

A G R E E M E N T
B E T W E E N
SCHOOL COMMITTEE OF THE CITY OF NEWTON
A N D
NEWTON TEACHERS ASSOCIATION

UNIT C

September 1, 2015 – August 31, 2018

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PREAMBLE

This agreement made and entered into this 2nd day of October, 2015, by and between the School Committee of the City of Newton, Massachusetts (hereinafter referred to as the “Committee”), and the Newton Teachers Association, Inc./Massachusetts Teachers Association/National Education Association UNIT C, (hereinafter referred to as the “Association”), pursuant and subject to the provisions of Chapter 150E of the General Laws of the Commonwealth of Massachusetts.

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

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

ARTICLE 1

Recognition

Section 1: For the purpose of collective bargaining with respect to wages, hours, and other conditions of employment and the negotiations of collective bargaining, the Committee hereby recognizes Unit C of the Newton Teachers Association as the exclusive collective bargaining representative and agent of all full and part-time aides, including Regular Elementary and Secondary Teacher Aides- including both Category 1 Teacher Aides, PIRP Aides, Division Aides, Chapter I Aides, Bilingual Aides, Aides in Special Needs, Special Education and PL 94-142 programs, Campus Aides, and the Television Aide and Category 2 Teacher Aides, Medical Assistants, Speech and Language Therapy Assistants, Physical Therapy Assistants, Occupational Therapy Assistants, and Behavior Therapy Assistants.

ARTICLE 2

Committee Rights

Section 1: The Newton School Committee is a public body established under and with powers provided by the General Laws of the Commonwealth of Massachusetts and nothing in this Agreement shall derogate from the powers and responsibilities of the Committee under the General Laws of the Commonwealth or rules and/or regulations of the Commonwealth of Massachusetts. The Committee retains those rights, powers and duties it now has and those that may be granted or have conferred upon it by the General Laws of the Commonwealth. Except as specifically abridged or modified by a term of this Agreement, the exercise of the Committee's aforesaid rights shall be final and binding.

Section 2: The Association agrees that the School Committee of the City of Newton has complete authority over the policies and administration of all school departments that it exercises under the provisions of law and in fulfilling its responsibilities under this Agreement, including the establishment of work rules and regulations not inconsistent with the terms of this Agreement. Any matter involving the management of school operations vested by law in the Committee is in the province of the Committee.

ARTICLE 3

Work Day – Work Year

Section 1: The work year for Teacher Aides will be no earlier than September 1 and no later than June 30. The number of scheduled days in the work year shall consist of 185 scheduled school days plus three (3) conference days, less those days school is canceled. In addition, the last student day of school prior to the summer break will be a half-day.

In no event will employees be required to be present for more than 182 days plus three (3) conference days, and the minimum number of days shall be 183.

The following shall apply to Category 2 Aides: Any time spent beyond the regular school year of 182 days will be paid at the unit member's rate of pay and will be considered pensionable to the extent permitted by law.

Section 2: All Teacher Aides will be appointed on an annual basis and considered released at the end of each school year. Teacher Aides will be notified of their release or reassignment for a succeeding contract immediately after the first School Committee meeting in June.

Section 3: In placing an individual on a salary schedule, effective as of September 1, 2015, credit will be given for full-time experience in public schools or approved private schools, providing that such experience took place in the last ten (10) years as follows:

- A. For placement on the Category 1 salary schedule, one step of credit will be given for each year of experience as a Teacher, Teaching Assistant, Behavior Therapist, or similar position in a public school or approved private school.
- B. For placement on the Category 2 salary schedule, one step of credit will be given for each year of experience as a Behavior Therapist or similar experience (e.g. Board Certified Behavior Therapist, Inclusion Facilitator, or other Special Education teaching positions).

For all other teaching experience that would qualify, for each year, one step of credit will be given. From the total of other qualifying teaching experience, one step would be subtracted from the total.

For example, a Unit C member with five (5) years of other qualified teaching experience will be given four (4) steps of credit; or a Unit C member with four (4) years of aide experience and four (4) years of experience as a Behavior Therapist will be given seven (7)-steps of credit.

- C. Half steps will not be used.

Section 4: The Principal (or his/her designee) will meet with each Unit C member assigned to the Principal's school at the beginning of the school year to schedule that Unit C member's assigned hours.

Section 5: There will be four (4) categories of aides based on the length of the work week: 30 hours, 32 hours, 35 hours, and 40 hours. Aides will be hired in one of these four (4) categories and will work as a full-time or part-time aide in the appropriate category.

Section 6: Unit C members will have one (1) duty-free lunch period per day, based on the building schedule.

Section 7: Campus aides will be supervised, but not evaluated, by a Senior Campus Aide. The Senior Campus Aide will receive a stipend of \$2,500, subject to retirement deductions. Effective September 1, 2007, the Senior Campus Aide position will be eliminated.

ARTICLE 4

Vacancies and Transfers

Section 1: Vacancies that the Committee intends to fill will be posted in the Office of Human Resources and in each school by June 30 annually. A second notice of such vacancies will be posted in the Office of Human Resources effective September 1 annually.

Section 2: During the summer vacation period, Teacher Aides who leave self-addressed stamped envelopes at the Office of Human Resources will be sent notices of all Unit C vacancies and all teacher vacancies.

Section 3: Teacher Aide assignments will be made without regard to race, creed, color, religion, nationality, sex, age or marital status.

Section 4: Notices of vacant positions will be made available in the same manner of posting and under the same conditions now made to Unit A staff.

Aides who desire consideration for teaching positions for a succeeding school year should file a letter of interest and a resume at the Office of Human Resources by the preceding March 15th.

Such letters of interest/resumes shall be maintained in a separate file for reference to Principals engaged in the teacher selection process.

Aides nominated by Principals to a selective pool of “exceptional prospective teacher candidates,” shall be referred for an interview for the succeeding school year.

ARTICLE 5

Grievance - Arbitration

Section 1: A grievance is defined as a dispute, claim or controversy by an employee or employees concerning rates of pay, hours or working conditions, or the interpretation or application of the terms of this Agreement.

Section 2: The time limits indicated herein will be considered maximum unless extended by mutual agreement in writing. All time limits shall be calendar days unless otherwise indicated. Calendar day time limits shall not apply during any school holiday or vacation.

Section 3: In the event a grievance is filed but all the steps have not been completed prior to the end of the school year or if a grievance is filed after the end of the usual

school year in June, such grievance shall be held in abeyance until the commencement of the school year the following September, at which time the time limitations set out herein shall continue to run.

Section 4: **Grievance Procedure**

Step 1

Any Teacher Aide who has a grievance shall submit it in writing to his/her immediate supervisor within twenty (20) days after the Teacher Aide had knowledge or reasonably should have had knowledge of the event leading to the grievance. Every effort for an informal resolution shall be made in a good faith attempt to resolve the problem.

Step 2

If the grievance is not resolved to the satisfaction of the grievant within seven (7) days after the submission at Step 1, the grievant may within fifteen (15) days present the grievance to the Division of Human Resources who shall respond to the grievance within fourteen (14) days after receipt.

Step 3

Within twenty-one (21) days of the response of the Division of Human Resources, the grievance may be submitted to the Committee. The Committee shall issue its decision in writing within twenty (20) days after the grievance is presented.

Step 4

Within twenty (20) days of the Committee's decision, the Association may refer the unsettled grievance to arbitration in writing. The arbitration proceeding shall be conducted by the American Arbitration Association.

Section 5: Notwithstanding any contrary provisions, no dispute or controversy shall be the subject for arbitration unless it involves the interpretation or application of a specific term or provision of this Agreement.

Section 6: The arbitrator will be without power or authority to alter, add to, or detract from the provisions of this Agreement or to make a decision which:

- A. is violative or inconsistent with any of the terms of this Agreement or applicable law;
- B. exceeds his/her jurisdiction and authority under law and this Agreement;

- C. involves any matter which by law or under the terms of this Agreement is within the exclusive authority of the Committee, and/or Superintendent, and/or Principal;
- D. involves any matter wherein the Committee's and/or Superintendent, and/or Principal's decision is final and binding under the terms of this Agreement or by law.

Section 7: The following matters shall not be subject to the arbitration provisions of this Agreement:

- A. The exclusive determination of the Committee as to the level of services to be provided in a given school year by Teacher Aides, including any changes in the level of services at any time during the school year.
- B. The exclusive determination of the Committee and/or Superintendent and/or Principal as to the form, manner and deployment of Teacher Aides in assignments based on the needs of the system.
- C. Initial and subsequent appointment conditions, assignments and transfer of Teacher Aides.

Section 8: The expense for the arbitrator's service and the proceeding shall be borne equally by the Committee and the Association.

ARTICLE 6

Insurance Benefits

Section 1: A. Teacher Aides who are employed at least twenty (20) hours per week are eligible for health insurance benefits.

Term life insurance in the amount of \$5,000 is afforded with the City of Newton paying 50% of the premium.

B. Effective January 1, 2002, the Committee will pay fifty percent (50%) of the cost of dental insurance coverage for regular full-time employees covered by this Agreement.

Section 2: Employees may, at their option, participate in the pre-tax premium conversion plan, pursuant to applicable rules and regulations set by the IRS.

Section 3: Employees may also, at their option, participate in the pre-tax flexible spending plan, both med cap and dependent care, pursuant to applicable rules and regulations set by the IRS.

Section 4: The Committee agrees to reimburse eligible employees for the cost of co-pays for office visits, emergency room visits, and prescription drugs incurred due to physical injury to the employee arising out of and in the course of employment. The maximum reimbursement for such injuries under this section shall not exceed the aggregate total of \$10,000 per year. All NTA units will be included under the \$10,000 cap.

Section 5: Health Insurance Contribution Rate Changes

A. Effective September 1, 2011

For members hired to begin their employment in FY 12 and beyond, the new Employee Contribution Rate will be 25% employee share/75% city share.

B. Effective September 1, 2012

Employees who utilize a PPO plan will pay 25% of premium employee share/75% city share.

C. Effective September 1, 2013

Employees who utilize a PPO plan will pay 30% of premium employee share/70% city share.

Section 6: Health Insurance Plan Design Changes

A. Effective September 1, 2011

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

Section 7: Health Insurance, Additional Provisions

A. Effective September 1, 2011

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

ARTICLE 7

Sick Leave

Section 1: Sick leave provisions allow for fifteen (15) days of paid leave annually with unlimited accumulation for Unit C members. Regular part-time employees will receive pro-rata sick leave benefits based upon the relationship of the part-time employee's weekly hours to the normal five-day work week.

Section 2: Sick leave with pay is intended to cover the employee's own incapacitation due to sickness or injury, with the following exceptions:

An employee covered by this Agreement may use up to five (5) of his or her fifteen (15) annual sick days for an immediate family member's illness or injury.

Section 3: Effective September 1, 2014, upon the retirement or death of an employee covered by this Agreement, said Unit C member or his/her estate will receive one-quarter (1/4) pay for all the employee's unused accumulated sick leave days up to a maximum of \$2,500. Sick leave pay for unused sick leave shall be calculated on the salary basis the employee was receiving at the time of death or retirement.

Section 4: Sick Leave Bank

- A. Sick leave bank for use by eligible aides covered by this Agreement who have exhausted their own sick leave and who have serious illness was established on November 25, 1975.
- B. At the beginning of every school year, members of the professional staff covered by this Agreement shall each contribute one (1) day of their

annual days of sick leave in order to fund the bank. There shall be no accumulation of unused sick leave bank days beyond each applicable school year.

- C. The initial grant of sick leave by the Sick Leave Bank Committee to an eligible employee shall not exceed thirty (30) days.
- D. Upon completion of an initial grant of a thirty (30) day period, the period of entitlement may be extended by the Sick Leave Bank Committee upon demonstration of need by the applicant.
- E. Any sick leave granted under the provisions of this Section shall expire at the end of the applicable school year.
- F. The Sick Leave Bank shall be administered by a Sick Leave Bank Committee consisting of four (4) members. Two (2) members shall be designated by the Committee to serve at its discretion and two (2) members shall be designated by the Association.* The Sick Leave Bank Committee shall determine the eligibility for the use of the bank and the amount of leave to be granted. The following criteria shall be used by the Committee in administering the bank and in determining eligibility and amount of leave:
 - 1. Adequate medical evidence of serious illness; and
 - 2. Prior utilization of all eligible sick leave.
- G. If the Sick Leave Bank is exhausted, it shall be renewed by the contribution of one (1) additional day of sick leave by each member of the professional staff covered by this Agreement. Such additional day will be deducted from the member's annual fifteen (15) days of sick leave.
- H. The decision of the Sick Leave Bank Committee with respect to eligibility and entitlement shall be final and binding and not subject to appeal.
- * The Sick Leave Bank referred to above is a consolidated bank consisting of contributions from Units A, B, C and E members and is designed for the benefit of all these members.

ARTICLE 8

Maternity Leave

Section 1: Maternity Leave

Maternity leave will be granted as provided by law. In addition, the Committee will grant an unpaid maternity leave of absence for a period of up to the end of the current school year. At least two weeks prior to the commencement of any maternity leave, the Teacher Aide must notify the Office of Human Resources of the requested starting and ending dates for the maternity leave. Subject to Massachusetts General Laws c.149, §105D, the Committee retains the right to determine whether to grant the request of an employee to return from leave within the school year.

Section 2:

- A. Beginning in August 2016, a total of \$35,000 per fiscal year will be added to the budget for changes described below for the Association across all units. This amount is in addition to any other amounts expended for maternity benefits.

- B. If an NTA member adopts or gives birth to a child towards the end of the school year or during the summer school vacation and receives less than twenty (20) days of paid maternity leave before the start of the following school year, and is not entitled to take twenty (20) days or more of paid maternity leave at the beginning of the following school year, the employee may receive a maximum payment of up to twenty (20) days of salary at their per diem rate of pay, subject to funding, provided that the sum of the days received under this benefit and the days the member is otherwise entitled to shall not be greater than twenty (20) days. This will be disbursed as a stipend payment at the end of October.

- C. These payments will be calculated on a pro-rata basis based on the amount available in the total pool and on the requests submitted as of August 31 of that year.
 - 1. If the amount requested under this clause totals less than \$35,000 based on requests submitted as of August 31 of that year, members will receive a stipend of up to twenty (20) days salary based on their per diem rate.

 - 2. If the amount requested under this clause totals more than \$35,000, members will receive a stipend of up to twenty (20) days salary based on their per diem rate, pro-rated based upon the total amount of requests and the funds available. Example: if \$40,000 were

requested and approved, the pro-rated amount granted would be twenty (20) days of 7/8 of each member's per diem salary.

- D. This benefit will be paid upon return to work regardless of whether the employee returns to work at the beginning of the school year or the employee takes unpaid leave.

