

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION

UNIT C

FY21

<b>Salary Schedule TA1 - Effective February 1, 2020</b>							
<b>0.75% COLA increase; 1.0% COLA increase Step 14</b>							
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)					
		30 Hours	30.83 Hours	32 Hours	33.85 Hours	35 Hours	40 Hours
1							
1.5	18.9355	21,018.41	21,599.91	22,419.63	23,715.77	24,521.47	28,024.54
2	19.3527	21,481.50	22,075.82	22,913.60	24,238.29	25,061.75	28,642.00
2.5	19.7782	21,953.80	22,561.19	23,417.39	24,771.21	25,612.77	29,271.74
3	20.2138	22,437.32	23,058.08	23,933.14	25,316.77	26,176.87	29,916.42
3.5	20.6606	22,933.27	23,567.75	24,462.15	25,876.37	26,755.48	30,577.69
4	21.1173	23,440.20	24,088.72	25,002.88	26,448.36	27,346.90	31,253.60
4.5	21.5841	23,958.35	24,621.20	25,555.57	27,033.01	27,951.41	31,944.47
5	22.0620	24,488.82	25,166.34	26,121.41	27,631.55	28,570.29	32,651.76
5.5	22.6989	25,195.78	25,892.86	26,875.50	28,429.24	29,395.08	33,594.37
6	23.3561	25,925.27	26,642.54	27,653.62	29,252.35	30,246.15	34,567.03
6.5	24.0326	26,676.19	27,414.23	28,454.60	30,099.63	31,122.22	35,568.25
7	24.7292	27,449.41	28,208.85	29,279.37	30,972.09	32,024.31	36,599.22
7.5	25.4463	28,245.39	29,026.85	30,128.42	31,870.22	32,952.96	37,660.52
8	26.1848	29,065.13	29,869.26	31,002.80	32,795.15	33,909.32	38,753.50
8.5	26.9462	29,910.28	30,737.80	31,904.30	33,748.77	34,895.33	39,880.38
9	27.7299	30,780.19	31,631.77	32,832.20	34,730.31	35,910.22	41,040.25
9.5	28.5377	31,676.85	32,553.24	33,788.64	35,742.04	36,956.32	42,235.80
10	29.3882	32,620.90	33,523.41	34,795.63	36,807.25	38,057.72	43,494.54
10.5	30.2657	33,594.93	34,524.39	35,834.59	37,906.28	39,194.08	44,793.24
11	31.1679	34,596.37	35,553.54	36,902.79	39,036.24	40,362.43	46,128.49
11.5	32.0980	35,628.78	36,614.51	38,004.03	40,201.14	41,566.91	47,505.04
12	33.2214	36,875.75	37,895.98	39,334.14	41,608.14	43,021.71	49,167.67
12.5	34.3840	38,166.24	39,222.17	40,710.66	43,064.24	44,527.28	50,888.32
13	35.5869	39,501.46	40,594.33	42,134.89	44,570.81	46,085.04	52,668.61
13.5	36.8332	40,884.85	42,016.00	43,610.51	46,131.74	47,698.99	54,513.14
14	37.8628	42,027.71	43,190.47	44,829.56	47,421.26	49,032.33	56,036.94

NEWTON PUBLIC SCHOOLS  
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FY21

UNIT C

Salary Schedule TA1 - Effective September 1, 2020									
1.75% COLA increase; 2.0% COLA increase Step 14									
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)							
		2019-20 SCHEDULED FULL-TIME HOURS							
		30 Hours	32 Hours (PreK)	30.83 Hours	32 Hours (MS)	33.85 Hours	35 Hours (MS)	35 Hours (HS)	40 Hours
		2020-21 SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2	19.6914	21,857.45	23,314.62	23,562.34	24,414.78	24,662.49	25,500.36	26,600.52	29,143.27
2.5	20.1243	22,337.97	23,827.17	24,080.33	24,951.52	25,204.68	26,060.97	27,185.31	29,783.96
3	20.5675	22,829.93	24,351.92	24,610.66	25,501.03	25,759.77	26,634.91	27,784.02	30,439.90
3.5	21.0222	23,334.64	24,890.28	25,154.74	26,064.80	26,329.25	27,223.75	28,398.26	31,112.86
4	21.4869	23,850.46	25,440.49	25,710.79	26,640.96	26,911.27	27,825.54	29,026.01	31,800.61
4.5	21.9618	24,377.60	26,002.77	26,279.05	27,229.78	27,506.06	28,440.53	29,667.54	32,503.46
5	22.4481	24,917.39	26,578.55	26,860.95	27,832.73	28,115.12	29,070.29	30,324.46	33,223.19
5.5	23.0961	25,636.67	27,345.78	27,636.33	28,636.16	28,926.71	29,909.45	31,199.83	34,182.23
6	23.7648	26,378.93	28,137.52	28,436.48	29,465.26	29,764.22	30,775.42	32,103.16	35,171.90
6.5	24.4532	27,143.05	28,952.59	29,260.21	30,318.79	30,626.41	31,666.89	33,033.09	36,190.74
7	25.1620	27,929.82	29,791.81	30,108.35	31,197.61	31,514.15	32,584.79	33,990.59	37,239.76
7.5	25.8916	28,739.68	30,655.65	30,981.37	32,102.22	32,427.93	33,529.62	34,976.19	38,319.57
8	26.6430	29,573.73	31,545.31	31,880.48	33,033.86	33,369.03	34,502.69	35,991.23	39,431.64
8.5	27.4178	30,433.76	32,462.68	32,807.59	33,994.51	34,339.42	35,506.05	37,037.88	40,578.34
9	28.2152	31,318.87	33,406.80	33,761.74	34,983.18	35,338.13	36,538.68	38,115.07	41,758.50
9.5	29.0371	32,231.18	34,379.93	34,745.21	36,002.23	36,367.52	37,603.04	39,225.35	42,974.91
10	29.9025	33,191.78	35,404.56	35,780.73	37,075.21	37,451.39	38,723.74	40,394.39	44,255.70
10.5	30.7953	34,182.78	36,461.64	36,849.04	38,182.17	38,569.57	39,879.91	41,600.45	45,577.04
11	31.7133	35,201.76	37,548.55	37,947.50	39,320.37	39,719.32	41,068.72	42,840.55	46,935.68
11.5	32.6597	36,252.27	38,669.08	39,079.94	40,493.78	40,904.64	42,294.31	44,119.01	48,336.36
12	33.8028	37,521.11	40,022.52	40,447.75	41,911.08	42,336.32	43,774.63	45,663.19	50,028.14
12.5	34.9857	38,834.13	41,423.07	41,863.19	43,377.72	43,817.84	45,306.48	47,261.13	51,778.84
13	36.2097	40,192.77	42,872.28	43,327.80	44,895.32	45,350.84	46,891.56	48,914.60	53,590.36
13.5	37.4778	41,600.36	44,373.72	44,845.19	46,467.60	46,939.07	48,533.75	50,627.64	55,467.14
14	38.6201	42,868.31	45,726.20	46,212.04	47,883.90	48,369.74	50,013.03	52,170.73	57,157.75

