

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

<b>Salary Schedule NTA - Effective March 1, 2020</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 15</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	50,676.01	55,089.63	59,196.38	60,878.68	62,984.28
1.5	51,689.10	56,191.93	60,380.30	62,096.36	64,244.42
2	52,722.87	57,314.92	61,588.17	63,337.95	65,528.42
2.5	53,777.30	58,461.87	62,819.98	64,604.57	66,839.67
3	55,391.05	60,214.90	64,704.70	66,478.41	68,844.09
3.5	56,498.80	61,419.51	65,998.51	67,808.15	70,221.70
4	57,516.24	62,555.54	67,219.43	69,029.06	71,520.97
4.5	58,666.43	63,806.95	68,563.33	70,408.87	72,950.82
5	59,575.05	64,827.66	69,660.21	71,465.49	74,118.43
5.5	60,766.60	66,124.74	71,054.14	72,894.25	75,600.53
6	61,708.95	67,182.45	72,191.28	73,987.87	76,810.56
6.5	62,942.95	68,526.33	73,634.20	75,467.75	78,345.97
7	63,855.90	69,553.57	74,738.70	76,599.47	79,521.20
7.5	65,133.43	70,945.34	76,233.83	78,131.59	81,112.09
8	67,086.69	73,073.79	78,521.16	80,475.51	83,545.24
8.5	68,428.40	74,535.21	80,091.39	82,084.90	85,216.67
9	69,626.47	75,876.92	81,533.21	83,481.04	86,749.88
9.5	71,018.24	77,393.82	83,163.30	85,150.29	88,485.53
10	72,119.48	78,632.16	84,494.11	86,470.24	89,901.23
10.5	73,562.38	80,205.65	86,184.05	88,199.33	91,698.89
11	74,701.70	81,488.62	87,562.75	89,567.17	93,165.73
11.5	76,195.75	83,118.67	89,314.71	91,358.29	95,029.78
12	77,491.76	84,531.12	90,832.70	92,865.39	96,644.61
12.5	79,041.31	86,222.13	92,648.86	94,722.90	98,578.28
13	81,215.48	88,593.24	95,197.35	97,327.99	101,288.92
13.5	82,839.02	90,364.80	97,101.64	99,273.63	103,315.08
14	84,496.30	92,172.24	99,042.94	101,259.53	105,380.44
14.5	86,186.22	94,015.60	101,024.49	103,284.63	107,488.21
15	88,128.02	97,547.68	103,299.82	105,612.49	109,910.49

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY21

<b>Salary Schedule NTA - Effective September 1, 2020</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 15</b>					
<b>Step 1.5 is new entry level step</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1					
1.5	52,593.66	57,175.29	61,436.96	63,183.05	65,368.70
2	53,645.52	58,317.93	62,665.96	64,446.36	66,675.17
2.5	54,718.40	59,484.95	63,919.33	65,735.15	68,009.36
3	56,360.39	61,268.66	65,837.03	67,641.78	70,048.86
3.5	57,487.53	62,494.35	67,153.48	68,994.79	71,450.58
4	58,522.77	63,650.26	68,395.77	70,237.07	72,772.59
4.5	59,693.09	64,923.57	69,763.19	71,641.03	74,227.46
5	60,617.61	65,962.14	70,879.26	72,716.14	75,415.50
5.5	61,830.02	67,281.92	72,297.59	74,169.90	76,923.54
6	62,788.86	68,358.14	73,454.63	75,282.66	78,154.74
6.5	64,044.45	69,725.54	74,922.80	76,788.44	79,717.02
7	64,973.38	70,770.76	76,046.63	77,939.96	80,912.82
7.5	66,273.27	72,186.88	77,567.92	79,498.89	82,531.55
8	68,260.71	74,352.58	79,895.28	81,883.83	85,007.28
8.5	69,625.90	75,839.58	81,492.99	83,521.39	86,707.96
9	70,844.93	77,204.77	82,960.04	84,941.96	88,268.00
9.5	72,261.06	78,748.21	84,618.66	86,640.42	90,034.03
10	73,381.57	80,008.22	85,972.76	87,983.47	91,474.50
10.5	74,849.72	81,609.25	87,692.27	89,742.82	93,303.62
11	76,008.98	82,914.67	89,095.10	91,134.60	94,796.13
11.5	77,529.18	84,573.25	90,877.72	92,957.06	96,692.80
12	78,847.87	86,010.41	92,422.27	94,490.53	98,335.89
12.5	80,424.53	87,731.02	94,270.22	96,380.55	100,303.40
13	82,636.75	90,143.62	96,863.30	99,031.23	103,061.48
13.5	84,288.70	91,946.18	98,800.92	101,010.92	105,123.09
14	85,974.99	93,785.25	100,776.19	103,031.57	107,224.60
14.5	87,694.48	95,660.87	102,792.42	105,092.11	109,369.25
15	89,890.58	99,498.63	105,365.82	107,724.74	112,108.70