ARTICLE 9

Leaves of Absence with Pay

Section 1

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

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

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

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

- B. Holy days;
- C. Court appearance by summons;
- D. Commencement exercises at which the employee, his/her spouse or child will be awarded a degree or diploma;
- E. Absence caused by an automobile accident involving the employee on his/her way to employment (this limited to the day of accident only);
- F. Up to two (2) days may be allowed if a member's attendance is required by an educational institution (where the member is enrolled for the purpose of educational advancement or achievement) prior to the end of the school year. Such member may apply to the Superintendent for a leave of absence without loss of pay. The application shall be made no later than May 1 of the school year and must set forth the grounds for

leave. Subject to the foregoing and the approval of the Superintendent and providing that no reasonable alternative course is available to the Unit C member, a member will be granted up to two (2) days' leave of absence for this purpose;

- G. Selective Service examination.
- H. To attend the Massachusetts Teachers Association (MTA) Annual Meeting subject to:
 - 1. A maximum of one (1) day per employee per year taken from their balance of their two (2) personal or four (4) other/family days from their total of six (6) personal days; and
 - 2. No more than a total of forty-five (45) days per school year may be used for this purpose, for all employees.

No accumulation of this allowance from one employment year to another is allowed.

Section 2: From the six (6) paid absence days established primarily for death and illness in the immediate family, two (2) days shall be allowed for urgent personal business as judged by the employee. The following four (4) items of explanation apply:

- A. Wherever possible, the employee should give reasonable advance notice of his/her intended absence to his/her supervisor.
- B. The employee need not state the reason for the absence.
- C. Though permission to be absent need not be requested, the employee may be required to complete a form certifying that the personal day has been taken.
- D. The days may not be used to get an early start on or to intentionally lengthen a holiday or vacation or to simplify initial travel arrangements.

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

Section 4: Parental Leave (to be used within one year of the birth/adoption of child): Eleven (11) consecutive days of sick leave may be used, along with four (4) 'Other/Family' days (if available) to be paid for parental leave, if the employee is not eligible for maternity leave benefits.

ARTICLE 10

Leaves of Absence Without Pay

- Section 1:** A leave of absence without pay of up to two (2) years will be granted to members who have completed five (5) full years of service in the NPS who joins the Peace Corps, VISTA, or serves as an exchange staff member, and is a full-time participant in any of such programs. Upon return from such leave, a staff member will be considered as if he/she were actively employed by the District for increment purposes during the leave and will be placed in the salary schedule at the level he/she would have achieved if he/she had not been absent.
- Section 2:** A leave of absence without pay of up to two (2) years will be granted to members who have completed five (5) full years of service in the NPS designated by the Association for the purpose of engaging in Association (local, state, or national) activities. Upon return from such leave, a Unit C member will be considered as if he/she were actively employed by the District for increment purposes during the leave and will be placed on the salary schedule at the level he/she would have achieved if he/she had not been absent. No more than two (2) staff members will be absent at any one time for such leave.
- Section 3:** As covered by applicable law, military leave of up to four (4) years will be granted to any Unit C member who is inducted or enlists in any branch of the armed forces of the United States. Upon return from such leave, a staff member will be placed on the salary schedule at the level that he/she would have achieved had he/she remained actively employed during the period of his/her absence up to a maximum increase of four (4) years.
- Section 4:** A leave of absence without pay or increment of up to one (1) year may be granted to Unit C members who have completed five (5) full years of service in NPS for the purpose of caring for a sick member of the Unit C member's immediate family. Requests for such leave will be supported by appropriate medical evidence.
- Section 5:** A leave of absence without pay or increment of up to one (1) year may be granted to staff members for health reasons. Requests for such leave will be supported by appropriate medical evidence.
- Section 6:** A leave of absence without pay or increment of up to two (2) years may be granted to members who have completed five (5) full years of service in the NPS in order to campaign for elected office and/or serve in elected public office.
- Section 7:** A leave of absence without pay and without increment of up to one (1) year shall be granted by the Superintendent or designee for Unit C members for the purpose of child care. Such leave will terminate at the start of the school year (September) immediately following such leave. Any subsequent requests by the same Unit C member may be granted at the discretion of the Superintendent.

Section 8: Unit C members who work twenty (20) or more hours per week on an uninterrupted, regular basis who have completed one (1) full year of service in the NPS may be granted up to twelve (12) weeks of unpaid time off to care for themselves or family members with a serious health condition. Requests for such leave will be supported by adequate medical evidence.

Section 9: With respect to leaves under Sections 4, 5, and 6 herein, and the last sentence of Section 7 and 8 herein, the decision of the Superintendent or designee shall be final and binding.

Section 10: The Unit C member shall notify the Superintendent and Human Resources by March 15 of his/her intention to return the September following the termination of his/her leave. All requests for extensions or renewals of leave must be applied for in writing on or before March 15 of each year in which the leave expires. Decisions on such requests will be confirmed in writing by April 15.

Section 11: Applications for all leaves of absence without pay as set out in this Article must state the specific reasons therefore and must be submitted to the Superintendent by March 15 immediately preceding the beginning of the school year in which the leave is to take place, except in the case of health reasons. If the reason for requested extended leave of absence is due to prolonged illness or recovery from injuries, the application shall be supported by a physician's certificate setting forth the nature of illness or injury and that the absence is medically necessary; and in such case the Superintendent may require the employee to undergo a physical examination by a physician designated and paid by the Committee. Except in the case of health reasons, leaves of absence shall commence at the beginning of the school year.

Section 12: It is recognized that no specific position can be held open during any leave but in all instances reasonable efforts will be made to assign the Unit C member to the same position that he/she held at the time the leave commenced. If such position is not available, then reasonable efforts will be made to assign the Unit C member to a substantially equivalent position.

Section 13: Impact of unpaid Leaves of Absence and New Hires on Step Increases:

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

service, however, shall discount the determination of credit towards a step increase according to the criteria below:

1. If there are 45 days or fewer of uncompensated time, there will be no loss of credit. The employees shall earn credit for one (1) complete year of service towards a step increase.
2. If there are more than 45 days but 110 or fewer days of uncompensated time, there will be a loss of one half year of credit. The employee shall earn credit of one half year of service towards a step increase.
3. If there are more than 110 days of uncompensated time, there will be a loss of a full year of credit. The employee shall earn no credit towards a step increase.

ARTICLE 11

Other Leaves

Section 1: A leave of absence without pay of up to one (1) year may be granted at the exclusive discretion of the Superintendent or designee to any Unit C members who have completed five (5) full years of service in NPS for purposes of approved work, study, and/or travel. The decision of the Superintendent or designee shall be final and binding. This does not apply to or include employment in another School District in Massachusetts.

Section 2: Other leaves of absence with or without pay may be granted to Unit C members who have completed five (5) full years of service in NPS at the exclusive discretion of the Superintendent or designee whose decision shall be final and binding.

Section 3: A Unit C member who has completed five (5) full years of service in Newton Public Schools, is subpoenaed to serve on a jury, and has attempted to get an exemption but has been denied said exemption, will be granted paid leave for that period of time he/she is unable to report to work, with a deduction from said pay of any monies received for said jury service.

ARTICLE 12

Evaluation and Personnel Records

Section 1: On or before November 1 of each school year, Teacher Aides shall be advised of any changes in the general criteria and process used in evaluation.

Section 2: Employees will have the right, upon request, to review the contents of their personnel files.

Section 3: No material derogatory to an employee's conduct, service, character or personality will be placed in the personnel file unless the employee has had an opportunity to review the material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee has the right to submit a written answer to such material and the answer shall be reviewed by the Superintendent and attached to the file copy.

Section 4: The Unit C evaluation instrument is in Appendix D.

Section 5: A committee will be established to review and revise the Unit C evaluation tool. (MOA 8/1/10)

ARTICLE 13

Professional Development

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

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

Section 3: Aides shall be entitled to the use of available tuition vouchers if they have not been claimed by members of the professional staff as is the current practice.

Section 4: The Committee agrees to budget and expend up to \$135,000 with the following guidelines:

- A. The maximum amount of reimbursement is \$600 per individual per contract year.
- B. Preference will be given to members seeking certification.
- C. Written application must be made on a form provided by the School Department.
- D. Decisions will be made by the school administration. The President of the Association will be given the opportunity to meet with the Assistant

Superintendent for Human Resources to review the decisions and to make recommendations, if any, before the applicants are notified.

Section 5: A Joint Committee on Professional Development for Teacher Aides will be established consisting of six (6) people, three (3) designated by the Association and three (3) designated by the Committee. The purpose of the Joint Committee will be to assess professional development needs and interests of Teacher Aides and to recommend each year to the Superintendent appropriate professional development activities for the year.

Assessment shall include, but not be limited to, a survey of teacher aides. Appropriate professional development activities may include, but not be limited to, offering in-service credit workshops, college-level credit and non-credit courses, or workshops that are educationally related.

Any offerings outside of the regular workday will be strictly voluntary. Program offerings shall begin in the 1993-1994 school year.

The Joint Committee will evaluate the professional development offerings and programs.

Section 6: Professional Development opportunities (like “Empower”) will be provided to Unit C members on a space available basis.

ARTICLE 14

Mileage

Section 1: A Unit C who must travel to two (2) or more sites (schools or students’ home) in a day shall be compensated for such travel at the rate of three dollars and fifty-cents (\$3.50) per day.

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

Section 3: The conveyance allowance for those who currently receive them will be set at \$60.00 per month.

ARTICLE 15

Savings Clause

Section 1: If any provision or any portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and the remainder of the Agreement shall remain in full force and effect.

ARTICLE 16

Good Cause

Section 1: No employee covered by this agreement will be disciplined without good cause.

Section 2: Unit C members cannot be dismissed without good cause during the academic year, but any member can be dismissed without good cause at the end of the academic year.

Section 3: Unit C members cannot be dismissed at the end of the academic year without good cause if they have five (5) years of seniority in the Newton Public Schools.

Any time spent on unpaid leave of absence will not be counted towards these five (5) years of seniority.

ARTICLE 17

Dues Deduction

Section 1: The Committee, whenever appropriately authorized by an employee in writing, agrees to instruct the City Treasurer to deduct as permitted by the General Laws of the Commonwealth of Massachusetts, from the salaries of its employees, dues to the Association and sums of money to the Newton Teachers and/or Massachusetts Teachers Credit Unions. Authorization will be in writing in the form set forth.

Section 2: Any employee desiring to discontinue previously authorized dues deductions must give the Committee sixty (60) days advance written notice to discontinue dues deduction for Association membership; thirty (30) days notice must be given in order to discontinue deduction to the credit union.

Section 3: The Association and credit unions shall indemnify and save the Committee and/or the City harmless against all claims, demands, suits or other forms of liability that may arise by reason of any action taken in making deductions and remitting same to the Association or credit unions pursuant to this Article.

Section 4: The dues authorization card in use since 1972-73 in the Unit A & B Contracts will be used during the term of this Agreement.

ARTICLE 18

Salaries

Section 1: The salary schedules hereinafter set forth shall become effective September 1, 2015 and will remain in effect as indicated in this Article.

Effective September 2015, every Unit C member who was employed during 2014-2015 will crosswalk from their August 31, 2015 step on the 2014-2015 schedule to the new salary schedule. This crosswalk includes the members' step increase for FY2016.

Unit C members newly hired for FY16 will be placed directly on the new FY16 Category I Aide and Category 2 Behavior Therapist salary schedules based on training and/or experience. The crosswalk does not apply.

Appendix A-1 Teacher Aide – Category 1 Salary Schedule
In effect as of August 31, 2015

Appendix A-2 Teacher Aide Category 1 Crosswalk Diagram

Appendix A-3 Teacher Aide – Category 1 Salary Schedule
Effective September 1, 2015

Appendix A-4 Teacher Aide – Category 1 Salary Schedule
Effective September 1, 2016

Appendix A-5 Teacher Aide – Category 1 Salary Schedule
Effective February 1, 2017

Appendix A-6 Teacher Aide – Category 1 Salary Schedule
Effective September 1, 2017

Appendix A-7 Teacher Aide – Category 1 Salary Schedule
Effective February 1, 2018

Appendix B-1 Teacher Aide – Category 2 Salary Schedule
In Effect as of August 31, 2015

Appendix B-2 Teacher Aide Category 1 Crosswalk Diagram

Appendix B-3 Teacher Aide – Category 2 Salary Schedule
Effective September 1, 2015

- Appendix B-4 Teacher Aide – Category 2 Salary Schedule
Effective September 1, 2016
- Appendix B-5 Teacher Aide – Category 2 Salary Schedule
Effective February 1, 2017
- Appendix B-6 Teacher Aide – Category 2 Salary Schedule
Effective September 1, 2017
- Appendix B-7 Teacher Aide – Category 2 Salary Schedule
Effective February 1, 2018
- Appendix C-1 Television Aide Salary Schedule
Effective September 1, 2015-August 31, 2018
- Appendix D-1 Coaches Salary Schedule
Effective September 1, 2015
2.4% Cost of Living Adjustment (COLA)
- Appendix D-2 Coaches Salary Schedule
Effective September 1, 2016
1.65% Cost of Living Adjustment (COLA)
(plus adjustments from 5/15/17 MOA)
- Appendix D-3 Coaches Salary Schedule
Effective September 1, 2017
2.0% Cost of Living Adjustment (COLA)
(plus adjustments from 5/15/17 MOA)
- Appendix D-4 Coaches Salary Schedule
Effective August 31, 2017
0.35% Cost of Living Adjustment (COLA)
(plus adjustments from 5/15/17 MOA)
- Appendix E-1 Memorandum of Agreement – Stipends
- Appendix E-2 Stipended Positions Salary Schedule (All Units)
Effective September 1, 2015
2.4% Cost of Living Adjustment (COLA)
- Appendix E-3 Stipended Positions Salary Schedule (All Units)
Effective September 1, 2016
1.65% Cost of Living Adjustment (COLA)

- Appendix E-4 Stipended Positions Salary Schedule (All Units)
Effective September 1, 2017
2.0% Cost of Living Adjustment (COLA)

- Appendix E-5 Stipended Positions Salary Schedule (All Units)
Effective August 31, 2018
0.35% Cost of Living Adjustment (COLA)

- Appendix E-6 Stipended Positions Salary Schedule (All Units)
Theater and Music Performance Stipends
Effective September 1, 2015
2.4% Cost of Living Adjustment (COLA)

- Appendix E-7 Stipended Positions Salary Schedule (All Units)
Theater and Music Performance Stipends
Effective September 1, 2016
1.65% Cost of Living Adjustment (COLA)

- Appendix E-8 Stipended Positions Salary Schedule (All Units)
Theater and Music Performance Stipends
(High School and City-wide Music only)
Effective September 1, 2017
2.0% Cost of Living Adjustment (COLA)

- Appendix E-9 Stipended Positions Salary Schedule (All Units)
Theater and Music Performance Stipends
(High School and City-wide Music)
Effective August 31, 2018
0.35% Cost of Living Adjustment (COLA)

- Appendix E-10 Stipended Positions Salary Schedule (All Units)
Theater and Music Performance Stipends
(Elementary and Middle School)
Effective September 1, 2017
2.0% Cost of Living Adjustment (COLA)
(plus adjustments from 5/15/17 MOA)

- Appendix E-11 Stipended Positions Salary Schedule (All Units)
Theater and Music Performance Stipends
(Elementary and Middle School)
Effective August 31, 2018
0.35% Cost of Living Adjustment (COLA)
(plus adjustments from 5/15/17 MOA)

Section 2: Subject to approval of the City Treasurer, any Teacher Aide may have his/her pay deposited directly into a designated bank. The parties will mutually agree to the particular bank so designated. The Committee will use its best efforts to convince the City Treasurer to arrange for more than one bank.

Section 3: September 1st is the anniversary date of step increases for all Unit C members.

