231.83	128,779.28	133,719.61
8.5	113,791.98	121,800.98	128,506.39	131,100.74	136,130.63
9	115,840.58	123,995.61	130,821.48	133,463.81	138,585.34
9.5	117,925.45	126,228.62	133,181.34	135,870.56	141,085.89
10	120,937.57	129,463.81	136,590.71	139,349.58	144,696.96
10.5	123,114.17	131,795.31	139,054.65	141,862.45	147,307.78
11	126,269.14	135,164.51	142,611.39	145,493.20	151,080.53

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY23

Salary Schedule BA3 (Category A) - 215 Days					
Effective March 1, 2023					
1.0% COLA Increase all steps					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	96,756.39	103,613.67	109,226.42	111,425.20	114,837.97
1.5	98,186.60	105,148.46	110,844.64	113,076.35	116,902.82
2	99,735.51	106,807.85	112,596.88	114,863.82	119,005.24
2.5	101,310.28	108,496.63	114,377.29	116,680.68	121,146.45
3	103,129.49	110,446.27	116,433.90	118,779.58	123,327.61
3.5	104,981.59	112,429.99	118,528.08	120,916.10	125,547.56
4	106,867.80	114,451.33	120,659.92	123,092.58	127,806.28
4.5	108,788.05	116,511.45	122,831.69	125,307.79	130,108.49
5	110,743.56	118,525.75	125,041.03	127,563.03	132,451.82
5.5	112,734.36	120,658.74	127,293.90	129,860.51	134,837.48
6	114,761.58	122,829.33	129,585.54	132,198.00	137,266.64
6.5	116,825.25	125,039.88	131,919.49	134,581.30	139,739.25
7	118,926.49	127,290.36	134,295.73	137,005.73	142,258.86
7.5	121,066.53	129,584.37	136,714.29	139,473.61	144,823.16
8	123,245.35	131,915.94	139,178.68	141,987.41	147,434.44
8.5	125,462.95	134,293.39	141,686.53	144,546.97	150,092.75
9	127,721.67	136,713.11	144,239.07	147,152.41	152,799.22
9.5	130,020.37	139,175.15	146,840.97	149,806.00	155,556.24
10	133,341.42	142,742.15	150,600.01	153,641.84	159,537.67
10.5	135,741.26	145,312.78	153,316.66	156,412.44	162,416.27
11	139,219.82	149,027.54	157,238.20	160,415.58	166,575.97

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY24

Salary Schedule BA1 (Category A) - 195 Days					
Effective September 1, 2023					
2.5% COLA Increase all steps					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	89,949.70	96,324.57	101,542.47	103,586.57	106,759.25
1.5	91,279.28	97,751.39	103,046.85	105,121.56	108,678.84
2	92,719.23	99,294.05	104,675.82	106,783.28	110,633.36
2.5	94,183.22	100,864.02	106,330.98	108,472.33	112,623.94
3	95,874.45	102,676.51	108,242.91	110,423.58	114,651.65
3.5	97,596.26	104,520.67	110,189.77	112,409.79	116,715.44
4	99,349.78	106,399.81	112,171.63	114,433.16	118,815.25
4.5	101,134.94	108,315.01	114,190.63	116,492.53	120,955.50
5	102,952.88	110,187.60	116,244.54	118,589.12	123,133.99
5.5	104,803.63	112,170.54	118,338.93	120,724.97	125,351.82
6	106,688.23	114,188.43	120,469.35	122,898.02	127,610.09
6.5	108,606.72	116,243.47	122,639.11	125,113.66	129,908.76
7	110,560.15	118,335.64	124,848.18	127,367.54	132,251.12
7.5	112,549.64	120,468.26	127,096.60	129,661.80	134,635.02
8	114,575.19	122,635.81	129,387.63	131,998.76	137,062.60
8.5	116,636.78	124,846.00	131,719.05	134,378.26	139,533.90
9	118,736.59	127,095.50	134,092.02	136,800.41	142,049.97
9.5	120,873.59	129,384.34	136,510.87	139,267.32	144,613.04
10	123,961.01	132,700.41	140,005.48	142,833.32	148,314.38
10.5	126,192.02	135,090.19	142,531.02	145,409.01	150,990.47
11	129,425.87	138,543.62	146,176.67	149,130.53	154,857.54