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FY21

Salary Schedule TA1 - Effective February 1, 2021									
0.75% COLA increase; 1.0% COLA increase Step 14									
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)							
		2019-20 SCHEDULED FULL-TIME HOURS							
		30 Hours	32 Hours (PreK)	30.83 Hours	32 Hours (MS)	33.85 Hours	35 Hours (MS)	35 Hours (HS)	40 Hours
		2020-21 SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2	19.8391	22,021.40	23,489.49	23,739.07	24,597.90	24,847.48	25,691.63	26,800.05	29,361.87
2.5	20.2752	22,505.47	24,005.84	24,260.90	25,138.61	25,393.67	26,256.38	27,389.16	30,007.30
3	20.7218	23,001.20	24,534.61	24,795.29	25,692.34	25,953.02	26,834.73	27,992.46	30,668.26
3.5	21.1799	23,509.69	25,077.00	25,343.44	26,260.32	26,526.77	27,427.97	28,611.29	31,346.25
4	21.6481	24,029.39	25,631.35	25,903.68	26,840.83	27,113.16	28,034.29	29,243.77	32,039.19
4.5	22.1265	24,560.42	26,197.78	26,476.13	27,433.98	27,712.33	28,653.82	29,890.03	32,747.22
5	22.6165	25,104.32	26,777.94	27,062.45	28,041.52	28,326.04	29,288.37	30,551.95	33,472.42
5.5	23.2693	25,828.92	27,550.85	27,843.58	28,850.91	29,143.63	30,133.74	31,433.80	34,438.56
6	23.9430	26,576.73	28,348.51	28,649.71	29,686.21	29,987.41	31,006.19	32,343.88	35,435.64
6.5	24.6366	27,346.63	29,169.73	29,479.66	30,546.18	30,856.11	31,904.40	33,280.84	36,462.17
7	25.3507	28,139.28	30,015.23	30,334.14	31,431.57	31,750.48	32,829.16	34,245.50	37,519.04
7.5	26.0858	28,955.24	30,885.59	31,213.75	32,343.00	32,671.16	33,781.11	35,238.52	38,606.98
8	26.8428	29,795.51	31,781.88	32,119.56	33,281.58	33,619.26	34,761.43	36,261.13	39,727.34
8.5	27.6234	30,661.97	32,706.11	33,053.61	34,249.42	34,596.93	35,772.30	37,315.62	40,882.63
9	28.4268	31,553.75	33,657.33	34,014.94	35,245.54	35,603.15	36,812.71	38,400.91	42,071.66
9.5	29.2549	32,472.94	34,637.80	35,005.83	36,272.27	36,640.30	37,885.10	39,519.57	43,297.25
10	30.1268	33,440.75	35,670.13	36,049.13	37,353.32	37,732.31	39,014.21	40,697.39	44,587.66
10.5	31.0263	34,439.19	36,735.14	37,125.45	38,468.58	38,858.89	40,179.06	41,912.50	45,918.92
11	31.9511	35,465.72	37,830.10	38,232.05	39,615.21	40,017.16	41,376.67	43,161.78	47,287.63
11.5	32.9046	36,524.11	38,959.05	39,372.99	40,797.43	41,211.37	42,611.46	44,449.84	48,698.81
12	34.0563	37,802.49	40,322.66	40,751.09	42,225.38	42,653.81	44,102.91	46,005.63	50,403.32
12.5	35.2481	39,125.39	41,733.75	42,177.17	43,703.06	44,146.48	45,646.29	47,615.60	52,167.19
13	36.4813	40,494.24	43,193.86	43,652.79	45,232.07	45,691.00	47,243.28	49,281.49	53,992.32
13.5	37.7589	41,912.38	44,706.54	45,181.54	46,816.13	47,291.13	48,897.78	51,007.37	55,883.17
14	39.0063	43,296.99	46,183.46	46,674.16	48,362.74	48,853.44	50,513.16	52,692.44	57,729.32

NEWTON PUBLIC SCHOOLS  
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FY22