The anniversary date for step increases to coaches' salaries is September 1st.

Section 4: Effective September 1, 2016, a 1.3% Cost of living Adjustment (COLA) will be applied to the salary schedules.

Effective March 1, 2017, a .7% Cost of living Adjustment will be applied to the salary schedules (20-pay employees will receive the COLA effective February 1, 2017).

Effective September 1, 2017, a 1.3% Cost of living Adjustment (COLA) will be applied to the salary schedules.

Effective March 1, 2018, a .7% Cost of living Adjustment will be applied to the salary schedules (20-pay employees will receive the COLA effective February 1, 2018).

Section 5: Pre-school aides temporarily filling the role of classroom teachers, will upon the completion of timesheets, be compensated as follows:

- A. \$30.00 for covering for morning integrated class from 9:00 am – 12:00 pm.
- B. \$40.00 for covering for extended day integrated class from 8:30 am – 1:30 pm (\$30.00 for early release days)
- C. \$40.00 for covering substantially separate class from 8:30am – 2:30pm (\$30.00 for early release days).
- D. \$10.00 for covering for an afternoon program such as a social pragmatics group (12:00pm – 2:00 pm), or language group (1:30 pm – 2:30 pm; 3x90, 1:00pm – 2:30 pm) to which a member is already assigned.

ARTICLE 19

Longevity and Enhanced Longevity

Section 1: Effective September 1, 2015, Unit C members will receive an annual increment based upon the following criteria:

After 10 Years of Service	\$500
After 18 Years of Service	\$600
After 25 Years of Service	\$750

Longevity payments will be made on a pro-rata basis.

Longevity payments will be made on or before December 1 of each year.

Section 2: The following rules shall apply in the interpretation of Article 19:

- A. Only time actually served shall be credited towards earning a longevity increment. Any time for which compensation is received (sick leave, funeral leave, jury duty, etc.) shall be counted as time actually served. Time for which compensation is not received, shall be referred to as a “break in service” and credit shall be granted for the year in which said break occurs according to the criteria delineated in Section B below:
- B. In a given school year, a break or breaks in service shall not disqualify time served prior to or after such break(s). The period of the break in service, however, shall discount the determination of credit towards earning a longevity increment according to the criteria below:
1. If there are 45 days or fewer of uncompensated time, there will be no loss of credit. The employees shall earn credit for one (1) complete year of service towards earning a longevity increment.
 2. If there are more than 45 days but 110 or fewer days of uncompensated time, there will be a loss of one half year of credit. The employee shall earn credit of one half year of service towards earning a longevity increment.
 3. If there are more than 110 days of uncompensated time, there will be a loss of a full year of credit. The employee shall earn no credit towards earning a longevity increment.
- C. Less than full-time service, i.e., 80% employee, 60% employee, etc., shall be credited with full-time service. Payment of longevity increment, however, shall be made on a pro-rata basis based on the percentage of full-time service in the current school year in which longevity is received.

- D. “Years of service” for the purpose of determining eligibility shall be measured as of September 30.
- E.
 - 1. “After 10 years of service” shall mean after ten (10) cumulative years or more of service.
 - 2. “After 18 years of service” shall mean after eighteen (18) cumulative years or more of service.
 - 3. “After 25 years of service” shall mean after “twenty-five (25) cumulative years or more of service.

Section 3: For any employee who previously selected enhanced longevity, the following still applies: A Unit C member’s right to receive regular longevity payments referenced in Section 1 above and any sick leave buy-back under Section 3 of Article 7 will cease upon exercising the three-year option set forth herein.

ARTICLE 20

Agency Fee

Section 1: Every employee covered by this Agreement, if and when not a member in good standing of the Association, shall pay or by payroll deduction shall have paid to the Association an agency service fee of 100% of the affiliated dues; provided, however that such payment shall become effective on the thirtieth (30th) day following the beginning of such employment or the effective date of this Agreement, whichever date shall be later. An employee paying the agency service fee to the Association as provided herein may obtain from the Association a rebate of a pro-rata share of certain expenditures of the Association, said expenditures as defined in Massachusetts General Laws c.150E, §12.

Employees shall not be subject to dismissal by reason of their failure to pay said fee or cause it to be paid as stated above, but alternatively will be exposed to civil liability for payment. Collection of such delinquent agency service fees shall be solely the responsibility of the Association, and the Committee shall not be required to take any action in regard to the continued employment of said delinquent employees.

Section 2: The Committee agrees to make agency fee a condition of employment, as long as the Committee shall have no responsibility to enforce this provision or to require the payment of such fee. The Association shall, however, have standing to pursue any and all remedies it may have at law to collect the agency fee.

ARTICLE 21

Tuition Free Attendance

Acceptance of Non-Resident Aides' Children in Newton Public Schools

Section 1: Subject to the conditions and restrictions that apply to Newton students who seek out-of-district placement, a Unit C member in the Newton School System who is not a resident of the City will have the option, on a space available basis and at no cost, of having his/her child(ren) or a child residing with the Unit C member attend the regular education program of the Newton Public Schools. However, once a child is accepted, so long as the Unit C member is employed in the Newton Public Schools, the child shall be allowed to attend that school through grade 12 subject to the rules and regulations that apply to Newton residents. In addition, every reasonable effort will be made to place siblings in the same school if the parents so request. It is further understood that if a child(ren) of a Unit C member is approved to attend the Newton Public Schools, such attendance shall not be grounds for a grievance concerning workload and/or class size, nor shall such attendance be calculated as part of teacher load and/or class size in cases of such grievances.

ARTICLE 22

Inclusion of Specifically Designated Students

Section 1: Review

The Committee, in the attempt to achieve the goals hereinafter provided in reference to certain specifically designated students, as determined by the Superintendent, acknowledges the need for the Superintendent, or his designee/s, to examine issues around the following concerning said specifically designated students:

- A. The involvement, if and when feasible, of the receiving aides in the preplacement decision making process.
- B. Adequate appropriate training of the receiving aides.
- C. The balance, where appropriate, in student assignments and grade/class placement.
- D. Physical transportation of handicapped students in emergency situations.

Section 2: **Goals**

- A. To foster for certain specifically designated students, as determined by the Superintendent, an appropriate learning environment when they are placed in the regular education classroom environment.
- B. To foster, when said designated students are so placed, an appropriate learning environment for all other students in the regular education classroom environment.
- C. To foster for the aide in the classroom of the regular education teacher (receiving aides) while said designated students are so placed in his/her classroom, an appropriate environment in which to perform his/her duties.

Section 3: In the effort to enhance the fulfillment of the District’s efforts to fulfill its goals and to enhance the examination of the Superintendent or his/her designee of the aforementioned issues, the Committee will establish the following procedure to consider concerns of the receiving aide:

- A. The receiving aide discusses his/her concerns with the Principal. If not resolved,
- B. The receiving aide discusses his/her concerns with the Assistant Superintendent of Pupil Services or his/her designee and/or the appropriate Assistant Superintendent of Elementary or Secondary Education. If not resolved,
- C. The receiving aide discusses his/her concerns with the Superintendent.

In addition, the following procedure shall be established:

- A. The Superintendent and appropriate administrative staff agree to meet with the Association to discuss any specific concerns.
- B. The concerns will be reviewed in depth by the Superintendent and other appropriate administrative staff.
- C. The Superintendent and/or other appropriate administrative staff will then hold a follow-up meeting with the Association.

Section 4: Finally, in order to receive direct input from the faculty, the Superintendent agrees to either the Association assigning more members to the Superintendent’s Inclusion Committee or to create a Mutual Concerns Inclusion Committee, which will meet quarterly to review the Association’s concerns.

Section 5: This Article is subject to the terms and conditions of M.G.L. Chapter 71B, the Chapter 766 Regulations of the Department of Education, including without

limitation, rules of confidentiality and privacy, and other applicable state and federal laws.

Section 6: The parties agree that either side has the right to terminate this Article on or after August 30, 1997 upon giving at least sixty (60) days written notice prior to the termination date, and if requested, meeting during said notice period to examine and evaluate the effectiveness of this Article.

ARTICLE 23

Reduction In Force

Section 1: In the event of the reduction in the number of teaching aide positions, non-reappointment shall be subject to the following:

A. Teacher Aides in each category, as defined below, shall be divided into two groups as follows:

Group A: those with eight (8) years or more of seniority; and

Group B: those with less than eight (8) years of seniority.

In the event of a reduction in the number of teaching aide positions, the non-reappointment, in the category involved, shall first be made in Group B. The decision to reduce and the determination as to which employee/s are to be reduced shall not be subject to challenge.

In the event that the reduction in the number of teaching aide positions exceeds the number of aides in Group B in the category involved, the non-reappointment shall then be made in Group A in accordance with seniority, subject to the specific exceptions hereinafter noted, provided the remaining aides in Group A are qualified to perform the duties of the position.

The exceptions to seniority reductions in Group A, are the following:

- A. When it can be demonstrated that the needs of the system, based upon relevant educational criteria, necessitate the retention of the less senior teaching aide.
- B. When it can be demonstrated that the District's affirmative action accomplishments and aims would be adversely affected.

In reference to any reductions in force within Group A, the District, on request from the Association, shall give the reasons for its determinations. The final decision will rest exclusively with the District and will not be subject to an

arbitrable claim except on the charge that the determination was arbitrary and capricious.

Section 2: For the purpose of this Article, Teacher Aides shall be divided into the following categories:

Category 1 Aides

- A. Elementary (including regular and special education)
- B. Secondary (including regular and special education)
- C. Bilingual
- D. Primary Intervention Reading Program
- E. Education Center

Category 2 Aides

- A. Medical Assistants
- B. Speech and Language Therapy Assistants
- C. Physical Therapy Assistants
- D. Occupational Therapy Assistants
- E. Behavior Therapy Assistants

Section 3: Seniority as used in this Article shall mean the length of service as a Teacher Aide in the Newton Public Schools.

Section 4: Nothing in this Article shall prevent a Teacher Aide who would otherwise be non-reappointed, as aforementioned, from being eligible for a vacancy in another category.

Section 5: A Teacher Aide in Group A who is not reappointed as a result of the reduction in the number of teaching aide positions, as aforementioned, (hereinafter called “Group A Aides”), shall be entitled to recall rights to aide positions as hereinafter provided:

- A. Group A Aides shall be entitled to recall rights, as herein provided, for a period of twenty-six (26) months from the last day of service.
- B. Group A Aides who decline the offer to be rehired may be dropped from the recall list.

- C. All benefits to which the Group A Aide was entitled at the time of reduction shall be restored in full upon re-employment within the recall period.
- D. To the extent permitted by Massachusetts General Laws, c.32B, Group A Aides may continue group health and life insurance coverage during the recall period, as provided by the Committee to members of the bargaining unit, by reimbursing the Committee for premium cost. Failure to forward premium payments to the Committee, or refusal to return to employment upon recall will terminate this option.
- E. During the recall period, Group A Aides on the recall list shall be notified by certified mail of available positions, provided they submit to the office of the Superintendent a self-addressed envelope(s).
- F. Group A Aides on the recall list who are qualified will be given preference for aide positions comparable in subject matter and F.T.E. to the position held prior to reduction.

Preference will be given to those aides on the basis of seniority, previous aide experience and performance.

Section 6: The Committee reserves the right to determine the number of teaching aide positions.

Section 7: Nothing contained in this Article shall limit the non-arbitrable rights of the Principal and/or the Superintendent and/or the Committee as set forth in Article 5, Section 7.

ARTICLE 24

Health and Safety

Section 1: The Committee will continue its best efforts to provide and maintain a healthful and safe workplace, with adequate heating, ventilation and lighting.

ARTICLE 25

Duration

Section 1: This Agreement shall become effective as of September 1, 2015 and shall continue and remain in full force and effect until August 31, 2018.

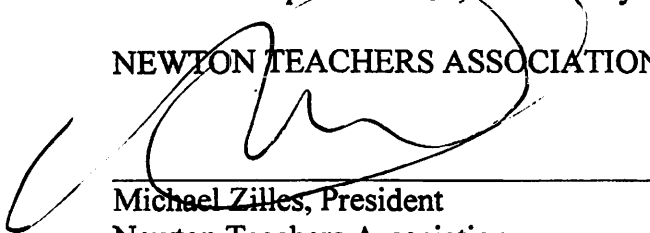
Section 2: Effective September 1, 2015 salaries will be adjusted as provided in Article 18, or as set forth in the appendices.

Section 3: Negotiations for a new agreement to take effect September 1, 2018 will commence on or before October 15, 2017.

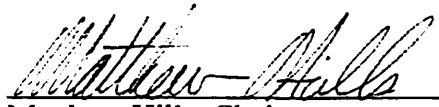
IN WITNESS WHEREOF, the parties have set their hand and seal by their duly authorized representatives, this 2nd day of October, 2015.

NEWTON TEACHERS ASSOCIATION

NEWTON SCHOOL COMMITTEE



Michael Zilles, President
Newton Teachers Association



Matthew Hills, Chairperson
Newton School Committee

Negotiating Team Members
Jamie Rinaldi, Negotiations Chair
Jamie Alberts
Tiffany Back
Susan Bianchi
Sheryl Bono
Pamela Buccitelli
Joan Cody
Sue Cohen
Laura DiMambro
Barbara Harkins
Margaret Hartnett
Diane Jaquith
Roland Moffit
Regina Moody
Jane Roderick
Tony Sbordone
Jason Leto, MTA Consultant

Negotiating Team Members
Ellen Gibson, School Committee
Steven Siegel, School Committee
Heather Richards, Executive Director of Human Resources
Sandra Guryan, Deputy Superintendent for Business, Finance and Planning
Jill Murray, Assistant City Solicitor

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

**TEACHER AIDE—CATEGORY 1 SALARY SCHEDULE—UNIT C
In Effect as of August 31, 2015**

Step	Hours Per Week				
	30 Hours	30.83 Hours	32 Hours	35 Hours	40 Hours
1	18,457	18,967	19,687	21,533	24,609
1.5	18,863	19,384	20,120	22,006	25,150
2	19,278	19,811	20,563	22,491	25,703
2.5	19,703	20,247	21,016	22,986	26,270
3	20,137	20,693	21,479	23,493	26,849
3.5	20,582	21,151	21,953	24,012	27,442
4	21,036	21,617	22,438	24,542	28,048
4.5	21,501	22,095	22,935	25,085	28,668
5	21,977	22,584	23,442	25,640	29,303
5.5	22,612	23,237	24,119	26,381	30,149
6	23,266	23,909	24,817	27,144	31,021
6.5	23,940	24,602	25,536	27,930	31,919
7	24,634	25,315	26,276	28,739	32,845
7.5	25,348	26,049	27,038	29,573	33,797
8	26,084	26,805	27,823	30,432	34,779
8.5	26,843	27,585	28,632	31,316	35,790
9	27,624	28,388	29,465	32,227	36,831
9.5	28,428	29,214	30,323	33,166	37,904
10	29,276	30,085	31,227	34,155	39,034
10.5	30,149	30,982	32,159	35,174	40,198
11	31,048	31,906	33,118	36,223	41,397
11.5	31,975	32,859	34,106	37,304	42,633
12	32,929	33,839	35,124	38,417	43,905
12.5	33,912	34,850	36,172	39,563	45,215
13	34,924	35,890	37,252	40,744	46,565
13.5	37,013	38,036	39,480	43,181	49,350
14	37,624	38,664	40,132	43,895	50,165

NOTE: Per agreement, when an aide at either the elementary or secondary level is required to substitute for an absent teacher for one (1) full day or the equivalent of one (1) full day over a period of two (2) or more days, that aide will receive an additional \$40 stipend for each day.