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY24

Salary Schedule BA3 (Category A) - 215 Days					
Effective September 1, 2023					
2.5% COLA Increase all steps					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	99,175.31	106,204.01	111,957.08	114,210.83	117,708.92
1.5	100,641.26	107,777.17	113,615.76	115,903.26	119,825.39
2	102,228.89	109,478.06	115,411.80	117,735.41	121,980.37
2.5	103,843.04	111,209.05	117,236.72	119,597.70	124,175.11
3	105,707.73	113,207.43	119,344.75	121,749.08	126,410.79
3.5	107,606.13	115,240.74	121,491.28	123,939.00	128,686.25
4	109,539.50	117,312.61	123,676.41	126,169.89	131,001.43
4.5	111,507.75	119,424.24	125,902.49	128,440.48	133,361.19
5	113,512.15	121,488.89	128,167.06	130,752.11	135,763.12
5.5	115,552.72	123,675.21	130,476.26	133,107.02	138,208.42
6	117,630.61	125,900.06	132,825.18	135,502.95	140,698.30
6.5	119,745.87	128,165.88	135,217.48	137,945.83	143,232.74
7	121,899.65	130,472.63	137,653.12	140,430.88	145,815.34
7.5	124,093.19	132,823.98	140,132.15	142,960.45	148,443.74
8	126,326.49	135,213.84	142,658.16	145,537.09	151,120.30
8.5	128,599.53	137,650.72	145,228.70	148,160.65	153,845.07
9	130,914.70	140,130.94	147,845.05	150,831.22	156,619.20
9.5	133,270.88	142,654.53	150,511.98	153,551.15	159,445.15
10	136,674.96	146,310.71	154,365.02	157,482.89	163,526.11
10.5	139,134.79	148,945.59	157,149.59	160,322.75	166,476.67
11	142,700.32	152,753.22	161,169.15	164,425.97	170,740.36

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY25

Salary Schedule BA1 (Category A) - 195 Days					
Effective September 1, 2024					
2.5% COLA Increase all steps					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	92,198.44	98,732.68	104,081.03	106,176.23	109,428.23
1.5	93,561.26	100,195.17	105,623.02	107,749.60	111,395.81
2	95,037.21	101,776.40	107,292.72	109,452.86	113,399.19
2.5	96,537.80	103,385.62	108,989.25	111,184.14	115,439.54
3	98,271.31	105,243.42	110,948.98	113,184.17	117,517.94
3.5	100,036.17	107,133.69	112,944.51	115,220.03	119,633.33
4	101,833.52	109,059.81	114,975.92	117,293.99	121,785.63
4.5	103,663.31	111,022.89	117,045.40	119,404.84	123,979.39
5	105,526.70	112,942.29	119,150.65	121,553.85	126,212.34
5.5	107,423.72	114,974.80	121,297.40	123,743.09	128,485.62
6	109,355.44	117,043.14	123,481.08	125,970.47	130,800.34
6.5	111,321.89	119,149.56	125,705.09	128,241.50	133,156.48
7	113,324.15	121,294.03	127,969.38	130,551.73	135,557.40
7.5	115,363.38	123,479.97	130,274.02	132,903.35	138,000.90
8	117,439.57	125,701.71	132,622.32	135,298.73	140,489.17
8.5	119,552.70	127,967.15	135,012.03	137,737.72	143,022.25
9	121,705.00	130,272.89	137,444.32	140,220.42	145,601.22
9.5	123,895.43	132,618.95	139,923.64	142,749.00	148,228.37
10	127,060.04	136,017.92	143,505.62	146,404.15	152,022.24
10.5	129,346.82	138,467.44	146,094.30	149,044.24	154,765.23
11	132,661.52	142,007.21	149,831.09	152,858.79	158,728.98