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY21

<b>Salary Schedule NTA - Effective March 1, 2021</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 15</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1					
1.5	52,988.11	57,604.10	61,897.74	63,656.92	65,858.97
2	54,047.86	58,755.31	63,135.95	64,929.71	67,175.23
2.5	55,128.79	59,931.09	64,398.72	66,228.16	68,519.43
3	56,783.09	61,728.17	66,330.81	68,149.09	70,574.23
3.5	57,918.69	62,963.06	67,657.13	69,512.25	71,986.46
4	58,961.69	64,127.64	68,908.74	70,763.85	73,318.38
4.5	60,140.79	65,410.50	70,286.41	72,178.34	74,784.17
5	61,072.24	66,456.86	71,410.85	73,261.51	75,981.12
5.5	62,293.75	67,786.53	72,839.82	74,726.17	77,500.47
6	63,259.78	68,870.83	74,005.54	75,847.28	78,740.90
6.5	64,524.78	70,248.48	75,484.72	77,364.35	80,314.90
7	65,460.68	71,301.54	76,616.98	78,524.51	81,519.67
7.5	66,770.32	72,728.28	78,149.68	80,095.13	83,150.54
8	68,772.67	74,910.22	80,494.49	82,497.96	85,644.83
8.5	70,148.09	76,408.38	82,104.19	84,147.80	87,358.27
9	71,376.27	77,783.81	83,582.24	85,579.02	88,930.01
9.5	72,803.02	79,338.82	85,253.30	87,290.22	90,709.29
10	73,931.93	80,608.28	86,617.56	88,643.35	92,160.56
10.5	75,411.09	82,221.32	88,349.96	90,415.89	94,003.40
11	76,579.05	83,536.53	89,763.31	91,818.11	95,507.10
11.5	78,110.65	85,207.55	91,559.30	93,654.24	97,418.00
12	79,439.23	86,655.49	93,115.44	95,199.21	99,073.41
12.5	81,027.71	88,389.00	94,977.25	97,103.40	101,055.68
13	83,256.53	90,819.70	97,589.77	99,773.96	103,834.44
13.5	84,920.87	92,635.78	99,541.93	101,768.50	105,911.51
14	86,619.80	94,488.64	101,532.01	103,804.31	108,028.78
14.5	88,352.19	96,378.33	103,563.36	105,880.30	110,189.52
15	90,789.49	100,493.62	106,419.48	108,801.99	113,229.79