An aide must substitute when requested by the Principal/designee.

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CROSSWALK TO NEW TEACHER AIDE—CATEGORY 1 SALARY SCHEDULE
Implemented September 1, 2015
Crosswalk to new schedule includes the step increase.

Step in Current Schedule August 31, 2015	STEP IN NEW SCHEDULE BEGINNING SEPT. 1, 2015				
	30 Hours	30.83 Hours	32 Hours	35 Hours	40 Hours
1	2	2	2	2	2
1.5	2.5	2.5	2.5	2.5	2.5
2	3	3	3	3	3
2.5	3.5	3.5	3.5	3.5	3.5
3	4	4	4	4	4
3.5	4.5	4.5	4.5	4.5	4.5
4	5	5	5	5	5
4.5	5.5	5.5	5.5	5.5	5.5
5	6	6	6	6	6
5.5	6.5	6.5	6.5	6.5	6.5
6	7	7	7	7	7
6.5	7.5	7.5	7.5	7.5	7.5
7	8	8	8	8	8
7.5	8.5	8.5	8.5	8.5	8.5
8	9	9	9	9	9
8.5	9.5	9.5	9.5	9.5	9.5
9	10	10	10	10	10
9.5	10.5	10.5	10.5	10.5	10.5
10	11	11	11	11	11
10.5	11.5	11.5	11.5	11.5	11.5
11	12	12	12	12	12
11.5	12.5	12.5	12.5	12.5	12.5
12	13	13	13	13	13
12.5	13	13	13	13	13
13	14	14	14	14	14
13.5	14	14	14	14	14
14	14	14	14	14	14

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

**TEACHER AIDE—CATEGORY 1 SALARY SCHEDULE—UNIT C
Effective September 1, 2015**

Crosswalk to new schedule includes the step increase.

Step	Hours Per Week				
	30 Hours	30.83 Hours	32 Hours	35 Hours	40 Hours
1	18,899	19,422	20,159	22,049	25,199
1.5	19,315	19,850	20,603	22,535	25,754
2	19,741	20,287	21,057	23,031	26,321
2.5	20,175	20,733	21,520	23,538	26,900
3	20,619	21,190	21,994	24,056	27,493
3.5	21,075	21,658	22,480	24,588	28,100
4	21,541	22,137	22,977	25,131	28,721
4.5	22,017	22,626	23,485	25,687	29,356
5	22,505	23,127	24,005	26,255	30,006
5.5	23,154	23,795	24,698	27,013	30,873
6	23,825	24,484	25,413	27,795	31,766
6.5	24,515	25,193	26,149	28,600	32,686
7	25,225	25,923	26,907	29,430	33,634
7.5	25,957	26,675	27,687	30,283	34,609
8	26,710	27,449	28,491	31,162	35,614
8.5	27,487	28,247	29,319	32,068	36,649
9	28,286	29,069	30,172	33,001	37,715
9.5	29,110	29,916	31,051	33,962	38,814
10	29,978	30,807	31,976	34,974	39,970
10.5	30,873	31,727	32,931	36,018	41,164
11	31,793	32,673	33,913	37,092	42,391
11.5	32,742	33,648	34,925	38,199	43,656
12	33,888	34,825	36,147	39,536	45,184
12.5	35,074	36,044	37,412	40,919	46,765
13	36,301	37,305	38,721	42,351	48,401
13.5	37,572	38,612	40,077	43,834	50,096
14	38,527	39,592	41,095	44,948	51,369

NOTE: Per agreement, when an aide at either the elementary or secondary level is required to substitute for an absent teacher for one (1) full day or the equivalent of one (1) full day over a period of two (2) or more days, that aide will receive an additional \$40 stipend for each day.

An aide must substitute when requested by the Principal/designee.

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

**TEACHER AIDE—CATEGORY 1 SALARY SCHEDULE—UNIT C
Effective September 1, 2016**

Step	Hours Per Week				
	30 Hours	30.83 Hours	32 Hours	35 Hours	40 Hours
1	19,145	19,674	20,421	22,336	25,527
1.5	19,566	20,108	20,871	22,828	26,089
2	19,998	20,551	21,331	23,330	26,663
2.5	20,437	21,003	21,800	23,844	27,250
3	20,887	21,465	22,280	24,369	27,850
3.5	21,349	21,940	22,772	24,908	28,465
4	21,821	22,425	23,276	25,458	29,094
4.5	22,303	22,920	23,790	26,021	29,738
5	22,798	23,428	24,317	26,596	30,396
5.5	23,455	24,104	25,019	27,364	31,274
6	24,135	24,802	25,743	28,156	32,179
6.5	24,834	25,521	26,489	28,972	33,111
7	25,553	26,260	27,257	29,813	34,071
7.5	26,294	27,022	28,047	30,677	35,059
8	27,057	27,806	28,861	31,567	36,077
8.5	27,844	28,614	29,700	32,485	37,125
9	28,654	29,447	30,564	33,430	38,205
9.5	29,488	30,305	31,455	34,404	39,319
10	30,368	31,207	32,392	35,429	40,490
10.5	31,274	32,139	33,359	36,486	41,699
11	32,206	33,098	34,354	37,574	42,942
11.5	33,168	34,085	35,379	38,696	44,224
12	34,329	35,278	36,617	40,050	45,771
12.5	35,530	36,513	37,898	41,451	47,373
13	36,773	37,790	39,224	42,902	49,030
13.5	38,060	39,114	40,598	44,404	50,747
14	39,028	40,107	41,629	45,532	52,037

NOTE: Per agreement, when an aide at either the elementary or secondary level is required to substitute for an absent teacher for one (1) full day or the equivalent of one (1) full day over a period of two (2) or more days, that aide will receive an additional \$40 stipend for each day.

An aide must substitute when requested by the Principal/designee.

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

**TEACHER AIDE—CATEGORY 1 SALARY SCHEDULE—UNIT C
Effective February 1, 2017**

Step	Hours Per Week				
	30 Hours	30.83 Hours	32 Hours	35 Hours	40 Hours
1	19,279	19,812	20,564	22,492	25,705
1.5	19,703	20,249	21,017	22,988	26,271
2	20,138	20,695	21,480	23,494	26,850
2.5	20,580	21,150	21,952	24,011	27,440
3	21,033	21,616	22,436	24,539	28,045
3.5	21,498	22,093	22,932	25,082	28,665
4	21,974	22,582	23,439	25,636	29,298
4.5	22,459	23,081	23,957	26,203	29,946
5	22,957	23,592	24,487	26,782	30,609
5.5	23,619	24,273	25,194	27,556	31,493
6	24,304	24,976	25,924	28,353	32,404
6.5	25,008	25,699	26,674	29,175	33,343
7	25,732	26,444	27,448	30,021	34,310
7.5	26,479	27,211	28,243	30,891	35,304
8	27,247	28,000	29,063	31,788	36,330
8.5	28,039	28,815	29,908	32,712	37,385
9	28,854	29,653	30,778	33,664	38,473
9.5	29,695	30,517	31,675	34,644	39,594
10	30,580	31,426	32,618	35,677	40,773
10.5	31,493	32,364	33,593	36,742	41,991
11	32,432	33,329	34,594	37,837	43,243
11.5	33,400	34,324	35,627	38,966	44,533
12	34,569	35,525	36,873	40,330	46,092
12.5	35,779	36,768	38,164	41,741	47,705
13	37,030	38,055	39,499	43,202	49,373
13.5	38,327	39,388	40,882	44,715	51,102
14	39,301	40,387	41,921	45,851	52,401

NOTE: Per agreement, when an aide at either the elementary or secondary level is required to substitute for an absent teacher for one (1) full day or the equivalent of one (1) full day over a period of two (2) or more days, that aide will receive an additional \$40 stipend for each day.

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

**TEACHER AIDE—CATEGORY 1 SALARY SCHEDULE—UNIT C
Effective September 1, 2017**

Step	Hours Per Week				
	30 Hours	30.83 Hours	32 Hours	35 Hours	40 Hours
1	19,529	20,070	20,831	22,784	26,039
1.5	19,959	20,512	21,290	23,287	26,613
2	20,399	20,964	21,759	23,799	27,199
2.5	20,848	21,424	22,238	24,323	27,797
3	21,307	21,897	22,728	24,858	28,410
3.5	21,778	22,380	23,230	25,408	29,037
4	22,259	22,875	23,743	25,969	29,679
4.5	22,751	23,381	24,268	26,544	30,335
5	23,256	23,898	24,806	27,131	31,007
5.5	23,926	24,589	25,522	27,914	31,903
6	24,620	25,301	26,261	28,722	32,825
6.5	25,333	26,033	27,021	29,554	33,776
7	26,066	26,788	27,804	30,412	34,756
7.5	26,823	27,565	28,610	31,293	35,763
8	27,601	28,364	29,441	32,201	36,802
8.5	28,404	29,189	30,297	33,138	37,871
9	29,229	30,039	31,178	34,102	38,973
9.5	30,081	30,914	32,087	35,095	40,109
10	30,978	31,834	33,042	36,140	41,303
10.5	31,903	32,785	34,029	37,219	42,537
11	32,853	33,763	35,044	38,329	43,805
11.5	33,834	34,770	36,090	39,473	45,112
12	35,018	35,986	37,353	40,855	46,691
12.5	36,244	37,246	38,660	42,284	48,325
13	37,512	38,549	40,012	43,763	50,015
13.5	38,825	39,900	41,414	45,296	51,767
14	39,812	40,912	42,466	46,447	53,082

NOTE: Per agreement, when an aide at either the elementary or secondary level is required to substitute for an absent teacher for one (1) full day or the equivalent of one (1) full day over a period of two (2) or more days, that aide will receive an additional \$40 stipend for each day.

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

**TEACHER AIDE—CATEGORY 1 SALARY SCHEDULE—UNIT C
Effective February 1, 2018**

Step	Hours Per Week				
	30 Hours	30.83 Hours	32 Hours	35 Hours	40 Hours
1	19,666	20,210	20,977	22,944	26,222
1.5	20,099	20,656	21,439	23,450	26,799
2	20,542	21,110	21,912	23,966	27,389
2.5	20,994	21,574	22,393	24,493	27,992
3	21,456	22,050	22,887	25,032	28,609
3.5	21,930	22,537	23,392	25,586	29,240
4	22,415	23,035	23,910	26,151	29,887
4.5	22,911	23,544	24,438	26,730	30,547
5	23,418	24,066	24,979	27,321	31,224
5.5	24,094	24,761	25,700	28,109	32,126
6	24,792	25,478	26,444	28,923	33,055
6.5	25,510	26,215	27,210	29,761	34,013
7	26,249	26,975	27,999	30,624	34,999
7.5	27,010	27,758	28,811	31,512	36,014
8	27,794	28,563	29,647	32,427	37,059
8.5	28,603	29,393	30,509	33,369	38,136
9	29,434	30,249	31,397	34,340	39,246
9.5	30,291	31,130	32,311	35,340	40,389
10	31,195	32,057	33,274	36,393	41,592
10.5	32,126	33,015	34,268	37,480	42,835
11	33,083	33,999	35,289	38,597	44,111
11.5	34,071	35,014	36,342	39,749	45,428
12	35,263	36,238	37,614	41,141	47,018
12.5	36,498	37,507	38,930	42,580	48,663
13	37,774	38,819	40,293	44,070	50,365
13.5	39,097	40,179	41,704	45,613	52,129
14	40,091	41,199	42,763	46,772	53,454

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

**TEACHER AIDE—CATEGORY 2 SALARY SCHEDULE—UNIT C
In effect as of August 31, 2015**

Step	Hours Per Week	
	35 Hours	40 Hours
1	25,623	29,284
1.5	26,386	30,156
2	27,172	31,055
2.5	27,982	31,980
3	28,816	32,933
3.5	29,675	33,915
4	30,560	34,926
4.5	31,472	35,968
5	32,410	37,041
5.5	33,377	38,146
6	34,373	39,284
6.5	35,399	40,456
7	36,456	41,664
7.5	37,544	42,908
8	38,665	44,189
8.5	39,819	45,508
9	41,009	46,867
9.5	42,233	48,267
10	43,495	49,709
10.5	47,009	53,725
11	47,787	54,614
11.5	48,577	55,517
12	49,388	56,444

NOTE: Per agreement, when an aide at either the elementary or secondary level is required to substitute for an absent teacher for one (1) full day or the equivalent of one (1) full day over a period of two (2) or more days, that aide will receive an additional \$40 stipend for each day.

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

**CROSSWALK TO NEW CATEGORY 2 SALARY SCHEDULE
Implemented September 1, 2015**

Step in Current Schedule August 31, 2015	STEP IN NEW SCHEDULE BEGINNING SEPT. 1, 2015	
	35 Hours	40 Hours
1	1.5	1.5
1.5	2	2
2	2.5	2.5
2.5	3	3
3	3.5	3.5
3.5	4	4
4	4.5	4.5
4.5	5	5
5	5.5	5.5
5.5	6	6
6	6.5	6.5
6.5	7	7
7	7.5	7.5
7.5	8	8
8	8.5	8.5
8.5	9	9
9	9.5	9.5
9.5	10	10
10	10.5	10.5
10.5	11	11
11	11	11
11.5	11	11
12	11	11

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

**TEACHER AIDE—CATEGORY 2 SALARY SCHEDULE—UNIT C
Effective September 1, 2015**

Step	Hours Per Week	
	35 Hours	40 Hours
1	27,019	30,879
1.5	27,824	31,799
2	28,654	32,747
2.5	29,508	33,723
3	30,387	34,728
3.5	31,293	35,763
4	32,227	36,831
4.5	33,188	37,929
5	34,178	39,061
5.5	35,198	40,226
6	36,249	41,427
6.5	37,331	42,664
7	38,445	43,937
7.5	39,593	45,249
8	40,775	46,600
8.5	41,993	47,992
9	43,247	49,425
9.5	44,544	50,907
10	45,992	52,562
10.5	47,486	54,270
11	49,030	56,034

NOTE: Per agreement, when an aide at either the elementary or secondary level is required to substitute for an absent teacher for one (1) full day or the equivalent of one (1) full day over a period of two (2) or more days, that aide will receive an additional \$40 stipend for each day.

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

**TEACHER AIDE—CATEGORY 2 SALARY SCHEDULE—UNIT C
Effective September 1, 2016**

Step	Hours Per Week	
	35 Hours	40 Hours
1	27,370	31,280
1.5	28,186	32,212
2	29,027	33,173
2.5	29,892	34,161
3	30,782	35,179
3.5	31,700	36,228
4	32,646	37,310
4.5	33,619	38,422
5	34,622	39,569
5.5	35,656	40,749
6	36,720	41,966
6.5	37,816	43,219
7	38,945	44,508
7.5	40,108	45,837
8	41,305	47,206
8.5	42,539	48,616
9	43,809	50,068
9.5	45,123	51,569
10	46,590	53,245
10.5	48,103	54,976
11	49,667	56,762

NOTE: Per agreement, when an aide at either the elementary or secondary level is required to substitute for an absent teacher for one (1) full day or the equivalent of one (1) full day over a period of two (2) or more days, that aide will receive an additional \$40 stipend for each day.