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY25

Salary Schedule BA3 (Category A) - 215 Days					
Effective September 1, 2024					
2.5% COLA Increase all steps					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	101,654.69	108,859.11	114,756.01	117,066.10	120,651.64
1.5	103,157.29	110,471.60	116,456.15	118,800.84	122,821.02
2	104,784.62	112,215.01	118,297.10	120,678.79	125,029.88
2.5	106,439.11	113,989.27	120,167.63	122,587.64	127,279.49
3	108,350.42	116,037.62	122,328.36	124,792.80	129,571.06
3.5	110,296.29	118,121.76	124,528.56	127,037.47	131,903.42
4	112,277.98	120,245.43	126,768.32	129,324.14	134,276.46
4.5	114,295.44	122,409.85	129,050.06	131,651.49	136,695.22
5	116,349.95	124,526.11	131,371.23	134,020.91	139,157.20
5.5	118,441.54	126,767.09	133,738.16	136,434.69	141,663.63
6	120,571.38	129,047.56	136,145.81	138,890.52	144,215.76
6.5	122,739.52	131,370.03	138,597.92	141,394.47	146,813.55
7	124,947.14	133,734.44	141,094.44	143,941.65	149,460.72
7.5	127,195.52	136,144.58	143,635.46	146,534.46	152,154.84
8	129,484.65	138,594.19	146,224.61	149,175.52	154,898.32
8.5	131,814.52	141,091.99	148,859.42	151,864.67	157,691.20
9	134,187.56	143,634.21	151,541.17	154,602.00	160,534.68
9.5	136,602.65	146,220.89	154,274.78	157,389.92	163,431.28
10	140,091.84	149,968.48	158,224.15	161,419.96	167,614.26
10.5	142,613.16	152,669.23	161,078.33	164,330.83	170,638.59
11	146,267.83	156,572.05	165,198.38	168,536.61	175,008.88

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY26

Salary Schedule BA1 (Category A) - 195 Days					
Effective September 1, 2025					
3.0% COLA Increase all steps					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	94,964.39	101,694.66	107,203.46	109,361.52	112,711.08
1.5	96,368.10	103,201.03	108,791.71	110,982.09	114,737.68
2	97,888.33	104,829.69	110,511.50	112,736.45	116,801.17
2.5	99,433.93	106,487.19	112,258.93	114,519.66	118,902.73
3	101,219.45	108,400.72	114,277.45	116,579.70	121,043.48
3.5	103,037.26	110,347.70	116,332.85	118,676.63	123,222.33
4	104,888.53	112,331.60	118,425.20	120,812.81	125,439.20
4.5	106,773.21	114,353.58	120,556.76	122,986.99	127,698.77
5	108,692.50	116,330.56	122,725.17	125,200.47	129,998.71
5.5	110,646.43	118,424.04	124,936.32	127,455.38	132,340.19
6	112,636.10	120,554.43	127,185.51	129,749.58	134,724.35
6.5	114,661.55	122,724.05	129,476.24	132,088.75	137,151.17
7	116,723.87	124,932.85	131,808.46	134,468.28	139,624.12
7.5	118,824.28	127,184.37	134,182.24	136,890.45	142,140.93
8	120,962.76	129,472.76	136,600.99	139,357.69	144,703.85
8.5	123,139.28	131,806.16	139,062.39	141,869.85	147,312.92
9	125,356.15	134,181.08	141,567.65	144,427.03	149,969.26
9.5	127,612.29	136,597.52	144,121.35	147,031.47	152,675.22
10	130,871.84	140,098.46	147,810.79	150,796.27	156,582.91
10.5	133,227.22	142,621.46	150,477.13	153,515.57	159,408.19
11	136,641.37	146,267.43	154,326.02	157,444.55	163,490.85

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY26

Salary Schedule BA3 (Category A) - 215 Days					
Effective September 1, 2025					
3.0% COLA Increase all steps					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	104,704.33	112,124.88	118,198.69	120,578.09	124,271.19
1.5	106,252.01	113,785.75	119,949.83	122,364.87	126,505.65
2	107,928.16	115,581.45	121,846.01	124,299.16	128,780.78
2.5	109,632.28	117,408.95	123,772.67	126,265.27	131,097.88
3	111,600.93	119,518.74	125,998.21	128,536.59	133,458.20
3.5	113,605.18	121,665.41	128,264.42	130,848.59	135,860.52
4	115,646.33	123,852.79	130,571.37	133,203.87	138,304.76
4.5	117,724.31	126,082.15	132,921.56	135,601.04	140,796.08
5	119,840.45	128,261.90	135,312.37	138,041.54	143,331.91
5.5	121,994.78	130,570.10	137,750.30	140,527.73	145,913.54
6	124,188.52	132,918.99	140,230.18	143,057.23	148,542.23
6.5	126,421.71	135,311.13	142,755.85	145,636.31	151,217.96
7	128,695.55	137,746.48	145,327.28	148,259.90	153,944.54
7.5	131,011.39	140,228.92	147,944.52	150,930.50	156,719.49
8	133,369.20	142,752.02	150,611.35	153,650.79	159,545.27
8.5	135,768.95	145,324.74	153,325.20	156,420.60	162,421.94
9	138,213.19	147,943.24	156,087.41	159,240.06	165,350.72
9.5	140,700.73	150,607.52	158,903.03	162,111.62	168,334.22
10	144,294.59	154,467.53	162,970.87	166,262.55	172,642.70
10.5	146,891.55	157,249.30	165,910.68	169,260.76	175,757.75
11	150,655.87	161,269.22	170,154.33	173,592.71	180,259.14