<b>Salary Schedule TA1 - Effective September 1, 2021</b>									
<b>1.75% COLA increase; 2.0% COLA increase Step 14</b>									
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)							
		2019-20 SCHEDULED FULL-TIME HOURS							
		30 Hours	32 Hours (PreK)	30.83 Hours	32 Hours (MS)	33.85 Hours	35 Hours (MS)	35 Hours (HS)	40 Hours
		2020-21 SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2									
2.5	20.6300	22,899.30	24,425.92	24,685.45	25,578.52	25,838.04	26,715.85	27,868.45	30,532.40
3	21.0844	23,403.68	24,963.93	25,229.17	26,141.92	26,407.16	27,304.30	28,482.28	31,204.91
3.5	21.5505	23,921.06	25,515.79	25,786.90	26,719.82	26,990.92	27,907.90	29,111.92	31,894.74
4	22.0269	24,449.86	26,079.85	26,356.95	27,310.49	27,587.59	28,524.84	29,755.48	32,599.81
4.5	22.5137	24,990.21	26,656.22	26,939.44	27,914.06	28,197.28	29,155.24	30,413.08	33,320.28
5	23.0123	25,543.65	27,246.56	27,536.06	28,532.26	28,821.76	29,800.93	31,086.63	34,058.20
5.5	23.6765	26,280.92	28,032.98	28,330.83	29,355.78	29,653.63	30,661.07	31,983.87	35,041.22
6	24.3620	27,041.82	28,844.61	29,151.08	30,205.71	30,512.19	31,548.79	32,909.89	36,055.76
6.5	25.0677	27,825.15	29,680.16	29,995.51	31,080.69	31,396.04	32,462.67	33,863.20	37,100.20
7	25.7943	28,631.67	30,540.45	30,864.94	31,981.58	32,306.07	33,403.62	34,844.75	38,175.56
7.5	26.5423	29,461.95	31,426.08	31,759.99	32,909.00	33,242.90	34,372.28	35,855.20	39,282.60
8	27.3125	30,316.88	32,338.00	32,681.59	33,863.95	34,207.54	35,369.69	36,895.64	40,422.50
8.5	28.1068	31,198.55	33,278.45	33,632.03	34,848.78	35,202.36	36,398.31	37,968.63	41,598.06
9	28.9243	32,105.97	34,246.37	34,610.24	35,862.37	36,226.24	37,456.97	39,072.97	42,807.96
9.5	29.7669	33,041.26	35,244.01	35,618.48	36,907.09	37,281.55	38,548.14	40,211.21	44,055.01
10	30.6540	34,025.94	36,294.34	36,679.96	38,006.97	38,392.60	39,696.93	41,409.57	45,367.92
10.5	31.5693	35,041.92	37,378.05	37,775.19	39,141.83	39,538.97	40,882.24	42,646.02	46,722.56
11	32.5102	36,086.32	38,492.08	38,901.06	40,308.42	40,717.40	42,100.71	43,917.05	48,115.10
11.5	33.4804	37,163.24	39,640.79	40,061.98	41,511.34	41,932.53	43,357.12	45,227.67	49,550.99
12	34.6523	38,464.05	41,028.32	41,464.25	42,964.35	43,400.27	44,874.73	46,810.75	51,285.40
12.5	35.8649	39,810.04	42,464.04	42,915.22	44,467.81	44,918.99	46,445.05	48,448.82	53,080.05
13	37.1197	41,202.87	43,949.72	44,416.69	46,023.60	46,490.57	48,070.01	50,143.89	54,937.16
13.5	38.4197	42,645.87	45,488.92	45,972.24	47,635.43	48,118.75	49,753.51	51,900.02	56,861.16
14	39.7864	44,162.90	47,107.10	47,607.61	49,329.96	49,830.48	51,523.39	53,746.25	58,883.87

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FY22

Salary Schedule TA1 - Effective February 1, 2022									
0.75% COLA increase; 1.0% COLA increase Step 14									
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)							
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		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2									
2.5	20.7847	23,071.02	24,609.08	24,870.56	25,770.33	26,031.80	26,916.19	28,077.43	30,761.36
3	21.2425	23,579.18	25,151.12	25,418.35	26,337.94	26,605.17	27,509.04	28,695.86	31,438.90
3.5	21.7121	24,100.43	25,707.13	25,980.26	26,920.18	27,193.32	28,117.17	29,330.22	32,133.91
4	22.1921	24,633.23	26,275.45	26,554.62	27,515.32	27,794.50	28,738.77	29,978.64	32,844.31
4.5	22.6826	25,177.69	26,856.20	27,141.55	28,123.48	28,408.82	29,373.97	30,641.24	33,570.25
5	23.1849	25,735.24	27,450.92	27,742.59	28,746.26	29,037.93	30,024.45	31,319.79	34,313.65
5.5	23.8541	26,478.05	28,243.25	28,543.34	29,575.98	29,876.07	30,891.06	32,223.79	35,304.07
6	24.5447	27,244.62	29,060.92	29,369.70	30,432.24	30,741.01	31,785.39	33,156.70	36,326.16
6.5	25.2557	28,033.83	29,902.75	30,220.47	31,313.78	31,631.50	32,706.13	34,117.17	37,378.44
7	25.9878	28,846.46	30,769.56	31,096.48	32,221.49	32,548.42	33,654.20	35,106.14	38,461.94
7.5	26.7414	29,682.95	31,661.82	31,998.22	33,155.86	33,492.27	34,630.11	36,124.16	39,577.27
8	27.5173	30,544.20	32,580.48	32,926.65	34,117.87	34,464.04	35,634.90	37,172.30	40,725.60
8.5	28.3176	31,432.54	33,528.04	33,884.27	35,110.14	35,466.38	36,671.29	38,253.40	41,910.05
9	29.1412	32,346.73	34,503.18	34,869.78	36,131.30	36,497.90	37,737.85	39,365.97	43,128.98
9.5	29.9902	33,289.12	35,508.40	35,885.67	37,183.95	37,561.23	38,837.31	40,512.86	44,385.50
10	30.8839	34,281.13	36,566.54	36,955.06	38,292.02	38,680.54	39,994.65	41,720.13	45,708.17
10.5	31.8061	35,304.77	37,658.42	38,058.54	39,435.43	39,835.55	41,188.90	42,965.91	47,073.03
11	32.7540	36,356.94	38,780.74	39,192.78	40,610.70	41,022.75	42,416.43	44,246.40	48,475.92
11.5	33.7315	37,441.97	39,938.10	40,362.44	41,822.67	42,247.02	43,682.29	45,566.87	49,922.62
12	34.9122	38,752.54	41,336.04	41,775.24	43,286.59	43,725.78	45,211.30	47,161.84	51,670.06
12.5	36.1339	40,108.63	42,782.54	43,237.10	44,801.34	45,255.90	46,793.40	48,812.20	53,478.17
13	37.3981	41,511.89	44,279.35	44,749.82	46,368.78	46,839.25	48,430.54	50,519.97	55,349.19
13.5	38.7078	42,965.66	45,830.04	46,316.98	47,992.64	48,479.58	50,126.60	52,289.21	57,287.54
14	40.1843	44,604.57	47,578.21	48,083.73	49,823.31	50,328.83	52,038.67	54,283.77	59,472.76