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY22

<b>Salary Schedule NTA - Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 15</b>					
<b>Step 2 is the new entry level step</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1					
1.5					
2	54,993.70	59,783.53	64,240.83	66,065.98	68,350.80
2.5	56,093.54	60,979.88	65,525.70	67,387.15	69,718.52
3	57,776.79	62,808.41	67,491.60	69,341.70	71,809.28
3.5	58,932.27	64,064.91	68,841.13	70,728.71	73,246.22
4	59,993.52	65,249.87	70,114.64	72,002.22	74,601.45
4.5	61,193.25	66,555.18	71,516.42	73,441.46	76,092.89
5	62,141.00	67,619.86	72,660.54	74,543.59	77,310.79
5.5	63,383.89	68,972.79	74,114.52	76,033.88	78,856.73
6	64,366.83	70,076.07	75,300.64	77,174.61	80,118.87
6.5	65,653.96	71,477.83	76,805.70	78,718.23	81,720.41
7	66,606.24	72,549.32	77,957.78	79,898.69	82,946.26
7.5	67,938.80	74,001.02	79,517.30	81,496.79	84,605.67
8	69,976.19	76,221.15	81,903.14	83,941.67	87,143.61
8.5	71,375.68	77,745.53	83,541.01	85,620.39	88,887.04
9	72,625.35	79,145.03	85,044.93	87,076.65	90,486.29
9.5	74,077.07	80,727.25	86,745.23	88,817.80	92,296.70
10	75,225.74	82,018.92	88,133.37	90,194.61	93,773.37
10.5	76,730.78	83,660.19	89,896.08	91,998.17	95,648.46
11	77,919.18	84,998.42	91,334.17	93,424.93	97,178.47
11.5	79,477.59	86,698.68	93,161.59	95,293.19	99,122.82
12	80,829.42	88,171.96	94,744.96	96,865.20	100,807.19
12.5	82,445.69	89,935.81	96,639.35	98,802.71	102,824.15
13	84,713.52	92,409.04	99,297.59	101,520.00	105,651.54
13.5	86,406.99	94,256.91	101,283.91	103,549.45	107,764.96
14	88,135.65	96,142.19	103,308.82	105,620.89	109,919.28
14.5	89,898.35	98,064.95	105,375.72	107,733.21	112,117.84
15	92,605.28	102,503.49	108,547.87	110,978.03	115,494.39

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY22

<b>Salary Schedule NTA - Effective March 1, 2022</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 15</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1					
1.5					
2	55,406.15	60,231.91	64,722.64	66,561.47	68,863.43
2.5	56,514.24	61,437.23	66,017.14	67,892.55	70,241.41
3	58,210.12	63,279.47	67,997.79	69,861.76	72,347.85
3.5	59,374.26	64,545.40	69,357.44	71,259.18	73,795.57
4	60,443.47	65,739.24	70,640.50	72,542.24	75,160.96
4.5	61,652.20	67,054.34	72,052.79	73,992.27	76,663.59
5	62,607.06	68,127.01	73,205.49	75,102.67	77,890.62
5.5	63,859.27	69,490.09	74,670.38	76,604.13	79,448.16
6	64,849.58	70,601.64	75,865.39	77,753.42	80,719.76
6.5	66,146.36	72,013.91	77,381.74	79,308.62	82,333.31
7	67,105.79	73,093.44	78,542.46	80,497.93	83,568.36
7.5	68,448.34	74,556.03	80,113.68	82,108.02	85,240.21
8	70,501.01	76,792.81	82,517.41	84,571.23	87,797.19
8.5	71,911.00	78,328.62	84,167.57	86,262.54	89,553.69
9	73,170.04	79,738.62	85,682.77	87,729.72	91,164.94
9.5	74,632.65	81,332.70	87,395.82	89,483.93	92,988.93
10	75,789.93	82,634.06	88,794.37	90,871.07	94,476.67
10.5	77,306.26	84,287.64	90,570.30	92,688.16	96,365.82
11	78,503.57	85,635.91	92,019.18	94,125.62	97,907.31
11.5	80,073.67	87,348.92	93,860.30	96,007.89	99,866.24
12	81,435.64	88,833.25	95,455.55	97,591.69	101,563.24
12.5	83,064.03	90,610.33	97,364.15	99,543.73	103,595.33
13	85,348.87	93,102.11	100,042.32	102,281.40	106,443.93
13.5	87,055.04	94,963.84	102,043.54	104,326.07	108,573.20
14	88,796.67	96,863.26	104,083.64	106,413.05	110,743.67
14.5	90,572.59	98,800.44	106,166.04	108,541.21	112,958.72
15	93,531.33	103,528.52	109,633.35	112,087.81	116,649.33