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

**TEACHER AIDE—CATEGORY 2 SALARY SCHEDULE—UNIT C
Effective February 1, 2017**

Step	Hours Per Week	
	35 Hours	40 Hours
1	27,562	31,499
1.5	28,383	32,438
2	29,230	33,405
2.5	30,101	34,401
3	30,998	35,426
3.5	31,922	36,482
4	32,874	37,571
4.5	33,855	38,691
5	34,865	39,846
5.5	35,905	41,034
6	36,977	42,259
6.5	38,081	43,521
7	39,217	44,820
7.5	40,388	46,158
8	41,594	47,536
8.5	42,837	48,956
9	44,116	50,418
9.5	45,439	51,930
10	46,916	53,618
10.5	48,440	55,360
11	50,015	57,160

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

**TEACHER AIDE—CATEGORY 2 SALARY SCHEDULE—UNIT C
Effective September 1, 2017**

Step	Hours Per Week	
	35 Hours	40 Hours
1	27,920	31,909
1.5	28,752	32,860
2	29,610	33,839
2.5	30,492	34,848
3	31,400	35,886
3.5	32,337	36,956
4	33,302	38,059
4.5	34,295	39,194
5	35,318	40,364
5.5	36,372	41,568
6	37,458	42,809
6.5	38,576	44,087
7	39,727	45,402
7.5	40,914	46,758
8	42,135	48,154
8.5	43,394	49,593
9	44,689	51,073
9.5	46,030	52,605
10	47,526	54,315
10.5	49,070	56,080
11	50,665	57,903

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

**TEACHER AIDE—CATEGORY 2 SALARY SCHEDULE—UNIT C
Effective February 1, 2018**

Step	Hours Per Week	
	35 Hours	40 Hours
1	28,116	32,132
1.5	28,953	33,090
2	29,817	34,076
2.5	30,706	35,092
3	31,620	36,137
3.5	32,563	37,214
4	33,535	38,326
4.5	34,535	39,468
5	35,565	40,646
5.5	36,627	41,859
6	37,720	43,108
6.5	38,846	44,396
7	40,005	45,720
7.5	41,200	47,085
8	42,430	48,491
8.5	43,697	49,940
9	45,002	51,431
9.5	46,352	52,973
10	47,859	54,695
10.5	49,413	56,473
11	51,020	58,308

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

**TELEVISION AIDE SALARY SCHEDULE UNIT C
Effective September 1, 2015 – August 31, 2018**

Effective	Salary*
August 31, 2015	50,373
September 1, 2015	51,582
September 1, 2016	52,253
February 1, 2017	52,618
September 1, 2017	53,302
February 1, 2018	53,675

*Salary is calculated by using total percentage increase of top step for Category 1 aides from 2009 to 2015 (8.135%) and multiplying this times Television Aide salary from March 2009, then using this as base for September 1, 2015 salary.

NOTE: Per agreement, when an aide at either the elementary or secondary level is required to substitute for an absent teacher for one (1) full day or the equivalent of one (1) full day over a period of two (2) or more days, that aide will receive an additional \$40 stipend for each day.

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APPENDIX D-1

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

COACHES SALARY SCHEDULE
Effective September 1, 2015 – August 31, 2016
+2.4%

HIGH SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GROUP I							
Trainer	Annual	37,074	37,799	38,512	39,227	39,946	40,656
Equipment Manager	Head - Annual	7,689	7,889	8,074	8,355	8,635	9,002
Equipment Manager	Assistant - Annual	6,297	6,507	6,728	7,007	7,364	7,770
Faculty Manager	Annual	8,074	8,264	8,449	8,728	9,002	9,355
Fall Sports (Pre-Season) Coaches, Faculty & Equipment Manager per week		206					
GROUP II							
Football	Head Coach	8,980	9,167	9,352	9,630	9,904	10,282
	Varsity Assistant #1	4,273	4,492	4,705	5,028	5,347	5,769
	Varsity Assistant #2	4,273	4,492	4,705	5,028	5,347	5,769
	Varsity Assistant #3	4,273	4,492	4,705	5,028	5,347	5,769
	Other Assistant	2,565	2,778	2,996	3,318	3,633	4,058
Scouting [per game] including travel expense		89					
GROUP III							
Baseball	Head Coach	5,780	5,994	6,218	6,503	6,857	7,290
	Varsity Assistant	3,216	3,433	3,642	3,961	4,285	4,716
	Other Assistant	2,572	2,786	3,002	3,327	3,642	4,068
Basketball	Head Coach	5,780	5,994	6,218	6,503	6,857	7,290
	Varsity Assistant	3,216	3,433	3,642	3,961	4,285	4,716
	Other Assistant	2,572	2,786	3,002	3,327	3,642	4,068
Cross Country	Head Coach	4,068	4,285	4,500	4,820	5,140	5,572
	Varsity Assistant	2,357	2,572	2,786	3,106	3,433	3,855
Field Hockey	Head Coach	5,555	5,768	5,975	6,296	6,617	7,045
	Varsity Assistant	2,460	2,675	2,892	3,216	3,536	3,961
	Other Assistant	2,038	2,249	2,460	2,786	3,106	3,536

APPENDIX D-1 (Cont.)

HIGH SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Group III, cont.							
Ice Hockey	Head Coach	5,780	5,994	6,218	6,503	6,857	7,290
	Varsity Assistant	3,216	3,433	3,642	3,961	4,285	4,716
	Other Assistant	2,572	2,786	3,002	3,327	3,642	4,068
Indoor Track	Head Coach	4,068	4,285	4,500	4,820	5,140	5,572
	Varsity Assistant	2,456	2,667	2,885	3,209	3,526	3,955
	Other Assistant	2,030	2,243	2,456	2,778	3,100	3,526
Lacrosse	Head Coach	5,555	5,766	5,975	6,296	6,617	7,045
	Varsity Assistant	2,667	2,885	3,100	3,424	3,739	4,169
	Other Assistant	2,030	2,243	2,456	2,778	3,100	3,526
Outdoor Track	Head Coach	4,273	4,492	4,705	5,028	5,347	5,769
	Varsity Assistant	2,565	2,778	2,996	3,318	3,633	4,058
	Other Assistant	2,030	2,243	2,456	2,778	3,100	3,526
Soccer	Head Coach	5,555	5,768	5,975	6,296	6,617	7,045
	Varsity Assistant	2,460	2,675	2,892	3,216	3,536	3,961
	Other Assistant	2,038	2,249	2,460	2,786	3,106	3,536
Softball	Head Coach	5,780	5,994	6,218	6,503	6,857	7,290
	Varsity Assistant	3,216	3,433	3,642	3,961	4,285	4,716
	Other Assistant	2,572	2,786	3,002	3,327	3,642	4,068
Swimming	Head Coach	4,068	4,285	4,500	4,820	5,139	5,573
	Varsity Assistant	2,357	2,572	2,786	3,106	3,433	3,855
	Other Assistant	2,038	2,249	2,460	2,786	3,106	3,536
Volleyball	Head Coach	4,068	4,285	4,500	4,820	5,139	5,573
	Varsity Assistant	2,460	2,675	2,892	3,216	3,536	3,961
	Other Assistant	2,038	2,249	2,460	2,786	3,106	3,536
Wrestling	Head Coach	5,780	5,994	6,218	6,503	6,857	7,290
	Varsity Assistant	3,216	3,433	3,642	3,961	4,285	4,716
	Other Assistant	2,572	2,786	3,002	3,327	3,642	4,068
GROUP IV							
Gymnastics	Head Coach	4,705	4,911	5,132	5,450	5,769	6,200
	Varsity Assistant	2,778	2,996	3,209	3,526	3,849	4,273

APPENDIX D-1 (Cont.)

HIGH SCHOOL ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GROUP V							
Golf	Head Coach	3,216	3,433	3,642	3,960	4,285	4,716
	Varsity Assistant	1,820	2,038	2,249	2,572	2,892	3,321
Skiing	Head Coach	3,216	3,433	3,642	3,960	4,285	4,716
	Varsity Assistant	1,820	2,038	2,249	2,572	2,892	3,321
Tennis	Head Coach	3,216	3,433	3,642	3,960	4,285	4,716
	Varsity Assistant	1,820	2,038	2,249	2,572	2,892	3,321
GROUP VI							
Cheerleaders	Head Coach	2,375	2,565	2,778	3,100	3,427	3,849
Dance	Head Coach	1,624	1,840	2,049	2,371	2,698	3,121
Intramurals	Head Coach	1,714	1,794	1,879	1,966	2,049	2,140
Riflery	Head Coach	1,928	2,140	2,348	2,667	2,996	3,424
Sailing	Head Coach	1,817	2,038	2,249	2,570	2,892	3,321
MIDDLE SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Baseball	Head Coach	2,348	2,565	2,778	3,100	3,427	3,847
	Varsity Assistant	1,600	1,817	2,030	2,348	2,667	3,100
	Other Assistant	1,068	1,281	1,713	2,137		
Basketball	Head Coach	2,348	2,565	2,778	3,100	3,427	3,847
	Varsity Assistant	1,600	1,817	2,030	2,348	2,667	3,100
Cross Country	Head Coach	1,175	1,391	1,600	1,927	2,243	2,667
Football	Head Coach	2,565	2,778	2,995	3,318	3,633	4,058
	Varsity Assistant	1,817	2,030	2,243	2,565	2,885	3,314
	Other Assistant	1,069	1,281	1,713	2,139		
Gymnastics	Head Coach	1,927	2,139	2,348	2,667	2,995	3,427
	Varsity Assistant	1,175	1,391	1,600	1,927	2,243	2,667
	Other Assistant	1,069	1,281	1,713	2,139		
Ice Hockey	Head Coach	2,348	2,565	2,778	3,100	3,424	3,847
	Varsity Assistant	1,600	1,817	2,030	2,348	2,667	3,100
Intramurals	Head Coach	1,713	1,794	1,877	1,966	2,052	2,139
Sports Club	Head Coach	1,496	1,713	1,927	2,243	2,565	2,995

APPENDIX D-1 (Cont.)

MIDDLE SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Soccer	Head Coach	1,927	2,139	2,348	2,667	2,995	3,427
	Varsity Assistant	1,175	1,391	1,600	1,927	2,243	2,667
	Other Assistant	1,069	1,281	1,713	2,139		
Softball	Head Coach	2,348	2,565	2,778	3,100	3,427	3,847
	Varsity Assistant	1,600	1,817	2,030	2,348	2,667	3,100
Tennis	Head Coach	1,496	1,713	1,927	2,243	2,565	2,995
	Varsity Assistant	959	1,175	1,391	1,713	2,030	2,455
Track	Head Coach	1,927	2,139	2,348	2,667	2,995	3,427
	Varsity Assistant	1,175	1,391	1,600	1,927	2,243	2,667
	Other Assistant	1,069	1,281	1,713	2,139	0	0
Volleyball	Head Coach	1,927	2,139	2,348	2,667	2,995	3,427
	Varsity Assistant	1,175	1,391	1,600	1,927	2,243	2,667

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

**COACHES SALARY SCHEDULE
Effective September 1, 2016 – August 31, 2017
+1.65% (plus adjustments from 5/15/17 MOA)**

HIGH SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GROUP I							
Trainer	Annual	37,686	38,423	39,147	39,875	40,605	41,327
Equipment Manager	Head - Annual	7,816	8,019	8,207	8,493	8,778	9,151
Equipment Manager	Assistant - Annual	6,401	6,615	6,839	7,123	7,485	7,898
Faculty Manager	Annual	8,207	8,400	8,588	8,872	9,151	9,509
Fall Sports (Pre-Season) Coaches, Faculty & Equipment Manager per week		209					
GROUP II							
Football	Head Coach	9,128	9,319	9,507	9,789	10,068	10,452
	Varsity Assistant	4,344	4,566	4,783	5,111	5,435	5,864
	Other Assistant	2,607	2,824	3,046	3,373	3,693	4,125
Scouting [per game] including travel expense		90					
GROUP III							
Baseball	Head Coach	5,875	6,093	6,320	6,611	6,970	7,410
	Varsity Assistant	3,269	3,490	3,702	4,027	4,356	4,793
	Other Assistant	2,614	2,832	3,051	3,382	3,702	4,136
Basketball	Head Coach	5,875	6,093	6,320	6,611	6,970	7,410
	Varsity Assistant	3,269	3,490	3,702	4,027	4,356	4,793
	Other Assistant	2,614	2,832	3,051	3,382	3,702	4,136
Ice Hockey	Head Coach	5,875	6,093	6,320	6,611	6,970	7,410
	Varsity Assistant	3,269	3,490	3,702	4,027	4,356	4,793
	Other Assistant	2,614	2,832	3,051	3,382	3,702	4,136
Softball	Head Coach	5,875	6,093	6,320	6,611	6,970	7,410
	Varsity Assistant	3,269	3,490	3,702	4,027	4,356	4,793
	Other Assistant	2,614	2,832	3,051	3,382	3,702	4,136

APPENDIX D-2 (Cont.)

HIGH SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Group III, cont.							
Wrestling	Head Coach	5,875	6,093	6,320	6,611	6,970	7,410
	Varsity Assistant	3,269	3,490	3,702	4,027	4,356	4,793
	Other Assistant	2,614	2,832	3,051	3,382	3,702	4,136
Lacrosse	Head Coach	5,646	5,863	6,074	6,399	6,726	7,161
	Varsity Assistant	2,711	2,933	3,151	3,480	3,800	4,238
	Other Assistant	2,064	2,280	2,497	2,824	3,151	3,584
Field Hockey	Head Coach	5,646	5,863	6,074	6,399	6,726	7,161
	Varsity Assistant	2,501	2,719	2,940	3,269	3,595	4,027
	Other Assistant	2,064	2,280	2,497	2,824	3,151	3,584
Soccer	Head Coach	5,646	5,863	6,074	6,399	6,726	7,161
	Varsity Assistant	2,501	2,719	2,940	3,269	3,595	4,027
	Other Assistant	2,064	2,280	2,497	2,824	3,151	3,584
GROUP IV							
Gymnastics	Head Coach	4,783	4,992	5,217	5,540	5,864	6,303
	Varsity Assistant	2,824	3,046	3,262	3,584	3,912	4,344
Outdoor Track	Head Coach	4,783	4,992	5,217	5,540	5,864	6,303
	Varsity Assistant	2,607	2,824	3,046	3,373	3,693	4,125
	Other Assistant	2,064	2,280	2,497	2,824	3,151	3,584
Cross Country	Head Coach	4,783	4,992	5,217	5,540	5,864	6,303
	Varsity Assistant	2,501	2,719	2,940	3,269	3,595	4,027
Indoor Track	Head Coach	4,783	4,992	5,217	5,540	5,864	6,303
	Varsity Assistant	2,501	2,719	2,940	3,269	3,595	4,027
	Other Assistant	2,064	2,280	2,497	2,824	3,151	3,584
Swimming	Head Coach	4,783	4,992	5,217	5,540	5,864	6,303
	Varsity Assistant	2,501	2,719	2,940	3,269	3,595	4,027
	Other Assistant	2,064	2,280	2,497	2,824	3,151	3,584
Volleyball	Head Coach	4,783	4,992	5,217	5,540	5,864	6,303
	Varsity Assistant	2,501	2,719	2,940	3,269	3,595	4,027
	Other Assistant	2,064	2,280	2,497	2,824	3,151	3,584
Tennis	Head Coach	4,783	4,992	5,217	5,540	5,864	6,303
	Varsity Assistant	2,501	2,719	2,940	3,269	3,595	4,027

APPENDIX D-2 (Cont.)