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

Salary Schedule TA1 - Effective September 1, 2022									
1.75% COLA increase; 2.0% COLA increase Step 14									
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)							
		2019-20 SCHEDULED FULL-TIME HOURS							
		30 Hours	32 Hours (PreK)	30.83 Hours	32 Hours (MS)	33.85 Hours	35 Hours (MS)	35 Hours (HS)	40 Hours
		2020-21 SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2									
2.5									
3	21.6142	23,991.76	25,591.21	25,863.12	26,798.80	27,070.70	27,990.39	29,197.97	31,989.02
3.5	22.0921	24,522.23	26,157.05	26,434.97	27,391.33	27,669.25	28,609.27	29,843.56	32,696.31
4	22.5805	25,064.36	26,735.31	27,019.37	27,996.88	28,280.95	29,241.75	30,503.32	33,419.14
4.5	23.0795	25,618.25	27,326.13	27,616.47	28,615.58	28,905.92	29,887.95	31,177.40	34,157.66
5	23.5906	26,185.57	27,931.27	28,228.04	29,249.28	29,546.05	30,549.83	31,867.83	34,914.09
5.5	24.2715	26,941.37	28,737.46	29,042.79	30,093.50	30,398.84	31,431.59	32,787.64	35,921.82
6	24.9742	27,721.36	29,569.45	29,883.63	30,964.76	31,278.94	32,341.59	33,736.90	36,961.82
6.5	25.6977	28,524.45	30,426.08	30,749.35	31,861.81	32,185.08	33,278.52	34,714.25	38,032.60
7	26.4426	29,351.29	31,308.04	31,640.69	32,785.39	33,118.03	34,243.17	35,720.52	39,135.05
7.5	27.2094	30,202.43	32,215.93	32,558.22	33,736.12	34,078.41	35,236.17	36,756.36	40,269.91
8	27.9989	31,078.78	33,150.70	33,502.92	34,715.00	35,067.22	36,258.58	37,822.87	41,438.37
8.5	28.8132	31,982.65	34,114.83	34,477.30	35,724.62	36,087.09	37,313.09	38,922.89	42,643.54
9	29.6512	32,912.83	35,107.02	35,480.03	36,763.63	37,136.65	38,398.30	40,054.92	43,883.78
9.5	30.5150	33,871.65	36,129.76	36,513.64	37,834.63	38,218.51	39,516.93	41,221.80	45,162.20
10	31.4244	34,881.08	37,206.49	37,601.81	38,962.17	39,357.49	40,694.60	42,450.28	46,508.11
10.5	32.3627	35,922.60	38,317.44	38,724.56	40,125.54	40,532.66	41,909.70	43,717.80	47,896.80
11	33.3272	36,993.19	39,459.40	39,878.66	41,321.40	41,740.65	43,158.72	45,020.71	49,324.26
11.5	34.3218	38,097.20	40,637.01	41,068.78	42,554.57	42,986.34	44,446.73	46,364.29	50,796.26
12	35.5232	39,430.75	42,059.47	42,506.35	44,044.15	44,491.03	46,002.54	47,987.23	52,574.34
12.5	36.7662	40,810.48	43,531.18	43,993.70	45,585.31	46,047.83	47,612.23	49,666.36	54,413.98
13	38.0526	42,238.39	45,054.28	45,532.98	47,180.28	47,658.98	49,278.12	51,404.12	56,317.85
13.5	39.3852	43,717.57	46,632.08	47,127.54	48,832.53	49,327.99	51,003.83	53,204.29	58,290.10
14	40.9880	45,496.68	48,529.79	49,045.42	50,819.79	51,335.42	53,079.46	55,369.46	60,662.24

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

Salary Schedule TA1 - Effective January 31, 2023									
All step numbers lowered by 2 with no salary increases									
Distribute step increases evenly Steps 10 through 12									
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)							
		2019-20 SCHEDULED FULL-TIME HOURS							
		30 Hours	32 Hours (PreK)	30.83 Hours	32 Hours (MS)	33.85 Hours	35 Hours (MS)	35 Hours (HS)	40 Hours
		2020-21 SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1	21.6142	23,991.76	25,591.21	25,863.12	26,798.80	27,070.70	27,990.39	29,197.97	31,989.02
1.5	22.0921	24,522.23	26,157.05	26,434.97	27,391.33	27,669.25	28,609.27	29,843.56	32,696.31
2	22.5805	25,064.36	26,735.31	27,019.37	27,996.88	28,280.95	29,241.75	30,503.32	33,419.14
2.5	23.0795	25,618.25	27,326.13	27,616.47	28,615.58	28,905.92	29,887.95	31,177.40	34,157.66
3	23.5906	26,185.57	27,931.27	28,228.04	29,249.28	29,546.05	30,549.83	31,867.83	34,914.09
3.5	24.2715	26,941.37	28,737.46	29,042.79	30,093.50	30,398.84	31,431.59	32,787.64	35,921.82
4	24.9742	27,721.36	29,569.45	29,883.63	30,964.76	31,278.94	32,341.59	33,736.90	36,961.82
4.5	25.6977	28,524.45	30,426.08	30,749.35	31,861.81	32,185.08	33,278.52	34,714.25	38,032.60
5	26.4426	29,351.29	31,308.04	31,640.69	32,785.39	33,118.03	34,243.17	35,720.52	39,135.05
5.5	27.2094	30,202.43	32,215.93	32,558.22	33,736.12	34,078.41	35,236.17	36,756.36	40,269.91
6	27.9989	31,078.78	33,150.70	33,502.92	34,715.00	35,067.22	36,258.58	37,822.87	41,438.37
6.5	28.8132	31,982.65	34,114.83	34,477.30	35,724.62	36,087.09	37,313.09	38,922.89	42,643.54
7	29.6512	32,912.83	35,107.02	35,480.03	36,763.63	37,136.65	38,398.30	40,054.92	43,883.78
7.5	30.5150	33,871.65	36,129.76	36,513.64	37,834.63	38,218.51	39,516.93	41,221.80	45,162.20
8	31.4244	34,881.08	37,206.49	37,601.81	38,962.17	39,357.49	40,694.60	42,450.28	46,508.11
8.5	32.3627	35,922.60	38,317.44	38,724.56	40,125.54	40,532.66	41,909.70	43,717.80	47,896.80
9	33.3272	36,993.19	39,459.40	39,878.66	41,321.40	41,740.65	43,158.72	45,020.71	49,324.26
9.5	34.3218	38,097.20	40,637.01	41,068.78	42,554.57	42,986.34	44,446.73	46,364.29	50,796.26
10	35.5232	39,430.75	42,059.47	42,506.35	44,044.15	44,491.03	46,002.54	47,987.23	52,574.34
10.5	36.7662	40,810.48	43,531.18	43,993.70	45,585.31	46,047.83	47,612.23	49,666.36	54,413.98
11	38.1100	42,302.10	45,122.24	45,601.66	47,251.45	47,730.87	49,352.45	51,481.66	56,402.80
11.5	39.4400	43,778.40	46,696.96	47,193.12	48,900.47	49,396.63	51,074.80	53,278.31	58,371.20
12	40.9880	45,496.68	48,529.79	49,045.42	50,819.79	51,335.42	53,079.46	55,369.46	60,662.24