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

<b>Salary Schedule NTA - Effective September 1, 2022</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 15</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1					
1.5					
2	56,375.76	61,285.97	65,855.29	67,726.30	70,068.54
2.5	57,503.24	62,512.38	67,172.44	69,080.67	71,470.63
3	59,228.80	64,386.86	69,187.75	71,084.34	73,613.94
3.5	60,413.31	65,674.94	70,571.20	72,506.22	75,086.99
4	61,501.23	66,889.68	71,876.71	73,811.73	76,476.28
4.5	62,731.11	68,227.79	73,313.71	75,287.13	78,005.20
5	63,702.68	69,319.23	74,486.59	76,416.97	79,253.71
5.5	64,976.81	70,706.17	75,977.11	77,944.70	80,838.50
6	65,984.45	71,837.17	77,193.03	79,114.10	82,132.36
6.5	67,303.92	73,274.15	78,735.92	80,696.52	83,774.14
7	68,280.14	74,372.58	79,916.95	81,906.64	85,030.81
7.5	69,646.19	75,860.76	81,515.67	83,544.91	86,731.91
8	71,734.78	78,136.68	83,961.46	86,051.23	89,333.64
8.5	73,169.44	79,699.37	85,640.50	87,772.13	91,120.88
9	74,450.52	81,134.05	87,182.22	89,264.99	92,760.33
9.5	75,938.72	82,756.02	88,925.25	91,049.90	94,616.24
10	77,116.25	84,080.16	90,348.27	92,461.31	96,130.01
10.5	78,659.12	85,762.67	92,155.28	94,310.20	98,052.22
11	79,877.38	87,134.54	93,629.52	95,772.82	99,620.69
11.5	81,474.96	88,877.53	95,502.86	97,688.03	101,613.90
12	82,860.76	90,387.83	97,126.02	99,299.54	103,340.60
12.5	84,517.65	92,196.01	99,068.02	101,285.75	105,408.25
13	86,842.48	94,731.40	101,793.06	104,071.32	108,306.70
13.5	88,578.50	96,625.71	103,829.30	106,151.78	110,473.23
14	90,350.61	98,558.37	105,905.10	108,275.28	112,681.68
14.5	92,157.61	100,529.45	108,023.95	110,440.68	114,935.50
15	95,401.96	105,599.09	111,826.02	114,329.57	118,982.32

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

<b>Salary Schedule NTA - Effective February 28, 2023</b>					
<b>All step numbers lowered by 1 with no salary increases</b>					
<b>Distribute step increases evenly Steps 12 through 14</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	56,375.76	61,285.97	65,855.29	67,726.30	70,068.54
1.5	57,503.24	62,512.38	67,172.44	69,080.67	71,470.63
2	59,228.80	64,386.86	69,187.75	71,084.34	73,613.94
2.5	60,413.31	65,674.94	70,571.20	72,506.22	75,086.99
3	61,501.23	66,889.68	71,876.71	73,811.73	76,476.28
3.5	62,731.11	68,227.79	73,313.71	75,287.13	78,005.20
4	63,702.68	69,319.23	74,486.59	76,416.97	79,253.71
4.5	64,976.81	70,706.17	75,977.11	77,944.70	80,838.50
5	65,984.45	71,837.17	77,193.03	79,114.10	82,132.36
5.5	67,303.92	73,274.15	78,735.92	80,696.52	83,774.14
6	68,280.14	74,372.58	79,916.95	81,906.64	85,030.81
6.5	69,646.19	75,860.76	81,515.67	83,544.91	86,731.91
7	71,734.78	78,136.68	83,961.46	86,051.23	89,333.64
7.5	73,169.44	79,699.37	85,640.50	87,772.13	91,120.88
8	74,450.52	81,134.05	87,182.22	89,264.99	92,760.33
8.5	75,938.72	82,756.02	88,925.25	91,049.90	94,616.24
9	77,116.25	84,080.16	90,348.27	92,461.31	96,130.01
9.5	78,659.12	85,762.67	92,155.28	94,310.20	98,052.22
10	79,877.38	87,134.54	93,629.52	95,772.82	99,620.69
10.5	81,474.96	88,877.53	95,502.86	97,688.03	101,613.90
11	82,860.76	90,387.83	97,126.02	99,299.54	103,340.60
11.5	84,517.65	92,196.01	99,068.02	101,285.75	105,408.25
12	86,842.48	94,731.40	101,793.06	104,071.32	108,306.70
12.5	88,578.50	96,625.71	103,829.30	106,151.78	110,473.23
13	91,019.60	100,017.41	106,689.31	109,077.15	113,516.25
13.5	92,839.13	102,017.42	108,823.49	111,257.68	115,786.99
14	95,401.96	105,599.09	111,826.02	114,329.57	118,982.32