HIGH SCHOOL ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GROUP V							
Golf	Head Coach	3,269	3,490	3,702	4,025	4,356	4,793
	Varsity Assistant	1,850	2,072	2,286	2,614	2,940	3,375
Skiing	Head Coach	3,269	3,490	3,702	4,025	4,356	4,793
	Varsity Assistant	1,850	2,072	2,286	2,614	2,940	3,375
GROUP VI							
Cheerleaders	Head Coach	2,414	2,607	2,824	3,151	3,483	3,912
Dance	Head Coach	1,651	1,870	2,083	2,410	2,742	3,172
Intramurals	Head Coach	1,742	1,824	1,910	1,998	2,083	2,175
MIDDLE SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Baseball	Head Coach	2,387	2,607	2,824	3,151	3,483	3,911
	Varsity Assistant	1,626	1,847	2,064	2,387	2,711	3,151
	Other Assistant	1,086	1,302	1,741	2,173		
Basketball	Head Coach	2,387	2,607	2,824	3,151	3,483	3,911
	Varsity Assistant	1,626	1,847	2,064	2,387	2,711	3,151
Cross Country	Head Coach	2,387	2,607	2,824	3,151	3,483	3,911
	Varsity Assistant	1,626	1,847	2,064	2,387	2,711	3,151
Football	Head Coach	2,607	2,824	3,044	3,373	3,693	4,125
	Varsity Assistant	1,847	2,064	2,280	2,607	2,933	3,369
	Other Assistant	1,087	1,302	1,741	2,174		
Ice Hockey	Head Coach	2,387	2,607	2,824	3,151	3,483	3,911
	Varsity Assistant	1,626	1,847	2,064	2,387	2,711	3,151
Intramurals	Head Coach	1,824	1,911	1,999	2,094	2,185	
Lacrosse	Head Coach	2,387	2,607	2,824	3,151	3,483	3,911
	Varsity Assistant	1,626	1,847	2,064	2,387	2,711	3,151
	Other Assistant	1,087	1,302	1,741	2,174		
Sports Club	Head Coach	1,520	1,741	1,959	2,280	2,607	3,044

APPENDIX D-2 (Cont.)

MIDDLE SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Soccer	Head Coach	2,387	2,607	2,824	3,151	3,483	3,911
	Varsity Assistant	1,626	1,847	2,064	2,387	2,711	3,151
	Other Assistant	1,087	1,302	1,741	2,174		
Softball	Head Coach	2,387	2,607	2,824	3,151	3,483	3,911
	Varsity Assistant	1,626	1,847	2,064	2,387	2,711	3,151
Track	Head Coach	2,387	2,607	2,824	3,151	3,483	3,911
	Varsity Assistant	1,626	1,847	2,064	2,387	2,711	3,151
	Other Assistant	1,087	1,302	1,741	2,174		
Volleyball	Head Coach	2,387	2,607	2,824	3,151	3,483	3,911
	Varsity Assistant	1,626	1,847	2,064	2,387	2,711	3,151

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

**COACHES SALARY SCHEDULE
Effective September 1, 2017 – August 30, 2018
+2.0% (plus adjustments from 5/15/17 MOA)**

HIGH SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GROUP I							
Trainer	Annual	38,439	39,191	39,930	40,672	41,417	42,153
Equipment Manager	Head - Annual	7,972	8,179	8,371	8,663	8,953	9,334
Equipment Manager	Assistant - Annual	6,529	6,747	6,976	7,265	7,635	8,056
Faculty Manager	Annual	8,371	8,568	8,760	9,049	9,334	9,699
Fall Sports (Pre-Season) Coaches, Faculty & Equipment Manager per week		214					
GROUP II							
Football	Head Coach	9,310	9,505	9,697	9,984	10,269	10,661
	Varsity Assistant	4,431	4,657	4,878	5,213	5,544	5,981
	Other Assistant	2,659	2,880	3,107	3,440	3,767	4,207
Scouting [per game] including travel expense	92						
GROUP III							
Baseball	Head Coach	5,993	6,215	6,447	6,743	7,110	7,558
	Varsity Assistant	3,335	3,560	3,776	4,107	4,443	4,889
	Other Assistant	2,666	2,889	3,112	3,450	3,776	4,218
Basketball	Head Coach	5,993	6,215	6,447	6,743	7,110	7,558
	Varsity Assistant	3,335	3,560	3,776	4,107	4,443	4,889
	Other Assistant	2,666	2,889	3,112	3,450	3,776	4,218
Ice Hockey	Head Coach	5,993	6,215	6,447	6,743	7,110	7,558
	Varsity Assistant	3,335	3,560	3,776	4,107	4,443	4,889
	Other Assistant	2,666	2,889	3,112	3,450	3,776	4,218
Softball	Head Coach	5,993	6,215	6,447	6,743	7,110	7,558
	Varsity Assistant	3,335	3,560	3,776	4,107	4,443	4,889
	Other Assistant	2,666	2,889	3,112	3,450	3,776	4,218

APPENDIX D-3 (Cont.)

HIGH SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Group III, cont							
Wrestling	Head Coach	5,993	6,215	6,447	6,743	7,110	7,558
	Varsity Assistant	3,335	3,560	3,776	4,107	4,443	4,889
	Other Assistant	2,666	2,889	3,112	3,450	3,776	4,218
Lacrosse	Head Coach	5,759	5,980	6,195	6,527	6,861	7,304
	Varsity Assistant	2,765	2,991	3,214	3,550	3,876	4,322
	Other Assistant	2,105	2,326	2,547	2,880	3,214	3,656
Field Hockey	Head Coach	5,759	5,980	6,195	6,527	6,861	7,304
	Varsity Assistant	2,551	2,773	2,998	3,335	3,667	4,107
	Other Assistant	2,105	2,326	2,547	2,880	3,214	3,656
Soccer	Head Coach	5,759	5,980	6,195	6,527	6,861	7,304
	Varsity Assistant	2,551	2,773	2,998	3,335	3,667	4,107
	Other Assistant	2,105	2,326	2,547	2,880	3,214	3,656
GROUP IV							
Gymnastics	Head Coach	4,878	5,092	5,321	5,651	5,981	6,429
	Varsity Assistant	2,880	3,107	3,328	3,656	3,990	4,431
Outdoor Track	Head Coach	4,878	5,092	5,321	5,651	5,981	6,429
	Varsity Assistant	2,659	2,880	3,107	3,440	3,767	4,207
	Other Assistant	2,105	2,326	2,547	2,880	3,214	3,656
Cross Country	Head Coach	4,878	5,092	5,321	5,651	5,981	6,429
	Varsity Assistant	2,551	2,773	2,998	3,335	3,667	4,107
Indoor Track	Head Coach	4,878	5,092	5,321	5,651	5,981	6,429
	Varsity Assistant	2,551	2,773	2,998	3,335	3,667	4,107
	Other Assistant	2,105	2,326	2,547	2,880	3,214	3,656
Swimming	Head Coach	4,878	5,092	5,321	5,651	5,981	6,429
	Varsity Assistant	2,551	2,773	2,998	3,335	3,667	4,107
	Other Assistant	2,105	2,326	2,547	2,880	3,214	3,656
Volleyball	Head Coach	4,878	5,092	5,321	5,651	5,981	6,429
	Varsity Assistant	2,551	2,773	2,998	3,335	3,667	4,107
	Other Assistant	2,105	2,326	2,547	2,880	3,214	3,656
Tennis	Head Coach	4,878	5,092	5,321	5,651	5,981	6,429
	Varsity Assistant	2,551	2,773	2,998	3,335	3,667	4,107

APPENDIX D-3 (Cont.)

HIGH SCHOOL ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GROUP V							
Golf	Head Coach	3,335	3,560	3,776	4,106	4,443	4,889
	Varsity Assistant	1,887	2,113	2,331	2,666	2,998	3,443
Skiing	Head Coach	3,335	3,560	3,776	4,106	4,443	4,889
	Varsity Assistant	1,887	2,113	2,331	2,666	2,998	3,443
GROUP VI							
Cheerleaders	Head Coach	2,462	2,659	2,880	3,214	3,553	3,990
Dance	Head Coach	1,684	1,908	2,124	2,458	2,797	3,236
Intramurals	Head Coach	1,777	1,860	1,948	2,038	2,124	2,219
MIDDLE SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Baseball	Head Coach	2,434	2,659	2,880	3,214	3,553	3,989
	Varsity Assistant	1,659	1,884	2,105	2,434	2,765	3,214
	Other Assistant	1,107	1,328	1,776	2,216		
Basketball	Head Coach	2,434	2,659	2,880	3,214	3,553	3,989
	Varsity Assistant	1,659	1,884	2,105	2,434	2,765	3,214
Cross Country	Head Coach	2,434	2,659	2,880	3,214	3,553	3,989
	Varsity Assistant	1,659	1,884	2,105	2,434	2,765	3,214
Football	Head Coach	2,659	2,880	3,105	3,440	3,767	4,207
	Varsity Assistant	1,884	2,105	2,326	2,659	2,991	3,436
	Other Assistant	1,109	1,328	1,776	2,218		
Ice Hockey	Head Coach	2,434	2,659	2,880	3,214	3,553	3,989
	Varsity Assistant	1,659	1,884	2,105	2,434	2,765	3,214
Intramurals	Head Coach	1,860	1,949	2,039	2,136	2,229	
Lacrosse	Head Coach	2,434	2,659	2,880	3,214	3,553	3,989
	Varsity Assistant	1,659	1,884	2,105	2,434	2,765	3,214
	Other Assistant	1,109	1,328	1,776	2,218		
Sports Club	Head Coach	1,551	1,776	1,998	2,326	2,659	3,105

APPENDIX D-3 (Cont.)

MIDDLE SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Soccer	Head Coach	2,434	2,659	2,880	3,214	3,553	3,989
	Varsity Assistant	1,659	1,884	2,105	2,434	2,765	3,214
	Other Assistant	1,109	1,328	1,776	2,218		
Softball	Head Coach	2,434	2,659	2,880	3,214	3,553	3,989
	Varsity Assistant	1,659	1,884	2,105	2,434	2,765	3,214
Track	Head Coach	2,434	2,659	2,880	3,214	3,553	3,989
	Varsity Assistant	1,659	1,884	2,105	2,434	2,765	3,214
	Other Assistant	1,109	1,328	1,776	2,218		
Volleyball	Head Coach	2,434	2,659	2,880	3,214	3,553	3,989
	Varsity Assistant	1,659	1,884	2,105	2,434	2,765	3,214

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

COACHES SALARY SCHEDULE

Effective August 31, 2018

+0.35% (plus adjustments from 5/15/17 MOA)

HIGH SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GROUP I							
Trainer	Annual	38,574	39,328	40,070	40,815	41,562	42,301
Equipment Manager	Head - Annual	8,000	8,208	8,400	8,693	8,985	9,367
Equipment Manager	Assistant - Annual	6,552	6,771	7,001	7,291	7,662	8,084
Faculty Manager	Annual	8,400	8,598	8,791	9,081	9,367	9,733
Fall Sports (Pre-Season) Coaches, Faculty & Equipment Manager per week		214					
GROUP II							
Football	Head Coach	9,343	9,538	9,731	10,019	10,305	10,698
	Varsity Assistant	4,446	4,674	4,895	5,231	5,563	6,002
	Other Assistant	2,669	2,890	3,118	3,452	3,780	4,222
Scouting [per game] including travel expense		92					
GROUP III							
Baseball	Head Coach	6,013	6,237	6,469	6,766	7,134	7,585
	Varsity Assistant	3,346	3,572	3,790	4,121	4,459	4,906
	Other Assistant	2,676	2,899	3,123	3,462	3,790	4,233
Basketball	Head Coach	6,013	6,237	6,469	6,766	7,134	7,585
	Varsity Assistant	3,346	3,572	3,790	4,121	4,459	4,906
	Other Assistant	2,676	2,899	3,123	3,462	3,790	4,233
Ice Hockey	Head Coach	6,013	6,237	6,469	6,766	7,134	7,585
	Varsity Assistant	3,346	3,572	3,790	4,121	4,459	4,906
	Other Assistant	2,676	2,899	3,123	3,462	3,790	4,233
Softball	Head Coach	6,013	6,237	6,469	6,766	7,134	7,585
	Varsity Assistant	3,346	3,572	3,790	4,121	4,459	4,906
	Other Assistant	2,676	2,899	3,123	3,462	3,790	4,233

APPENDIX D-4 (Cont.)

HIGH SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Group III, cont							
Wrestling	Head Coach	6,013	6,237	6,469	6,766	7,134	7,585
	Varsity Assistant	3,346	3,572	3,790	4,121	4,459	4,906
	Other Assistant	2,676	2,899	3,123	3,462	3,790	4,233
Lacrosse	Head Coach	5,779	6,001	6,217	6,550	6,885	7,330
	Varsity Assistant	2,775	3,002	3,225	3,562	3,890	4,338
	Other Assistant	2,112	2,334	2,556	2,890	3,225	3,668
Field Hockey	Head Coach	5,779	6,001	6,217	6,550	6,885	7,330
	Varsity Assistant	2,560	2,783	3,009	3,346	3,679	4,121
	Other Assistant	2,112	2,334	2,556	2,890	3,225	3,668
Soccer	Head Coach	5,779	6,001	6,217	6,550	6,885	7,330
	Varsity Assistant	2,560	2,783	3,009	3,346	3,679	4,121
	Other Assistant	2,112	2,334	2,556	2,890	3,225	3,668
GROUP IV							
Gymnastics	Head Coach	4,895	5,110	5,340	5,671	6,002	6,451
	Varsity Assistant	2,890	3,118	3,339	3,668	4,004	4,446
Outdoor Track	Head Coach	4,895	5,110	5,340	5,671	6,002	6,451
	Varsity Assistant	2,669	2,890	3,118	3,452	3,780	4,222
	Other Assistant	2,112	2,334	2,556	2,890	3,225	3,668
Cross Country	Head Coach	4,895	5,110	5,340	5,671	6,002	6,451
	Varsity Assistant	2,560	2,783	3,009	3,346	3,679	4,121
Indoor Track	Head Coach	4,895	5,110	5,340	5,671	6,002	6,451
	Varsity Assistant	2,560	2,783	3,009	3,346	3,679	4,121
	Other Assistant	2,112	2,334	2,556	2,890	3,225	3,668
Swimming	Head Coach	4,895	5,110	5,340	5,671	6,002	6,451
	Varsity Assistant	2,560	2,783	3,009	3,346	3,679	4,121
	Other Assistant	2,112	2,334	2,556	2,890	3,225	3,668
Volleyball	Head Coach						
	Varsity Assistant	2,560	2,783	3,009	3,346	3,679	4,121
	Other Assistant	2,112	2,334	2,556	2,890	3,225	3,668
Tennis	Head Coach	4,895	5,110	5,340	5,671	6,002	6,451
	Varsity Assistant	2,560	2,783	3,009	3,346	3,679	4,121

APPENDIX D-4 (Cont.)