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

Salary Schedule TA1 - Effective February 1, 2023									
1.0% COLA increase all steps									
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)							
		2019-20 SCHEDULED FULL-TIME HOURS							
		30 Hours	32 Hours (PreK)	30.83 Hours	32 Hours (MS)	33.85 Hours	35 Hours (MS)	35 Hours (HS)	40 Hours
		2020-21 SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1	21.8303	24,231.63	25,847.08	26,121.70	27,066.73	27,341.36	28,270.24	29,489.90	32,308.84
1.5	22.3130	24,767.43	26,418.59	26,699.29	27,665.22	27,945.92	28,895.34	30,141.96	33,023.24
2	22.8063	25,314.99	27,002.66	27,289.56	28,276.85	28,563.75	29,534.16	30,808.35	33,753.32
2.5	23.3103	25,874.43	27,599.40	27,892.64	28,901.74	29,194.99	30,186.84	31,489.18	34,499.24
3	23.8265	26,447.42	28,210.58	28,510.31	29,541.76	29,841.50	30,855.32	32,186.50	35,263.22
3.5	24.5142	27,210.76	29,024.81	29,333.20	30,394.42	30,702.81	31,745.89	33,115.50	36,281.02
4	25.2239	27,998.53	29,865.10	30,182.41	31,274.36	31,591.67	32,664.95	34,074.21	37,331.37
4.5	25.9547	28,809.72	30,730.36	31,056.87	32,180.45	32,506.96	33,611.34	35,061.43	38,412.96
5	26.7070	29,644.77	31,621.09	31,957.06	33,113.21	33,449.18	34,585.57	36,077.69	39,526.36
5.5	27.4815	30,504.47	32,538.10	32,883.81	34,073.49	34,419.20	35,588.54	37,123.93	40,672.62
6	28.2789	31,389.58	33,482.22	33,837.97	35,062.16	35,417.91	36,621.18	38,201.12	41,852.77
6.5	29.1013	32,302.44	34,455.94	34,822.03	36,081.83	36,447.92	37,686.18	39,312.07	43,069.92
7	29.9477	33,241.95	35,458.08	35,834.82	37,131.25	37,508.00	38,782.27	40,455.45	44,322.60
7.5	30.8202	34,210.42	36,491.12	36,878.83	38,213.04	38,600.76	39,912.16	41,634.08	45,613.90
8	31.7386	35,229.85	37,578.50	37,977.77	39,351.74	39,751.01	41,101.49	42,874.72	46,973.13
8.5	32.6863	36,281.79	38,700.58	39,111.77	40,526.76	40,937.96	42,328.76	44,154.94	48,375.72
9	33.6605	37,363.16	39,854.03	40,277.48	41,734.64	42,158.09	43,590.35	45,470.96	49,817.54
9.5	34.6650	38,478.15	41,043.36	41,479.45	42,980.09	43,416.18	44,891.18	46,827.91	51,304.20
10	35.8784	39,825.02	42,480.03	42,931.38	44,484.55	44,935.90	46,462.53	48,467.05	53,100.03
10.5	37.1339	41,218.63	43,966.54	44,433.68	46,041.21	46,508.35	48,088.40	50,163.07	54,958.17
11	38.4911	42,725.12	45,573.46	46,057.68	47,723.96	48,208.18	49,845.97	51,996.47	56,966.83
11.5	39.8344	44,216.18	47,163.93	47,665.05	49,389.48	49,890.59	51,585.55	53,811.10	58,954.91
12	41.3979	45,951.67	49,015.11	49,535.90	51,328.01	51,848.80	53,610.28	55,923.18	61,268.89



NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY21

<b>Salary Schedule TA2 - Effective February 1, 2020</b>				
<b>0.75% COLA increase; 1.0% COLA increase Step 11</b>				
Step	Hourly Rate	LANES (ANNUAL SALARY)		
		35 Hours	40 Hours	
1				
1.5	23.3801	30,277.23	34,602.55	
2	24.0773	31,180.10	35,634.40	
2.5	24.7951	32,109.65	36,696.75	
3	25.5338	33,066.27	37,790.02	
3.5	26.2949	34,051.90	38,916.45	
4	27.0800	35,068.60	40,078.40	
4.5	27.8874	36,114.18	41,273.35	
5	28.7195	37,191.75	42,504.86	
5.5	29.5763	38,301.31	43,772.92	
6	30.4594	39,444.92	45,079.91	
6.5	31.3687	40,622.47	46,425.68	
7	32.3048	41,834.72	47,811.10	
7.5	33.2694	43,083.87	49,238.71	
8	34.2627	44,370.20	50,708.80	
8.5	35.2861	45,695.50	52,223.43	
9	36.3398	47,060.04	53,782.90	
9.5	37.4295	48,471.20	55,395.66	
10	38.6463	50,046.96	57,196.52	
10.5	39.9019	51,672.96	59,054.81	
11	41.3013	53,485.18	61,125.92	