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

<b>Salary Schedule NTA - Effective March 1, 2023</b>					
<b>1.0% COLA Increase all steps</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	56,939.52	61,898.83	66,513.84	68,403.56	70,769.23
1.5	58,078.27	63,137.50	67,844.16	69,771.48	72,185.34
2	59,821.09	65,030.73	69,879.63	71,795.18	74,350.08
2.5	61,017.44	66,331.69	71,276.91	73,231.28	75,837.86
3	62,116.24	67,558.58	72,595.48	74,549.85	77,241.04
3.5	63,358.42	68,910.07	74,046.85	76,040.00	78,785.25
4	64,339.71	70,012.42	75,231.46	77,181.14	80,046.25
4.5	65,626.58	71,413.23	76,736.88	78,724.15	81,646.89
5	66,644.29	72,555.54	77,964.96	79,905.24	82,953.68
5.5	67,976.96	74,006.89	79,523.28	81,503.49	84,611.88
6	68,962.94	75,116.31	80,716.12	82,725.71	85,881.12
6.5	70,342.65	76,619.37	82,330.83	84,380.36	87,599.23
7	72,452.13	78,918.05	84,801.07	86,911.74	90,226.98
7.5	73,901.13	80,496.36	86,496.91	88,649.85	92,032.09
8	75,195.03	81,945.39	88,054.04	90,157.64	93,687.93
8.5	76,698.11	83,583.58	89,814.50	91,960.40	95,562.40
9	77,887.41	84,920.96	91,251.75	93,385.92	97,091.31
9.5	79,445.71	86,620.30	93,076.83	95,253.30	99,032.74
10	80,676.15	88,005.89	94,565.82	96,730.55	100,616.90
10.5	82,289.71	89,766.31	96,457.89	98,664.91	102,630.04
11	83,689.37	91,291.71	98,097.28	100,292.54	104,374.01
11.5	85,362.83	93,117.97	100,058.70	102,298.61	106,462.33
12	87,710.90	95,678.71	102,810.99	105,112.03	109,389.77
12.5	89,464.29	97,591.97	104,867.59	107,213.30	111,577.96
13	91,929.80	101,017.58	107,756.20	110,167.92	114,651.41
13.5	93,767.52	103,037.59	109,911.72	112,370.26	116,944.86
14	96,355.98	106,655.08	112,944.28	115,472.87	120,172.14

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY20

<b>Salary Schedule PSY - Effective March 1, 2020</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	73,770.23	78,998.88	83,278.63	84,954.40	87,556.23
1.5	74,860.56	80,168.66	84,511.55	86,213.44	89,130.81
2	76,042.31	81,434.18	85,847.81	87,575.82	90,733.68
2.5	77,242.57	82,721.50	87,204.76	88,961.05	92,365.95
3	78,629.97	84,207.94	88,772.80	90,561.75	94,028.65
3.5	80,041.33	85,720.49	90,369.15	92,190.74	95,721.85
4	81,479.89	87,261.33	91,994.86	93,849.11	97,444.41
4.5	82,943.50	88,831.56	93,651.06	95,539.04	99,199.65
5	84,435.35	90,368.06	95,335.54	97,258.34	100,985.32
5.5	85,952.26	91,993.77	97,052.68	99,010.29	102,804.74
6	87,498.56	93,648.89	98,800.29	100,792.72	104,656.79
6.5	89,070.96	95,334.45	100,579.43	102,608.87	106,542.60
7	90,673.82	97,050.51	102,391.24	104,457.66	108,463.23
7.5	92,304.99	98,799.20	104,235.68	106,339.11	110,417.57
8	93,966.62	100,577.24	106,114.95	108,256.46	112,408.91
8.5	95,656.56	102,389.04	108,026.85	110,207.54	114,436.17
9	97,379.14	104,234.61	109,973.59	112,193.46	116,499.33
9.5	99,132.17	106,111.67	111,956.25	114,217.44	118,600.59
10	100,918.95	108,024.68	113,975.88	116,276.26	120,741.02
10.5	102,736.20	109,972.51	116,030.35	118,375.34	122,920.63
11	104,846.69	112,231.86	118,416.00	120,809.36	125,447.74