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BA1 (Category A) - 195 Days					
Effective September 1, 2026					
3.25% COLA Increase all steps					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	98,050.73	104,999.74	110,687.57	112,915.77	116,374.19
1.5	99,500.06	106,555.06	112,327.44	114,589.01	118,466.65
2	101,069.70	108,236.65	114,103.12	116,400.38	120,597.21
2.5	102,665.53	109,948.02	115,907.35	118,241.55	122,767.07
3	104,509.08	111,923.74	117,991.47	120,368.54	124,977.39
3.5	106,385.97	113,934.00	120,113.67	122,533.62	127,227.06
4	108,297.41	115,982.38	122,274.02	124,739.23	129,515.97
4.5	110,243.34	118,070.07	124,474.85	126,984.07	131,848.98
5	112,225.01	120,111.30	126,713.74	129,269.49	134,223.67
5.5	114,242.44	122,272.82	128,996.75	131,597.68	136,641.25
6	116,296.77	124,472.45	131,319.04	133,966.44	139,102.89
6.5	118,388.05	126,712.58	133,684.22	136,381.63	141,608.58
7	120,517.40	128,993.17	136,092.23	138,838.50	144,161.90
7.5	122,686.07	131,317.86	138,543.16	141,339.39	146,760.51
8	124,894.05	133,680.62	141,040.52	143,886.81	149,406.73
8.5	127,141.31	136,089.86	143,581.92	146,480.62	152,100.59
9	129,430.22	138,541.97	146,168.60	149,120.91	154,843.26
9.5	131,759.69	141,036.94	148,805.29	151,809.99	157,637.16
10	135,125.17	144,651.66	152,614.64	155,697.15	161,671.85
10.5	137,557.10	147,256.66	155,367.64	158,504.83	164,588.96
11	141,082.21	151,021.12	159,341.62	162,561.50	168,804.30

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BA3 (Category A) - 215 Days					
Effective September 1, 2026					
3.25% COLA Increase all steps					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	108,107.22	115,768.94	122,040.14	124,496.87	128,310.00
1.5	109,705.19	117,483.78	123,848.20	126,341.73	130,617.08
2	111,435.82	119,337.84	125,806.00	128,338.88	132,966.15
2.5	113,195.33	121,224.74	127,795.28	130,368.89	135,358.56
3	115,227.96	123,403.10	130,093.16	132,714.03	137,795.58
3.5	117,297.35	125,619.54	132,433.02	135,101.17	140,275.99
4	119,404.84	127,878.01	134,814.95	137,533.00	142,799.66
4.5	121,550.35	130,179.82	137,241.50	140,008.08	145,371.95
5	123,735.27	132,430.41	139,710.02	142,527.90	147,990.20
5.5	125,959.61	134,813.62	142,227.19	145,094.88	150,655.74
6	128,224.64	137,238.86	144,787.66	147,706.59	153,369.85
6.5	130,530.41	139,708.74	147,395.42	150,369.49	156,132.54
7	132,878.16	142,223.24	150,050.41	153,078.35	158,947.74
7.5	135,269.26	144,786.36	152,752.71	155,835.74	161,812.87
8	137,703.70	147,391.45	155,506.21	158,644.43	164,730.50
8.5	140,181.44	150,047.79	158,308.27	161,504.27	167,700.65
9	142,705.11	152,751.40	161,160.25	164,415.36	170,724.62
9.5	145,273.50	155,502.27	164,067.37	167,380.25	173,805.07
10	148,984.16	159,487.73	168,267.42	171,666.09	178,253.58
10.5	151,665.52	162,359.91	171,302.78	174,761.74	181,469.88
11	155,552.18	166,510.47	175,684.35	179,234.47	186,117.56