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION

FY21

Salary Schedule TA2 - Effective September 1, 2020								
1.75% COLA increase; 2.0% COLA increase Step 11								
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)						
		2019-20 SCHEDULED HOURS						
		30.83 Hours	32.83 Hours (Elem)	32 Hours (MS)	35 Hours (Except HS)	35.83 Hours	35 Hours (HS Only)	40 Hours
		2020-21 SCHEDULED HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2	24.4987	30,683.40	31,272.59	31,725.82	31,725.82	32,478.17	34,445.17	36,258.08
2.5	25.2290	31,598.06	32,204.82	32,671.56	32,671.56	33,446.34	35,471.97	37,338.92
3	25.9806	32,539.40	33,164.24	33,644.88	33,644.88	34,442.74	36,528.72	38,451.29
3.5	26.7551	33,509.42	34,152.89	34,647.85	34,647.85	35,469.50	37,617.67	39,597.55
4	27.5539	34,509.88	35,172.55	35,682.30	35,682.30	36,528.48	38,740.78	40,779.77
4.5	28.3754	35,538.77	36,221.20	36,746.14	36,746.14	37,617.55	39,895.81	41,995.59
5	29.2221	36,599.22	37,302.01	37,842.62	37,842.62	38,740.03	41,086.27	43,248.71
5.5	30.0939	37,691.11	38,414.86	38,971.60	38,971.60	39,895.78	42,312.02	44,538.97
6	30.9924	38,816.43	39,561.80	40,135.16	40,135.16	41,086.93	43,575.31	45,868.75
6.5	31.9177	39,975.32	40,742.94	41,333.42	41,333.42	42,313.61	44,876.29	47,238.20
7	32.8701	41,168.16	41,958.68	42,566.78	42,566.78	43,576.22	46,215.36	48,647.75
7.5	33.8516	42,397.44	43,211.57	43,837.82	43,837.82	44,877.40	47,595.35	50,100.37
8	34.8623	43,663.29	44,501.73	45,146.68	45,146.68	46,217.30	49,016.39	51,596.20
8.5	35.9036	44,967.46	45,830.95	46,495.16	46,495.16	47,597.76	50,480.46	53,137.33
9	36.9757	46,310.22	47,199.48	47,883.53	47,883.53	49,019.06	51,987.83	54,724.04
9.5	38.0845	47,698.93	48,614.86	49,319.43	49,319.43	50,489.00	53,546.81	56,365.06
10	39.3226	49,249.59	50,195.30	50,922.77	50,922.77	52,130.36	55,287.58	58,197.45
10.5	40.6002	50,849.72	51,826.16	52,577.26	52,577.26	53,824.09	57,083.88	60,088.30
11	42.1273	52,762.34	53,775.50	54,554.85	54,554.85	55,848.58	59,230.98	62,348.40

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY21

Salary Schedule TA2 - Effective February 1, 2021								
0.75% COLA increase; 1.0% COLA increase Step 11								
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)						
		2019-20 SCHEDULED HOURS						
		30.83 Hours	32.83 Hours (Elem)	32 Hours (MS)	35 Hours (Except HS)	35.83 Hours	35 Hours (HS Only)	40 Hours
		2020-21 SCHEDULED HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2	24.6824	30,913.47	31,507.08	31,963.71	31,963.71	32,721.70	34,703.45	36,529.95
2.5	25.4182	31,835.02	32,446.33	32,916.57	32,916.57	33,697.16	35,737.99	37,618.94
3	26.1755	32,783.50	33,413.03	33,897.27	33,897.27	34,701.12	36,802.75	38,739.74
3.5	26.9558	33,760.79	34,409.08	34,907.76	34,907.76	35,735.57	37,899.85	39,894.58
4	27.7606	34,768.76	35,436.41	35,949.98	35,949.98	36,802.51	39,031.40	41,085.69
4.5	28.5882	35,805.29	36,492.84	37,021.72	37,021.72	37,899.66	40,195.01	42,310.54
5	29.4413	36,873.76	37,581.82	38,126.48	38,126.48	39,030.63	41,394.47	43,573.12
5.5	30.3196	37,973.78	38,702.97	39,263.88	39,263.88	40,195.00	42,629.36	44,873.01
6	31.2248	39,107.50	39,858.46	40,436.12	40,436.12	41,395.03	43,902.07	46,212.70
6.5	32.1571	40,275.16	41,048.54	41,643.44	41,643.44	42,630.99	45,212.88	47,592.51
7	33.1166	41,476.89	42,273.34	42,886.00	42,886.00	43,903.01	46,561.94	49,012.57
7.5	34.1055	42,715.43	43,535.67	44,166.62	44,166.62	45,214.00	47,952.33	50,476.14
8	35.1238	43,990.80	44,835.53	45,485.32	45,485.32	46,563.97	49,384.06	51,983.22
8.5	36.1729	45,304.75	46,174.71	46,843.91	46,843.91	47,954.78	50,859.10	53,535.89
9	37.2530	46,657.52	47,553.45	48,242.64	48,242.64	49,386.67	52,377.72	55,134.44
9.5	38.3701	48,056.63	48,979.43	49,689.28	49,689.28	50,867.63	53,948.36	56,787.75
10	39.6175	49,618.94	50,571.74	51,304.66	51,304.66	52,521.32	55,702.21	58,633.90
10.5	40.9047	51,231.09	52,214.85	52,971.59	52,971.59	54,227.77	57,512.01	60,538.96
11	42.5486	53,289.99	54,313.29	55,100.44	55,100.44	56,407.10	59,823.33	62,971.93