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY21

<b>Salary Schedule PSY - Effective September 1, 2020</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	75,061.21	80,381.36	84,736.01	86,441.10	89,088.46
1.5	76,170.62	81,571.61	85,990.50	87,722.18	90,690.60
2	77,373.05	82,859.28	87,350.15	89,108.40	92,321.52
2.5	78,594.31	84,169.13	88,730.84	90,517.87	93,982.35
3	80,005.99	85,681.58	90,326.32	92,146.58	95,674.15
3.5	81,442.05	87,220.60	91,950.61	93,804.08	97,396.98
4	82,905.79	88,788.40	93,604.77	95,491.47	99,149.69
4.5	84,395.01	90,386.11	95,289.95	97,210.97	100,935.64
5	85,912.97	91,949.50	97,003.91	98,960.36	102,752.56
5.5	87,456.42	93,603.66	98,751.10	100,742.97	104,603.82
6	89,029.78	95,287.75	100,529.30	102,556.59	106,488.28
6.5	90,629.70	97,002.80	102,339.57	104,404.53	108,407.10
7	92,260.61	98,748.89	104,183.09	106,285.67	110,361.34
7.5	93,920.33	100,528.19	106,059.80	108,200.04	112,349.88
8	95,611.04	102,337.34	107,971.96	110,150.95	114,376.07
8.5	97,330.55	104,180.85	109,917.32	112,136.17	116,438.80
9	99,083.27	106,058.72	111,898.13	114,156.85	118,538.07
9.5	100,866.98	107,968.62	113,915.48	116,216.25	120,676.10
10	102,685.03	109,915.11	115,970.46	118,311.09	122,853.99
10.5	104,534.08	111,897.03	118,060.88	120,446.91	125,071.74
11	106,943.62	114,476.50	120,784.32	123,225.55	127,956.69

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY21

<b>Salary Schedule PSY - Effective March 1, 2021</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	75,624.17	80,984.22	85,371.53	87,089.41	89,756.62
1.5	76,741.90	82,183.40	86,635.43	88,380.10	91,370.78
2	77,953.35	83,480.72	88,005.28	89,776.71	93,013.93
2.5	79,183.77	84,800.40	89,396.32	91,196.75	94,687.22
3	80,606.03	86,324.19	91,003.77	92,837.68	96,391.71
3.5	82,052.87	87,874.75	92,640.24	94,507.61	98,127.46
4	83,527.58	89,454.31	94,306.81	96,207.66	99,893.31
4.5	85,027.97	91,064.01	96,004.62	97,940.05	101,692.66
5	86,557.32	92,639.12	97,731.44	99,702.56	103,523.20
5.5	88,112.34	94,305.69	99,491.73	101,498.54	105,388.35
6	89,697.50	96,002.41	101,283.27	103,325.76	107,286.94
6.5	91,309.42	97,730.32	103,107.12	105,187.56	109,220.15
7	92,952.56	99,489.51	104,964.46	107,082.81	111,189.05
7.5	94,624.73	101,282.15	106,855.25	109,011.54	113,192.50
8	96,328.12	103,104.87	108,781.75	110,977.08	115,233.89
8.5	98,060.53	104,962.21	110,741.70	112,977.19	117,312.09
9	99,826.39	106,854.16	112,737.37	115,013.03	119,427.11
9.5	101,623.48	108,778.38	114,769.85	117,087.87	121,581.17
10	103,455.17	110,739.47	116,840.24	119,198.42	123,775.39
10.5	105,318.09	112,736.26	118,946.34	121,350.26	126,009.78
11	108,013.06	115,621.27	121,992.16	124,457.81	129,236.26