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BA1 (Category A) - 195 Days					
Effective March 1, 2027					
0.75% COLA Increase all steps					
Director of Language Acquisition, Coordinator of Therapeutic Services					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	98,786.11	105,787.24	111,517.73	113,762.64	117,247.00
1.5	100,246.31	107,354.22	113,169.90	115,448.43	119,355.15
2	101,827.72	109,048.42	114,958.89	117,273.38	121,501.69
2.5	103,435.52	110,772.63	116,776.66	119,128.36	123,687.82
3	105,292.90	112,763.17	118,876.41	121,271.30	125,914.72
3.5	107,183.86	114,788.51	121,014.52	123,452.62	128,181.26
4	109,109.64	116,852.25	123,191.08	125,674.77	130,487.34
4.5	111,070.17	118,955.60	125,408.41	127,936.45	132,837.85
5	113,066.70	121,012.13	127,664.09	130,239.01	135,230.35
5.5	115,099.26	123,189.87	129,964.23	132,584.66	137,666.06
6	117,169.00	125,405.99	132,303.93	134,971.19	140,146.16
6.5	119,275.96	127,662.92	134,686.85	137,404.49	142,670.64
7	121,421.28	129,960.62	137,112.92	139,879.79	145,243.11
7.5	123,606.22	132,302.74	139,582.23	142,399.44	147,861.21
8	125,830.76	134,683.22	142,098.32	144,965.96	150,527.28
8.5	128,094.87	137,110.53	144,658.78	147,579.22	153,241.34
9	130,400.95	139,581.03	147,264.86	150,239.32	156,004.58
9.5	132,747.89	142,094.72	149,921.33	152,948.56	158,819.44
10	136,138.61	145,736.55	153,759.25	156,864.88	162,884.39
10.5	138,588.78	148,361.08	156,532.90	159,693.62	165,823.38
11	142,140.33	152,153.78	160,536.68	163,780.71	170,070.33

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule BA3 (Category A) - 215 Days					
Effective March 1, 2027					
0.75% COLA Increase all steps					
Assistant Director of Student Services, Director of Early Childhood, Director of Elementary Special Education, Director of Out-of-District Placement, Supervisor of ABA, High School Special Education					
Department Heads, High School Vice Principals					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	108,918.02	116,637.21	122,955.45	125,430.60	129,272.33
1.5	110,527.98	118,364.91	124,777.07	127,289.29	131,596.70
2	112,271.59	120,232.87	126,749.55	129,301.42	133,963.40
2.5	114,044.29	122,133.93	128,753.75	131,346.65	136,373.75
3	116,092.17	124,328.62	131,068.86	133,709.38	138,829.05
3.5	118,177.08	126,561.69	133,426.27	136,114.43	141,328.06
4	120,300.37	128,837.10	135,826.06	138,564.49	143,870.66
4.5	122,461.98	131,156.17	138,270.81	141,058.14	146,462.24
5	124,663.28	133,423.63	140,757.84	143,596.86	149,100.13
5.5	126,904.31	135,824.73	143,293.89	146,183.09	151,785.66
6	129,186.33	138,268.14	145,873.56	148,814.39	154,520.13
6.5	131,509.39	140,756.55	148,500.89	151,497.26	157,303.53
7	133,874.74	143,289.91	151,175.78	154,226.44	160,139.84
7.5	136,283.78	145,872.25	153,898.36	157,004.51	163,026.46
8	138,736.48	148,496.88	156,672.51	159,834.26	165,965.98
8.5	141,232.81	151,173.15	159,495.58	162,715.55	168,958.40
9	143,775.41	153,897.03	162,368.95	165,648.48	172,005.05
9.5	146,363.06	156,668.54	165,297.88	168,635.59	175,108.61
10	150,101.54	160,683.89	169,529.43	172,953.59	179,590.48
10.5	152,803.01	163,577.60	172,587.56	176,072.45	182,830.91
11	156,718.83	167,759.30	177,001.98	180,578.73	187,513.44