HIGH SCHOOL ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GROUP V							
Golf	Head Coach	3,346	3,572	3,790	4,120	4,459	
	Varsity Assistant	1,893	2,121	2,340	2,676	3,009	3,455
Skiing	Head Coach	3,346	3,572	3,790	4,120	4,459	4,906
	Varsity Assistant	1,893	2,121	2,340	2,676	3,009	3,455
GROUP VI							
Cheerleaders	Head Coach	2,471	2,669	2,890	3,225	3,565	4,004
Dance	Head Coach	1,690	1,914	2,132	2,466	2,807	3,247
Intramurals	Head Coach	1,783	1,867	1,955	2,045	2,132	2,227
MIDDLE SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Baseball	Head Coach	2,443	2,669	2,890	3,225	3,565	4,003
	Varsity Assistant	1,665	1,891	2,112	2,443	2,775	3,225
	Other Assistant	1,111	1,333	1,782	2,224		
Basketball	Head Coach	2,443	2,669	2,890	3,225	3,565	4,003
	Varsity Assistant	1,665	1,891	2,112	2,443	2,775	3,225
Cross Country	Head Coach	2,443	2,669	2,890	3,225	3,565	4,003
	Varsity Assistant	1,665	1,891	2,112	2,443	2,775	3,225
Football	Head Coach	2,669	2,890	3,116	3,452	3,780	4,222
	Varsity Assistant	1,891	2,112	2,334	2,669	3,002	3,448
	Other Assistant	1,113	1,333	1,782	2,225		
Ice Hockey	Head Coach	2,443	2,669	2,890	3,225	3,565	4,003
	Varsity Assistant	1,665	1,891	2,112	2,443	2,775	3,225
Intramurals	Head Coach	1,867	1,956	2,047	2,143	2,236	
Lacrosse	Head Coach		2,669	2,890	3,225	3,565	4,003
	Varsity Assistant	1,665	1,891	2,112	2,443	2,775	3,225
	Other Assistant	1,113	1,333	1,782	2,225		
Sports Club	Head Coach	1,556	1,782	2,005	2,334	2,669	3,116

APPENDIX D-4 (Cont.)

MIDDLE SCHOOLS ACTIVITIES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Soccer	Head Coach	2,443	2,669	2,890	3,225	3,565	4,003
	Varsity Assistant	1,665	1,891	2,112	2,443	2,775	3,225
	Other Assistant	1,113	1,333	1,782	2,225		
Softball	Head Coach	2,443	2,669	2,890	3,225	3,565	4,003
	Varsity Assistant	1,665	1,891	2,112	2,443	2,775	3,225
Track	Head Coach	2,443	2,669	2,890	3,225	3,565	4,003
	Varsity Assistant	1,665	1,891	2,112	2,443	2,775	3,225
	Other Assistant	1,113	1,333	1,782	2,225		
Volleyball	Head Coach	2,443	2,669	2,890	3,225	3,565	4,003
	Varsity Assistant	1,665	1,891	2,112	2,443	2,775	3,225

MEMORANDUM OF AGREEMENT – STIPENDS

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

Units A and B

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

2. Acting Principal – Not Teaching

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

Acting Principal – Teaching

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

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

- A. Excerpt or Small Production/Limited Rehearsals

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

- B. Full Production/Standard Rehearsals

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

C. Major Production/Extended Rehearsals

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

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

MIDDLE SCHOOL THEATRE AND MUSICAL PERFORMANCE STIPENDS

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

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

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

Explanation for Major and Minor stipend levels for Production roles:

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

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

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

APPENDIX E-1 (Cont.)

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

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

Roles & Responsibilities

Director:

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

Musical Director:

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

Assistant Director:

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

Producer:

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

Set Design:

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

Costumer:

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

Choreographer, movement specialist, stage combat:

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

APPENDIX E-1 (Cont.)

Technical Director:

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

Stage Manager:

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

Faculty Advisor:

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

ELEMENTARY SCHOOL THEATRE AND MUSICAL PRODUCTION STIPENDS

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

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

Roles & Responsibilities

Director:

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

Co-Directors:

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

Production Assistants:

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

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

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

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

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

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

Unit C

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

APPENDIX E-2

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

**STIPENDED POSITIONS SALARY SCHEDULES – UNITS A, B, AND C
Effective September 1, 2015-August 31, 2016
+2.4%**

HIGH SCHOOL STIPENDS	FY16
Group A	
Club Advisor	321
Newton Educational Workshop Advisor	321
Group B	
Assistant SAT Testing Coordinator	754
Assistant Senior Class Advisor	754
Crisis Team Facilitator	754
Freshman Class Advisor	754
High School Literary Magazine Advisor	754
High School Newspaper Business Advisor	754
Inter-house Council Advisor	754
Junior Class Advisor	754
Mock Trial Advisor	754
Model U.N. Advisor	754
Peer Mediation Advisor	754
Public Address System Coordinator	754
Sophomore Class Advisor	754
Step Squad Advisor	754
Student Activities Coordinator	754
Study Orientation Skills Advisor (SOS)	754
Group C	
Assistant AP Testing Coordinator	942
Community Service Advisor	942
Debate Club Advisor	942
High School Newspaper Assistant Advisor	942
High School Printing and Publishing	942
Math Team Advisor	942
Science Team Advisor	942
Ultimate Frisbee Adviser	942
Group D	
AP Testing Coordinator	1,388
High School Course Book Editor	1,388
MCAS Coordinator per half-year	1,388
SAT Testing Coordinator	1,388

APPENDIX E-2 (Cont.)

Sexuality and Health Coordinator	1,388
Site Coordinator	1,388
Web Page Maintenance	1,388
Group E	
Assistant to the Department Chair	1,907
Assistant to the Housemaster	1,907
City-wide Crisis Manager	1,907
Director of Physical Education (Curriculum)	1,907
High School Newspaper Advisor	1,907
High School Yearbook Advisor	1,907
Office of Human Rights Advisor	1,907
Scholarship Coordinator	1,907
Senior Class Advisor	1,907
Speech Team	1,907
Student Teaching Coordinator	1,907
Work Study Coordinator	1,907
OTHER	
High School Scheduler	4,976
Instructional Tech. Facilitator	3,317
Libraries Facilitator	3,317
Ligerbot Assistant Coach	728
Ligerbot Build Coach	2,599
Ligerbot General Manager	3,118
Ligerbot Head Coach	7,276
OTHER (Grant Funded, Stipend determined by grant, etc.)	
Greek Studies Program Coordinator	17,894
Greek Studies Program Teacher-Specialist	4,274
Hentzelman Reader	211
NTTI Clinical Instructor	3,165
NTTI Program Supervisor	5,275
NTTI Supervising Practioner	1,055
MIDDLE SCHOOL STIPENDS	
MCAS Coordinator per half year	1,388
Triple E Program Manager	4,755
ELEMENTARY SCHOOL STIPENDS	
MCAS Coordinator per year	1,388
Teacher-in-Charge	1,493
Social Competency Teacher Trainer	2,493

APPENDIX E-3

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

**STIPENDED POSITIONS SALARY SCHEDULES – UNITS A, B, AND C
September 1, 2016-August 31, 2017
+1.65%**

HIGH SCHOOL STIPENDS	FY17
Group A	
Club Advisor	326
Group B	
Class Advisor - Freshman	767
Class Advisor - Sophomore	767
Class Assistant Advisor - Senior	767
College Standardized Testing Assistant Coordinator	767
Crisis Team Facilitator	767
Dreamfar Coaches	767
Freshman Orientation Advisor	767
Literary Magazine Advisor	767
Newspaper Business Advisor	767
Peer Mediation Advisor/Peer Advisor	767
Public Address System Coordinator	767
Recycling Coordinator	767
Safety Coordinator	767
Student Activities Coordinator (Inter-house Council Advisor)	767
Group C	
Academic Team Advisor - Debate Team	958
Academic Team Advisor - DECA	958
Academic Team Advisor - Generic	958
Academic Team Advisor - Math Team	958
Academic Team Advisor - Mock Trial	958
Academic Team Advisor - Model U.N.	958
Academic Team Advisor - Quiz Show	958
Academic Team Advisor - Science Team	958
Academic Team Assistant Advisor - Speech Team	958
Class Advisor - Junior	958
Community Service Advisor	958
Newspaper Assistant Advisor	958
Ultimate Frisbee Assistant Coach	958
Web Design Specialist	958

APPENDIX E-3 (Cont.)

Group D	
Calculus Project Building Leader	1,411
College Standardized Testing Coordinator (PSAT,SAT,ACT,AP)	1,411
High School Course Book Editor	1,411
MCAS Coordinator per half-year	1,411
Mental Health Committee Coordinator	1,411
Printing and Publishing Advisor - School Year	1,411
Printing and Publishing Advisor - Summer	1,411
SSD Coordinator	1,411
Ultimate Frisbee Head Coach	1,411
Wellness Coordinator	1,411
Group E	
Academic Team Advisor - Speech Team	1,977
Assistant to the Department Chair	1,977
Assistant to the Housemaster	1,977
Class Advisor - Senior	1,977
Director of Physical Education (Curriculum)	1,977
Office of Human Rights Advisor	1,977
Online Learning Coordinator (e.g. Edgenuity)	1,977
Scholarship Coordinator	1,977
Student Teaching Coordinator	1,977
Transitioning Together College Mentoring	1,977
Work Study Coordinator	1,977
Group F	
Newspaper Advisor	2,908
Yearbook Advisor	2,908
Other HS Stipends	
Additional Music Concerts (For concerts 5 -8 for each 1.0 FTE)	125
NTR Program Director (In conjunction w NTR Board) (No COLA)	6,000
NTR Methods Instructor (In conjunction w NTR Board) (No COLA)	4,000
NTR Candidate Supervisor (In conjunction w NTR Board) (No COLA)	1,500
CITYWIDE STIPENDS	
Citywide Crisis Manager	1,939
Ligerbots Head Coach	7,506
Ligerbots General Manager	3,217
Ligerbots Build Coach	2,681
Ligerbots Assistant Coach	751
Overnight Trip Stipends - Domestic Trips and Canada (per night)*	125

APPENDIX E-3 (Cont.)

MIDDLE SCHOOL STIPENDS	
Calculus Project Building Leader	1,411
MCAS Coordinator per half year	1,478
Triple E Program Manager (Academics and Arts)	1,750
Triple E Program Manager (Athletics)	5,500
ELEMENTARY SCHOOL STIPENDS	
ACCESS Testing Coordinator (Share budget with Teaching and Learning)	1,411
Acting Principal - Teaching (per day, 4 days or more cumulative)	50
MCAS Coordinator per year	1,478
Teacher-in-Charge	1,590

*Subject to COLA in future contract - see 15-18 Contract Article 38, Section 10.

APPENDIX E-4

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

**STIPENDED POSITIONS SALARY SCHEDULES – UNITS A, B, AND C
Effective September 1, 2017-August 30, 2018
+2.0%**

HIGH SCHOOL STIPENDS	FY18
Group A	
Club Advisor	333
Group B	
Academic Team Assistant Advisor - Generic	782
Academic Team Assistant Advisor - Debate Team	782
Academic Team Assistant Advisor - Mock Trial	782
Academic Team Assistant Advisor - Model U.N.	782
Academic Team Assistant Advisor - Generic	782
Class Advisor - Freshman	782
Class Advisor - Sophomore	782
Class Assistant Advisor - Senior	782
College Standardized Testing Assistant Coordinator	782
Crisis Team Facilitator	782
Dreamfar Coaches	782
Freshman Orientation Advisor	782
Literary Magazine Advisor	782
Newspaper Business Advisor	782
Peer Mediation Advisor/Peer Advisor	782
Public Address System Coordinator	782
Recycling Coordinator	782
Safety Coordinator	782
Student Activities Coordinator (Inter-house Council Advisor)	782
Group C	
Academic Team Advisor - Debate Team	977
Academic Team Advisor - DECA	977
Academic Team Advisor - Generic	977
Academic Team Advisor - Math Team	977
Academic Team Advisor - Mock Trial	977
Academic Team Advisor - Model U.N.	977
Academic Team Advisor - Quiz Show	977
Academic Team Advisor - Science Team	977
Academic Team Assistant Advisor - Speech Team	977
Class Advisor - Junior	977
Community Service Advisor	977
Newspaper Assistant Advisor	977
Ultimate Frisbee Assistant Coach	977
Web Design Specialist	977

APPENDIX E-4 (Cont.)

Group D	
Calculus Project Building Leader	1,439
College Standardized Testing Coordinator (PSAT,SAT,ACT,AP)	1,439
High School Course Book Editor	1,439
MCAS Coordinator per half-year	1,439
Mental Health Committee Coordinator	1,439
Printing and Publishing Advisor - School Year	1,439
Printing and Publishing Advisor - Summer	1,439
SSD Coordinator	1,439
Ultimate Frisbee Head Coach	1,439
Wellness Coordinator	1,439
Group E	
Academic Team Advisor - Speech Team	1,978
Assistant to the Department Chair	1,978
Assistant to the Housemaster	1,978
Class Advisor - Senior	1,978
Director of Physical Education (Curriculum)	1,978
Office of Human Rights Advisor	1,978
Online Learning Coordinator (e.g. Edgenuity)	1,978
Scholarship Coordinator	1,978
Student Teaching Coordinator	1,978
Transitioning Together College Mentoring	1,978
Work Study Coordinator	1,978
Group F	
Newspaper Advisor	2,966
Yearbook Advisor	2,966
Other HS Stipends	
Culinary Event Hosting (Per Events 3-7, per educator)	50
Additional Music Concerts (For concerts 5 -8 for each 1.0 FTE)	128
NTR Program Director (In conjunction w NTR Board) (No COLA)	6,000
NTR Methods Instructor (In conjunction w NTR Board) (No COLA)	4,000
NTR Candidate Supervisor (In conjunction w NTR Board) (No COLA)	1,500
CITYWIDE STIPENDS	
Citywide Crisis Manager	1,978
Ligerbots Head Coach	7,656
Ligerbots General Manager	3,281
Ligerbots Build Coach	2,735
Ligerbots Assistant Coach	766
Overnight Trip Stipends - Domestic Trips and Canada (per night)*	125

APPENDIX E-4 (Cont.)

MIDDLE SCHOOL STIPENDS	
Calculus Project Building Leader	1,439
MCAS Coordinator per half year	1,507
Triple E Program Manager (Academics and Arts)	1,785
Triple E Program Manager (Athletics)	5,610
Web Design Specialist (per school)	325
ELEMENTARY & PRE-K STIPENDS	
ACCESS Testing Coordinator (Share budget with Teaching and Learning)	1,439
Acting Principal - Teaching (per day, 4 days or more cumulative)	51
Leadership Stipend (TBD Annually by principal and staff based on committee participation, e.g., Scheduling Committee, Principal Advisory Committee, etc.) (8 per Elem school plus 5 Pre-K)	200
MCAS Coordinator per year	1,507
Teacher-in-Charge	1,622
Web Design Specialist (per school)	250

*Subject to COLA in future contract - see 15-18 Contract Article 38, Section 10.