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY22

<b>Salary Schedule PSY - Effective September 1, 2021</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	76,947.59	82,401.44	86,865.53	88,613.47	91,327.36
1.5	78,084.88	83,621.61	88,151.55	89,926.75	92,969.77
2	79,317.53	84,941.63	89,545.37	91,347.80	94,641.67
2.5	80,569.49	86,284.41	90,960.76	92,792.69	96,344.25
3	82,016.64	87,834.86	92,596.34	94,462.34	98,078.56
3.5	83,488.80	89,412.56	94,261.44	96,161.49	99,844.69
4	84,989.31	91,019.76	95,957.18	97,891.29	101,641.44
4.5	86,515.96	92,657.63	97,684.70	99,654.00	103,472.28
5	88,072.07	94,260.30	99,441.74	101,447.35	105,334.86
5.5	89,654.31	95,956.04	101,232.84	103,274.76	107,232.65
6	91,267.21	97,682.45	103,055.73	105,133.96	109,164.46
6.5	92,907.33	99,440.60	104,911.49	107,028.34	111,131.50
7	94,579.23	101,230.58	106,801.34	108,956.76	113,134.86
7.5	96,280.66	103,054.59	108,725.22	110,919.24	115,173.37
8	98,013.86	104,909.21	110,685.43	112,919.18	117,250.48
8.5	99,776.59	106,799.05	112,679.68	114,954.29	119,365.05
9	101,573.35	108,724.11	114,710.27	117,025.76	121,517.08
9.5	103,401.89	110,682.00	116,778.32	119,136.91	123,708.84
10	105,265.64	112,677.41	118,884.94	121,284.39	125,941.46
10.5	107,161.16	114,709.14	121,027.90	123,473.89	128,214.95
11	110,173.32	117,933.70	124,432.00	126,946.97	131,820.99

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY22

<b>Salary Schedule PSY - Effective March 1, 2022</b>					
<b>0.75% COLA Increase / 1.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	77,524.70	83,019.45	87,517.02	89,278.07	92,012.32
1.5	78,670.52	84,248.77	88,812.69	90,601.20	93,667.04
2	79,912.41	85,578.69	90,216.96	92,032.91	95,351.48
2.5	81,173.76	86,931.54	91,642.97	93,488.64	97,066.83
3	82,631.76	88,493.62	93,290.81	95,170.81	98,814.15
3.5	84,114.97	90,083.15	94,968.40	96,882.70	100,593.53
4	85,626.73	91,702.41	96,676.86	98,625.47	102,403.75
4.5	87,164.83	93,352.56	98,417.34	100,401.41	104,248.32
5	88,732.61	94,967.25	100,187.55	102,208.21	106,124.87
5.5	90,326.72	96,675.71	101,992.09	104,049.32	108,036.89
6	91,951.71	98,415.07	103,828.65	105,922.46	109,983.19
6.5	93,604.13	100,186.40	105,698.33	107,831.05	111,964.99
7	95,288.57	101,989.81	107,602.35	109,773.94	113,983.37
7.5	97,002.76	103,827.50	109,540.66	111,751.13	116,037.17
8	98,748.96	105,696.03	111,515.57	113,766.07	118,129.86
8.5	100,524.91	107,600.04	113,524.78	115,816.45	120,260.29
9	102,335.15	109,539.54	115,570.60	117,903.45	122,428.46
9.5	104,177.40	111,512.12	117,654.16	120,030.44	124,636.66
10	106,055.13	113,522.49	119,776.58	122,194.02	126,886.02
10.5	107,964.87	115,569.46	121,935.61	124,399.94	129,176.56
11	111,275.05	119,113.04	125,676.32	128,216.44	133,139.20