NEWTON PUBLIC SCHOOLS
NEWTON TEACHERS ASSOCIATION
FY23

Salary Schedule MCD - 211 Days				
Effective March 1, 2023				
1.0% COLA Increase all steps				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	91,767.67	97,331.03	98,790.65	101,260.91
1.5	93,893.61	99,586.25	101,079.92	103,606.63
2	96,068.87	101,893.14	103,422.10	106,007.54
2.5	98,294.69	104,254.16	105,818.33	108,463.72
3	100,572.27	106,669.18	108,269.81	110,976.29
3.5	102,902.68	109,140.61	110,777.68	113,547.60
4	105,287.13	111,669.64	113,344.30	116,178.89
4.5	107,726.85	114,256.27	115,970.86	118,870.10
5	110,222.96	116,902.82	118,657.37	121,623.58
5.5	112,776.67	119,611.61	121,406.15	124,441.69
6	115,389.13	122,382.72	124,218.42	127,324.45
6.5	118,062.73	125,218.50	127,096.46	130,274.20
7	120,798.60	128,120.06	130,041.51	133,292.12
7.5	123,596.73	131,088.60	133,054.72	136,380.54
8	126,460.68	134,125.32	136,137.25	139,540.63
8.5	129,390.45	137,232.54	139,291.49	142,773.61
9	132,388.40	140,411.46	142,518.59	146,081.78
9.5	135,455.65	143,664.39	145,820.89	149,466.35
10	139,616.80	148,077.93	150,300.10	154,057.85
10.5	142,851.52	151,508.46	153,782.71	157,627.22
11	147,252.16	156,176.03	158,520.91	162,484.04

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY24

Salary Schedule MCD - 211 Days				
Effective September 1, 2023				
2.5% COLA Increase all steps				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	94,061.86	99,764.31	101,260.42	103,792.43
1.5	96,240.95	102,075.91	103,606.92	106,196.80
2	98,470.59	104,440.47	106,007.65	108,657.73
2.5	100,752.06	106,860.51	108,463.79	111,175.31
3	103,086.58	109,335.91	110,976.56	113,750.70
3.5	105,475.25	111,869.13	113,547.12	116,386.29
4	107,919.31	114,461.38	116,177.91	119,083.36
4.5	110,420.02	117,112.68	118,870.13	121,841.85
5	112,978.53	119,825.39	121,623.80	124,664.17
5.5	115,596.09	122,601.90	124,441.30	127,552.73
6	118,273.86	125,442.29	127,323.88	130,507.56
6.5	121,014.30	128,348.96	130,273.87	133,531.06
7	123,818.57	131,323.06	133,292.55	136,624.42
7.5	126,686.65	134,365.82	136,381.09	139,790.05
8	129,622.20	137,478.45	139,540.68	143,029.15
8.5	132,625.21	140,663.35	142,773.78	146,342.95
9	135,698.11	143,921.75	146,081.55	149,733.82
9.5	138,842.04	147,256.00	149,466.41	153,203.01
10	143,107.22	151,779.88	154,057.60	157,909.30
10.5	146,422.81	155,296.17	157,627.28	161,567.90
11	150,933.46	160,080.43	162,483.93	166,546.14

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY25

Salary Schedule MCD - 211 Days				
Effective September 1, 2024				
2.5% COLA Increase all steps				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	96,413.41	102,258.42	103,791.93	106,387.24
1.5	98,646.97	104,627.81	106,197.09	108,851.72
2	100,932.35	107,051.48	108,657.84	111,374.17
2.5	103,270.86	109,532.02	111,175.38	113,954.69
3	105,663.74	112,069.31	113,750.97	116,594.47
3.5	108,112.13	114,665.86	116,385.80	119,295.95
4	110,617.29	117,322.91	119,082.36	122,060.44
4.5	113,180.52	120,040.50	121,841.88	124,887.90
5	115,802.99	122,821.02	124,664.40	127,780.77
5.5	118,485.99	125,666.95	127,552.33	130,741.55
6	121,230.71	128,578.35	130,506.98	133,770.25
6.5	124,039.66	131,557.68	133,530.72	136,869.34
7	126,914.03	134,606.14	136,624.86	140,040.03
7.5	129,853.82	137,724.97	139,790.62	143,284.80
8	132,862.76	140,915.41	143,029.20	146,604.88
8.5	135,940.84	144,179.93	146,343.12	150,001.52
9	139,090.56	147,519.79	149,733.59	153,477.17
9.5	142,313.09	150,937.40	153,203.07	157,033.09
10	146,684.90	155,574.38	157,909.04	161,857.03
10.5	150,083.38	159,178.57	161,567.96	165,607.10
11	154,706.80	164,082.44	166,546.03	170,709.79