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION

FY22

Salary Schedule TA2 - Effective September 1, 2021								
1.75% COLA increase; 2.0% COLA increase Step 11								
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)						
		2019-20 SCHEDULED HOURS						
		30.83 Hours	32.83 Hours (Elem)	32 Hours (MS)	35 Hours (Except HS)	35.83 Hours	35 Hours (HS Only)	40 Hours
		2020-21 SCHEDULED HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2								
2.5	25.8630	32,392.11	33,014.12	33,492.59	33,492.59	34,286.84	36,363.38	38,277.24
3	26.6336	33,357.25	33,997.79	34,490.51	34,490.51	35,308.43	37,446.84	39,417.73
3.5	27.4275	34,351.57	35,011.20	35,518.61	35,518.61	36,360.91	38,563.07	40,592.70
4	28.2464	35,377.20	36,056.53	36,579.09	36,579.09	37,446.53	39,714.44	41,804.67
4.5	29.0885	36,431.89	37,131.47	37,669.61	37,669.61	38,562.92	40,898.43	43,050.98
5	29.9565	37,519.02	38,239.47	38,793.67	38,793.67	39,713.63	42,118.84	44,335.62
5.5	30.8502	38,638.33	39,380.28	39,951.01	39,951.01	40,898.42	43,375.38	45,658.30
6	31.7712	39,791.84	40,555.94	41,143.70	41,143.70	42,119.40	44,670.31	47,021.38
6.5	32.7198	40,979.91	41,766.82	42,372.14	42,372.14	43,376.97	46,004.04	48,425.30
7	33.6961	42,202.68	43,013.07	43,636.45	43,636.45	44,671.26	47,376.72	49,870.23
7.5	34.7023	43,462.90	44,297.49	44,939.48	44,939.48	46,005.19	48,791.43	51,359.40
8	35.7385	44,760.68	45,620.20	46,281.36	46,281.36	47,378.89	50,248.33	52,892.98
8.5	36.8059	46,097.55	46,982.73	47,663.64	47,663.64	48,793.95	51,749.10	54,472.73
9	37.9049	47,473.99	48,385.60	49,086.85	49,086.85	50,250.90	53,294.29	56,099.25
9.5	39.0416	48,897.65	49,836.60	50,558.87	50,558.87	51,757.84	54,892.49	57,781.57
10	40.3108	50,487.26	51,456.74	52,202.49	52,202.49	53,440.43	56,676.98	59,659.98
10.5	41.6205	52,127.60	53,128.57	53,898.55	53,898.55	55,176.71	58,518.42	61,598.34
11	43.3996	54,355.83	55,399.59	56,202.48	56,202.48	57,535.28	61,019.84	64,231.41

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY22

Salary Schedule TA2 - Effective February 1, 2022								
0.75% COLA increase; 1.0% COLA increase Step 11								
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)						
		2019-20 SCHEDULED HOURS						
		30.83 Hours	32.83 Hours (Elem)	32 Hours (MS)	35 Hours (Except HS)	35.83 Hours	35 Hours (HS Only)	40 Hours
		2020-21 SCHEDULED HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2								
2.5	26.0570	32,635.09	33,261.76	33,743.82	33,743.82	34,544.03	36,636.14	38,564.36
3	26.8334	33,607.49	34,252.84	34,749.25	34,749.25	35,573.31	37,727.76	39,713.43
3.5	27.6332	34,609.20	35,273.78	35,784.99	35,784.99	36,633.61	38,852.28	40,897.14
4	28.4582	35,642.47	36,326.89	36,853.37	36,853.37	37,727.32	40,012.23	42,118.14
4.5	29.3067	36,705.18	37,410.00	37,952.18	37,952.18	38,852.19	41,205.22	43,373.92
5	30.1812	37,800.44	38,526.30	39,084.65	39,084.65	40,011.52	42,434.77	44,668.18
5.5	31.0816	38,928.15	39,675.66	40,250.67	40,250.67	41,205.19	43,700.73	46,000.77
6	32.0095	40,090.30	40,860.13	41,452.30	41,452.30	42,435.31	45,005.36	47,374.06
6.5	32.9652	41,287.26	42,080.08	42,689.93	42,689.93	43,702.30	46,349.07	48,788.50
7	33.9488	42,519.17	43,335.64	43,963.70	43,963.70	45,006.26	47,732.01	50,244.22
7.5	34.9626	43,788.91	44,629.76	45,276.57	45,276.57	46,350.27	49,157.42	51,744.65
8	36.0065	45,096.34	45,962.30	46,628.42	46,628.42	47,734.18	50,625.14	53,289.62
8.5	37.0819	46,443.23	47,335.05	48,021.06	48,021.06	49,159.85	52,137.15	54,881.21
9	38.1892	47,830.06	48,748.51	49,455.01	49,455.01	50,627.80	53,694.02	56,520.02
9.5	39.3344	49,264.37	50,210.36	50,938.05	50,938.05	52,146.01	55,304.17	58,214.91
10	40.6131	50,865.88	51,842.62	52,593.96	52,593.96	53,841.19	57,102.02	60,107.39
10.5	41.9327	52,518.61	53,527.09	54,302.85	54,302.85	55,590.60	58,957.38	62,060.40
11	43.8336	54,899.39	55,953.59	56,764.51	56,764.51	58,110.64	61,630.04	64,873.73

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

Salary Schedule TA2 - Effective September 1, 2022								
1.75% COLA increase; 2.0% COLA increase Step 11								
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)						
		2019-20 SCHEDULED HOURS						
		30.83 Hours	32.83 Hours (Elem)	32 Hours (MS)	35 Hours (Except HS)	35.83 Hours	35 Hours (HS Only)	40 Hours
		2020-21 SCHEDULED HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2								
2.5								
3	27.3030	34,195.64	34,852.28	35,357.39	35,357.39	36,195.86	38,388.02	40,408.44
3.5	28.1168	35,214.89	35,891.10	36,411.26	36,411.26	37,274.72	39,532.22	41,612.86
4	28.9562	36,266.19	36,962.59	37,498.28	37,498.28	38,387.52	40,712.42	42,855.18
4.5	29.8196	37,347.56	38,064.72	38,616.38	38,616.38	39,532.14	41,926.36	44,133.01
5	30.7094	38,461.99	39,200.55	39,768.67	39,768.67	40,711.76	43,177.42	45,449.91
5.5	31.6255	39,609.36	40,369.95	40,955.02	40,955.02	41,926.24	44,465.45	46,805.74
6	32.5697	40,791.92	41,575.22	42,177.76	42,177.76	43,177.98	45,793.00	48,203.16
6.5	33.5421	42,009.80	42,816.49	43,437.02	43,437.02	44,467.10	47,160.19	49,642.31
7	34.5429	43,263.26	44,094.01	44,733.06	44,733.06	45,793.87	48,567.32	51,123.49
7.5	35.5744	44,555.16	45,410.72	46,068.85	46,068.85	47,161.34	50,017.61	52,650.11
8	36.6366	45,885.51	46,766.62	47,444.40	47,444.40	48,569.51	51,511.06	54,222.17
8.5	37.7308	47,255.94	48,163.37	48,861.39	48,861.39	50,020.10	53,049.50	55,841.58
9	38.8575	48,667.08	49,601.60	50,320.46	50,320.46	51,513.78	54,633.65	57,509.10
9.5	40.0228	50,126.56	51,089.10	51,829.53	51,829.53	53,058.63	56,272.06	59,233.74
10	41.3238	51,755.99	52,749.83	53,514.32	53,514.32	54,783.37	58,101.26	61,159.22
10.5	42.6665	53,437.66	54,463.79	55,253.12	55,253.12	56,563.41	59,989.10	63,146.42
11	44.7103	55,997.42	57,072.70	57,899.84	57,899.84	59,272.89	62,862.68	66,171.24