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

<b>Salary Schedule PSY - Effective September 1, 2022</b>					
<b>1.75% COLA Increase / 2.0% COLA Increase Step 11</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	78,881.38	84,472.29	89,048.57	90,840.44	93,622.54
1.5	80,047.25	85,723.12	90,366.91	92,186.72	95,306.21
2	81,310.88	87,076.32	91,795.76	93,643.49	97,020.13
2.5	82,594.30	88,452.84	93,246.72	95,124.69	98,765.50
3	84,077.82	90,042.26	94,923.40	96,836.30	100,543.40
3.5	85,586.98	91,659.61	96,630.35	98,578.15	102,353.92
4	87,125.20	93,307.20	98,368.71	100,351.42	104,195.82
4.5	88,690.21	94,986.23	100,139.64	102,158.43	106,072.67
5	90,285.43	96,629.18	101,940.83	103,996.85	107,982.06
5.5	91,907.44	98,367.53	103,776.95	105,870.18	109,927.54
6	93,560.86	100,137.33	105,645.65	107,776.10	111,907.90
6.5	95,242.20	101,939.66	107,548.05	109,718.09	113,924.38
7	96,956.12	103,774.63	109,485.39	111,694.98	115,978.08
7.5	98,700.31	105,644.48	111,457.62	113,706.77	118,067.82
8	100,477.07	107,545.71	113,467.09	115,756.98	120,197.13
8.5	102,284.10	109,483.04	115,511.46	117,843.24	122,364.85
9	104,126.02	111,456.48	117,593.09	119,966.76	124,570.96
9.5	106,000.50	113,463.58	119,713.11	122,130.97	126,817.80
10	107,911.09	115,509.13	121,872.67	124,332.42	129,106.53
10.5	109,854.26	117,591.93	124,069.48	126,576.94	131,437.15
11	113,500.55	121,495.30	128,189.85	130,780.77	135,801.98

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

<b>Salary Schedule PSY - Effective February 28, 2023</b>					
<b>Distribute step increases evenly Steps 12 through 14</b>					
Step	LANES				
	Bachelors	Masters	Masters +30	Masters +45	Masters +60 / Doctorate
1	78,881.38	84,472.29	89,048.57	90,840.44	93,622.54
1.5	80,047.25	85,723.12	90,366.91	92,186.72	95,306.21
2	81,310.88	87,076.32	91,795.76	93,643.49	97,020.13
2.5	82,594.30	88,452.84	93,246.72	95,124.69	98,765.50
3	84,077.82	90,042.26	94,923.40	96,836.30	100,543.40
3.5	85,586.98	91,659.61	96,630.35	98,578.15	102,353.92
4	87,125.20	93,307.20	98,368.71	100,351.42	104,195.82
4.5	88,690.21	94,986.23	100,139.64	102,158.43	106,072.67
5	90,285.43	96,629.18	101,940.83	103,996.85	107,982.06
5.5	91,907.44	98,367.53	103,776.95	105,870.18	109,927.54
6	93,560.86	100,137.33	105,645.65	107,776.10	111,907.90
6.5	95,242.20	101,939.66	107,548.05	109,718.09	113,924.38
7	96,956.12	103,774.63	109,485.39	111,694.98	115,978.08
7.5	98,700.31	105,644.48	111,457.62	113,706.77	118,067.82
8	100,477.07	107,545.71	113,467.09	115,756.98	120,197.13
8.5	102,284.10	109,483.04	115,511.46	117,843.24	122,364.85
9	104,126.02	111,456.48	117,593.09	119,966.76	124,570.96
9.5	106,000.50	113,463.58	119,713.11	122,130.97	126,817.80
10	108,717.98	116,371.71	122,778.95	125,257.29	130,064.54
10.5	110,675.12	118,467.32	124,992.46	127,516.95	132,410.46
11	113,500.55	121,495.30	128,189.85	130,780.77	135,801.98

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

<b>Salary Schedule PSY - Effective March 1, 2023</b>					
<b>1.0% COLA Increase all steps</b>					
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