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY26

Salary Schedule MCD - 211 Days				
Effective September 1, 2025				
3.0% COLA Increase all steps				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	99,305.81	105,326.17	106,905.69	109,578.86
1.5	101,606.38	107,766.64	109,383.00	112,117.27
2	103,960.32	110,263.02	111,917.58	114,715.40
2.5	106,368.99	112,817.98	114,510.64	117,373.33
3	108,833.65	115,431.39	117,163.50	120,092.30
3.5	111,355.49	118,105.84	119,877.37	122,874.83
4	113,935.81	120,842.60	122,654.83	125,722.25
4.5	116,575.94	123,641.72	125,497.14	128,634.54
5	119,277.08	126,505.65	128,404.33	131,614.19
5.5	122,040.57	129,436.96	131,378.90	134,663.80
6	124,867.63	132,435.70	134,422.19	137,783.36
6.5	127,760.85	135,504.41	137,536.64	140,975.42
7	130,721.45	138,644.32	140,723.61	144,241.23
7.5	133,749.43	141,856.72	143,984.34	147,583.34
8	136,848.64	145,142.87	147,320.08	151,003.03
8.5	140,019.07	148,505.33	150,733.41	154,501.57
9	143,263.28	151,945.38	154,225.60	158,081.49
9.5	146,582.48	155,465.52	157,799.16	161,744.08
10	151,085.45	160,241.61	162,646.31	166,712.74
10.5	154,585.88	163,953.93	166,415.00	170,575.31
11	159,348.00	169,004.91	171,542.41	175,831.08

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule MCD - 211 Days				
Effective September 1, 2026				
3.25% COLA Increase all steps				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	102,533.25	108,749.27	110,380.12	113,140.17
1.5	104,908.59	111,269.06	112,937.95	115,761.08
2	107,339.03	113,846.57	115,554.90	118,443.65
2.5	109,825.98	116,484.56	118,232.24	121,187.96
3	112,370.74	119,182.91	120,971.31	123,995.30
3.5	114,974.54	121,944.28	123,773.38	126,868.26
4	117,638.72	124,769.98	126,641.11	129,808.22
4.5	120,364.66	127,660.08	129,575.80	132,815.16
5	123,153.59	130,617.08	132,577.47	135,891.65
5.5	126,006.89	133,643.66	135,648.71	139,040.37
6	128,925.83	136,739.86	138,790.91	142,261.32
6.5	131,913.08	139,908.30	142,006.58	145,557.12
7	134,969.90	143,150.26	145,297.13	148,929.07
7.5	138,096.29	146,467.06	148,663.83	152,379.80
8	141,296.22	149,860.01	152,107.98	155,910.63
8.5	144,569.69	153,331.75	155,632.25	159,522.87
9	147,919.34	156,883.60	159,237.93	163,219.14
9.5	151,346.41	160,518.15	162,927.63	167,000.76
10	155,995.73	165,449.46	167,932.32	172,130.90
10.5	159,609.92	169,282.43	171,823.49	176,119.01
11	164,526.81	174,497.57	177,117.54	181,545.59

NEWTON PUBLIC SCHOOLS
 NEWTON TEACHERS ASSOCIATION
 FY27

Salary Schedule MCD - 211 Days				
Effective March 1, 2027				
0.75% COLA Increase all steps				
Step	LANES			
	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	103,302.25	109,564.89	111,207.97	113,988.72
1.5	105,695.40	112,103.58	113,784.98	116,629.29
2	108,144.07	114,700.42	116,421.56	119,331.98
2.5	110,649.67	117,358.19	119,118.98	122,096.87
3	113,213.52	120,076.78	121,878.59	124,925.26
3.5	115,836.85	122,858.86	124,701.68	127,819.77
4	118,521.01	125,705.75	127,590.92	130,781.78
4.5	121,267.39	128,617.53	130,547.62	133,811.27
5	124,077.24	131,596.71	133,571.80	136,910.84
5.5	126,951.94	134,645.99	136,666.08	140,083.17
6	129,892.77	137,765.41	139,831.84	143,328.28
6.5	132,902.43	140,957.61	143,071.63	146,648.80
7	135,982.17	144,223.89	146,386.86	150,046.04
7.5	139,132.01	147,565.56	149,778.81	153,522.65
8	142,355.94	150,983.96	153,248.79	157,079.96
8.5	145,653.96	154,481.74	156,799.49	160,719.29
9	149,028.74	158,060.23	160,432.21	164,443.28
9.5	152,481.51	161,722.04	164,149.59	168,253.27
10	157,165.70	166,690.33	169,191.81	173,421.88
10.5	160,806.99	170,552.05	173,112.17	177,439.90
11	165,760.76	175,806.30	178,445.92	182,907.18