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

Salary Schedule TA2 - Effective January 31, 2023								
All step numbers lowered by 2 with no salary increases								
Distribute step increases evenly Steps 7 through 9								
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)						
		2019-20 SCHEDULED HOURS						
		30.83 Hours	32.83 Hours (Elem)	32 Hours (MS)	35 Hours (Except HS)	35.83 Hours	35 Hours (HS Only)	40 Hours
		2020-21 SCHEDULED HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1	27.3030	34,195.64	34,852.28	35,357.39	35,357.39	36,195.86	38,388.02	40,408.44
1.5	28.1168	35,214.89	35,891.10	36,411.26	36,411.26	37,274.72	39,532.22	41,612.86
2	28.9562	36,266.19	36,962.59	37,498.28	37,498.28	38,387.52	40,712.42	42,855.18
2.5	29.8196	37,347.56	38,064.72	38,616.38	38,616.38	39,532.14	41,926.36	44,133.01
3	30.7094	38,461.99	39,200.55	39,768.67	39,768.67	40,711.76	43,177.42	45,449.91
3.5	31.6255	39,609.36	40,369.95	40,955.02	40,955.02	41,926.24	44,465.45	46,805.74
4	32.5697	40,791.92	41,575.22	42,177.76	42,177.76	43,177.98	45,793.00	48,203.16
4.5	33.5421	42,009.80	42,816.49	43,437.02	43,437.02	44,467.10	47,160.19	49,642.31
5	34.5429	43,263.26	44,094.01	44,733.06	44,733.06	45,793.87	48,567.32	51,123.49
5.5	35.5744	44,555.16	45,410.72	46,068.85	46,068.85	47,161.34	50,017.61	52,650.11
6	36.6366	45,885.51	46,766.62	47,444.40	47,444.40	48,569.51	51,511.06	54,222.17
6.5	37.7308	47,255.94	48,163.37	48,861.39	48,861.39	50,020.10	53,049.50	55,841.58
7	38.8575	48,667.08	49,601.60	50,320.46	50,320.46	51,513.78	54,633.65	57,509.10
7.5	40.0228	50,126.56	51,089.10	51,829.53	51,829.53	53,058.63	56,272.06	59,233.74
8	41.6800	52,202.12	53,204.52	53,975.60	53,975.60	55,255.59	58,602.08	61,686.40
8.5	42.9300	53,767.68	54,800.15	55,594.35	55,594.35	56,912.73	60,359.58	63,536.40
9	44.7103	55,997.42	57,072.70	57,899.84	57,899.84	59,272.89	62,862.68	66,171.24

NEWTON PUBLIC SCHOOLS  
NEWTON TEACHERS ASSOCIATION  
FY23

Salary Schedule TA2 - Effective February 1, 2023								
1.0% COLA increase all steps								
Step	Hourly Rate	LANES (ANNUAL SALARY - BASED ON HOURLY RATE AND SCHEDULED NUMBER OF HOURS)						
		2019-20 SCHEDULED HOURS						
		30.83 Hours	32.83 Hours (Elem)	32 Hours (MS)	35 Hours (Except HS)	35.83 Hours	35 Hours (HS Only)	40 Hours
		2020-21 SCHEDULED HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		2020-21 FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1	27.5760	34,537.56	35,200.76	35,710.92	35,710.92	36,557.78	38,771.86	40,812.48
1.5	28.3980	35,567.08	36,250.05	36,775.41	36,775.41	37,647.51	39,927.59	42,029.04
2	29.2458	36,628.90	37,332.26	37,873.31	37,873.31	38,771.45	41,119.59	43,283.78
2.5	30.1178	37,721.04	38,445.37	39,002.55	39,002.55	39,927.47	42,345.63	44,574.34
3	31.0165	38,846.62	39,592.56	40,166.37	40,166.37	41,118.88	43,609.20	45,904.42
3.5	31.9418	40,005.51	40,773.71	41,364.63	41,364.63	42,345.56	44,910.17	47,273.86
4	32.8954	41,199.84	41,990.98	42,599.54	42,599.54	43,609.76	46,250.93	48,685.19
4.5	33.8775	42,429.87	43,244.63	43,871.36	43,871.36	44,911.74	47,631.77	50,138.70
5	34.8883	43,695.85	44,534.91	45,180.35	45,180.35	46,251.77	49,052.95	51,634.68
5.5	35.9301	45,000.65	45,864.77	46,529.48	46,529.48	47,632.89	50,517.72	53,176.55
6	37.0030	46,344.41	47,234.33	47,918.89	47,918.89	49,055.25	52,026.22	54,764.44
6.5	38.1081	47,728.49	48,644.99	49,349.99	49,349.99	50,520.29	53,579.99	56,399.99
7	39.2461	49,153.78	50,097.65	50,823.70	50,823.70	52,028.95	55,180.02	58,084.23
7.5	40.4230	50,627.79	51,599.96	52,347.79	52,347.79	53,589.18	56,834.74	59,826.04
8	42.0968	52,724.14	53,736.57	54,515.36	54,515.36	55,808.15	59,188.10	62,303.26
8.5	43.3593	54,305.36	55,348.15	56,150.29	56,150.29	57,481.86	60,963.18	64,171.76
9	45.1574	56,557.39	57,643.42	58,478.83	58,478.83	59,865.62	63,491.30	66,832.95