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

**STIPENDED POSITIONS SALARY SCHEDULES – UNITS A, B, AND C
Effective August 30, 2018
+0.35%**

HIGH SCHOOL STIPENDS	
Group A	
Club Advisor	334
Group B	
Academic Team Assistant Advisor - Generic	785
Academic Team Assistant Advisor - Debate Team	785
Academic Team Assistant Advisor - Mock Trial	785
Academic Team Assistant Advisor - Model U.N.	785
Academic Team Assistant Advisor - Generic	785
Class Advisor - Freshman	785
Class Advisor - Sophomore	785
Class Assistant Advisor - Senior	785
College Standardized Testing Assistant Coordinator	785
Crisis Team Facilitator	785
Dreamfar Coaches	785
Freshman Orientation Advisor	785
Literary Magazine Advisor	785
Newspaper Business Advisor	785
Peer Mediation Advisor/Peer Advisor	785
Public Address System Coordinator	785
Recycling Coordinator	785
Safety Coordinator	785
Student Activities Coordinator (Inter-house Council Advisor)	785
Group C	
Academic Team Advisor - Debate Team	980
Academic Team Advisor - DECA	980
Academic Team Advisor - Generic	980
Academic Team Advisor - Math Team	980
Academic Team Advisor - Mock Trial	980
Academic Team Advisor - Model U.N.	980
Academic Team Advisor - Quiz Show	980
Academic Team Advisor - Science Team	980
Academic Team Assistant Advisor - Speech Team	980
Class Advisor - Junior	980
Community Service Advisor	980
Newspaper Assistant Advisor	980
Ultimate Frisbee Assistant Coach	980
Web Design Specialist	980

APPENDIX E-5 (Cont.)

Group D	
Calculus Project Building Leader	1,444
College Standardized Testing Coordinator (PSAT,SAT,ACT,AP)	1,444
High School Course Book Editor	1,444
MCAS Coordinator per half-year	1,444
Mental Health Committee Coordinator	1,444
Printing and Publishing Advisor - School Year	1,444
Printing and Publishing Advisor - Summer	1,444
SSD Coordinator	1,444
Ultimate Frisbee Head Coach	1,444
Wellness Coordinator	1,444
Group E	
Academic Team Advisor - Speech Team	1,985
Assistant to the Department Chair	1,985
Assistant to the Housemaster	1,985
Class Advisor - Senior	1,985
Director of Physical Education (Curriculum)	1,985
Office of Human Rights Advisor	1,985
Online Learning Coordinator (e.g. Edgenuity)	1,985
Scholarship Coordinator	1,985
Student Teaching Coordinator	1,985
Transitioning Together College Mentoring	1,985
Work Study Coordinator	1,985
Group F	
Newspaper Advisor	2,976
Yearbook Advisor	2,976
Other HS Stipends	
Culinary Event Hosting (Per Events 3-7, per educator)	50
Additional Music Concerts (For concerts 5 -8 for each 1.0 FTE)	128
NTR Program Director (In conjunction w NTR Board) (No COLA)	6,000
NTR Methods Instructor (In conjunction w NTR Board) (No COLA)	4,000
NTR Candidate Supervisor (In conjunction w NTR Board) (No COLA)	1,500
CITYWIDE STIPENDS	
Citywide Crisis Manager	1,985
Ligerbots Head Coach	7,683
Ligerbots General Manager	3,292
Ligerbots Build Coach	2,745
Ligerbots Assistant Coach	769
Overnight Trip Stipends - Domestic Trips and Canada (per night)*	125

APPENDIX E-5 (Cont.)

MIDDLE SCHOOL STIPENDS	
Calculus Project Building Leader	1,444
MCAS Coordinator per half year	1,512
Triple E Program Manager (Academics and Arts)	1,791
Triple E Program Manager (Athletics)	5,630
Web Design Specialist (per school)	326
ELEMENTARY & PRE-K STIPENDS	
ACCESS Testing Coordinator (Share budget with Teaching and Learning)	1,444
Acting Principal - Teaching (per day, 4 days or more cumulative)	51
Leadership Stipend (TBD Annually by principal and staff based on committee participation, e.g., Scheduling Committee, Principal Advisory Committee, etc.) (8 per Elem school plus 5 Pre-K)	201
MCAS Coordinator per year	1,512
Teacher-in-Charge	1,628
Web Design Specialist (per school)	251

*Subject to COLA in future contract - see 15-18 Contract Article 38, Section 10.

Newton Public Schools
 100 Walnut Street
 Newtonville, MA 02460

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

Theater and Music Performance Stipends – Effective September 1, 2015-August 31, 2016
 +2.4%

HIGH SCHOOL MUSICAL AND THEATER PRODUCTIONS										
Theater Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$1,106	\$829	\$442	\$553	\$442	\$553	\$829	\$553	\$553	\$332
Full/Standard Rehearsals	\$1,659	\$1,327	\$663	\$829	\$663	\$829	\$1,106	\$829	\$1,106	\$553
Major/Extended Rehearsals	\$2,764	\$2,212	\$885	\$1,106	\$885	\$1,106	\$1,659	\$1,106	\$1,437	\$829

Musical Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$1,769	\$1,106	\$885	\$553	\$442	\$553	\$829	\$1,106	\$553	\$332
Full/Standard Rehearsals	\$2,764	\$1,659	\$1,161	\$829	\$663	\$829	\$1,106	\$1,659	\$1,106	\$553
Major/Extended Rehearsals	\$3,317	\$2,488	\$1,327	\$1,106	\$885	\$1,106	\$1,659	\$2,488	\$1,659	\$829

MIDDLE SCHOOL MUSICAL AND THEATER PRODUCTIONS										
Theater Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$885	\$663	\$221	\$332	\$221	\$332	\$442	\$332	\$332	\$166
Full/Standard Rehearsals	\$1,327	\$995	\$442	\$553	\$442	\$553	\$829	\$553	\$553	\$221
Major/Extended Rehearsals	\$2,101	\$1,327	\$663	\$829	\$663	\$829	\$1,106	\$829	\$829	\$276

Musical Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$1,106	\$885	\$221	\$442	\$221	\$332	\$442	\$442	\$442	\$166
Full/Standard Rehearsals	\$2,101	\$1,327	\$442	\$829	\$442	\$663	\$829	\$829	\$829	\$221
Major/Extended Rehearsals	\$2,764	\$1,659	\$663	\$1,106	\$663	\$885	\$1,106	\$1,106	\$1,106	\$276

APPENDIX E-6 (cont.)

ELEMENTARY SCHOOL MUSICAL AND THEATER PRODUCTIONS

Theater Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$111	\$83	\$55	\$55	\$55	\$111	\$138	\$138	\$55	N/A
Full/Standard Rehearsals	\$221	\$111	\$111	\$111	\$83	\$221	\$276	\$276	\$83	N/A
Major/Extended Rehearsals	\$442	\$276	\$166	\$166	\$111	\$332	\$387	\$387	\$111	N/A

Musical Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$663	\$442	\$166	\$166	\$83	\$138	\$138	\$221	\$83	N/A
Full/Standard Rehearsals	\$1,106	\$774	\$332	\$332	\$111	\$276	\$276	\$387	\$111	N/A
Major/Extended Rehearsals	\$1,548	\$1,106	\$498	\$498	\$166	\$387	\$387	\$553	\$166	N/A

CITY-WIDE MUSIC PROGRAMS

Meetings With Student Group Per School Year

	<10		11 < 30		30>
All-City Group – Director	\$1,659		\$2,212		\$2,764
All-City Group – Co-Director	\$1,327		\$1,935		\$2,212
All-City Group – Assistant Director	\$829		\$1,106		\$1,659
All-City Group – Aide	\$829		\$1,106		\$1,659

APPENDIX E-7

Newton Public Schools
 100 Walnut Street
 Newtonville, MA 02460

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

Theater and Music Performance Stipends – Effective September 1, 2016-August 31, 2017
 +1.65%

HIGH SCHOOL MUSICAL AND THEATER PRODUCTIONS										
Theater Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$1,124	\$843	\$449	\$562	\$449	\$562	\$843	\$562	\$562	\$337
Full/Standard Rehearsals	\$1,686	\$1,349	\$674	\$843	\$674	\$843	\$1,124	\$843	\$1,124	\$562
Major/Extended Rehearsals	\$2,810	\$2,248	\$900	\$1,124	\$900	\$1,124	\$1,686	\$1,124	\$1,461	\$843

Musical Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$1,798	\$1,124	\$900	\$562	\$449	\$562	\$843	\$1,124	\$562	\$337
Full/Standard Rehearsals	\$2,810	\$1,686	\$1,180	\$843	\$674	\$843	\$1,124	\$1,686	\$1,124	\$562
Major/Extended Rehearsals	\$3,372	\$2,529	\$1,349	\$1,124	\$900	\$1,124	\$1,686	\$2,529	\$1,686	\$843

MIDDLE SCHOOL MUSICAL AND THEATER PRODUCTIONS										
Theater Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$900	\$674	\$225	\$337	\$225	\$337	\$449	\$337	\$337	\$169
Full/Standard Rehearsals	\$1,349	\$1,011	\$449	\$562	\$449	\$562	\$843	\$562	\$562	\$225
Major/Extended Rehearsals	\$2,136	\$1,349	\$674	\$843	\$674	\$843	\$1,124	\$843	\$843	\$281

Musical Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$1,124	\$900	\$225	\$449	\$225	\$337	\$449	\$449	\$449	\$169
Full/Standard Rehearsals	\$2,136	\$1,349	\$449	\$843	\$449	\$674	\$843	\$843	\$843	\$225
Major/Extended Rehearsals	\$2,810	\$1,686	\$674	\$1,124	\$674	\$900	\$1,124	\$1,124	\$1,124	\$281

ELEMENTARY SCHOOL MUSICAL AND THEATER PRODUCTIONS

Theater Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$113	\$84	\$56	\$56	\$56	\$113	\$140	\$140	\$56	N/A
Full/Standard Rehearsals	\$225	\$113	\$113	\$113	\$84	\$225	\$281	\$281	\$84	N/A
Major/Extended Rehearsals	\$449	\$281	\$169	\$169	\$113	\$337	\$393	\$393	\$113	N/A

Musical Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$674	\$449	\$169	\$169	\$84	\$140	\$140	\$225	\$84	N/A
Full/Standard Rehearsals	\$1,124	\$787	\$337	\$337	\$113	\$281	\$281	\$393	\$113	N/A
Major/Extended Rehearsals	\$1,574	\$1,124	\$506	\$506	\$169	\$393	\$393	\$562	\$169	N/A

CITY-WIDE MUSIC PROGRAMS

Meetings With Student Group Per School Year

	<10		11 < 30		30>
All-City Group – Director	\$1,686		\$2,248		\$2,810
All-City Group – Co-Director	\$1,349		\$1,967		\$2,248
All-City Group – Assistant Director	\$843		\$1,124		\$1,686
All-City Group – Aide	\$843		\$1,124		\$1,686

Newton Public Schools
 100 Walnut Street
 Newtonville, MA 02460

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

Theater and Music Performance Stipends – Effective September 1, 2017-August 30, 2018
 +2.0%

HIGH SCHOOL MUSICAL AND THEATER PRODUCTIONS										
Theater Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$1,147	\$860	\$458	\$573	\$458	\$573	\$860	\$573	\$573	\$344
Full/Standard Rehearsals	\$1,720	\$1,376	\$687	\$860	\$687	\$860	\$1,147	\$860	\$1,147	\$573
Major/Extended Rehearsals	\$2,866	\$2,293	\$918	\$1,147	\$918	\$1,147	\$1,720	\$1,147	\$1,490	\$860

Musical Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$1,834	\$1,147	\$918	\$573	\$458	\$573	\$860	\$1,147	\$573	\$344
Full/Standard Rehearsals	\$2,866	\$1,720	\$1,204	\$860	\$687	\$860	\$1,147	\$1,720	\$1,147	\$573
Major/Extended Rehearsals	\$3,439	\$2,580	\$1,376	\$1,147	\$918	\$1,147	\$1,720	\$2,580	\$1,720	\$860

CITY-WIDE MUSIC PROGRAMS					
Meetings With Student Group Per School Year					
	<10		11 < 30		30>
All-City Group – Director	\$1,720		\$2,293		\$2,866
All-City Group – Co-Director	\$1,376		\$2,006		\$2,293
All-City Group – Assistant Director	\$860		\$1,147		\$1,720
All-City Group – Aide	\$860		\$1,147		\$1,720

Newton Public Schools
 100 Walnut Street
 Newtonville, MA 02460

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

Theater and Music Performance Stipends – Effective August 31, 2018
 +.35%

HIGH SCHOOL MUSICAL AND THEATER PRODUCTIONS										
Theater Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$1,151	\$863	\$460	\$575	\$460	\$575	\$863	\$575	\$575	\$345
Full/Standard Rehearsals	\$1,726	\$1,381	\$690	\$863	\$690	\$863	\$1,151	\$863	\$1,151	\$575
Major/Extended Rehearsals	\$2,876	\$2,301	\$921	\$1,151	\$921	\$1,151	\$1,726	\$1,151	\$1,495	\$863

Musical Productions	Director	Co-Director	Asst. Director	Producer	Asst. Producer	Scenery	Costumes	Choreographer	Stage Manager	Faculty Advisor
Excerpt or Small/Limited Rehearsals	\$1,841	\$1,151	\$921	\$575	\$460	\$575	\$863	\$1,151	\$575	\$345
Full/Standard Rehearsals	\$2,876	\$1,726	\$1,208	\$863	\$690	\$863	\$1,151	\$1,726	\$1,151	\$575
Major/Extended Rehearsals	\$3,451	\$2,589	\$1,381	\$1,151	\$921	\$1,151	\$1,726	\$2,589	\$1,726	\$863

CITY-WIDE MUSIC PROGRAMS					
Meetings With Student Group Per School Year					
	<10		11 < 30		30>
All-City Group – Director	\$1,726		\$2,301		\$2,876
All-City Group – Co-Director	\$1,381		\$2,013		\$2,301
All-City Group – Assistant Director	\$863		\$1,151		\$1,726
All-City Group – Aide	\$863		\$1,151		\$1,726

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

STIPENDED POSITIONS SALARY SCHEDULES – UNITS A, B, AND C

**Middle School and Elementary Theatre and Music Performance Stipend Positions
Effective September 1, 2017 — August 30, 2018
+2% (plus adjustments from 5/15/17 MOA)**

MIDDLE SCHOOL		
Full Length Musical /Cabaret		
<i>Typically a large cast, full length musical production, includes Broadway Jr. titles, which may include extended single act productions</i>		
Production Role	Major Stipend	Minor Stipend
Director	\$2,866	
Musical Director *	\$1,720	
Asst. Director	\$687	
Producer	\$1,147	
Set Designer	\$918	\$459
Costumer	\$1,147	\$573
Choreographer, movement specialist, stage combat	\$1,147	\$573
Technical Director *	\$918	\$459
Stage Manager	\$1,146	\$573
Faculty Advisor	\$286	
Full Length Non-Musical		
<i>Two-act play, two one-act plays, Shakespeare plays</i>		
Production Role	Major Stipend	Minor Stipend
Director	\$2,178	
Co-Director	\$1,376	
Asst. Director	\$687	
Producer	\$860	
Set Designer	\$918	\$459
Costumer	\$1,147	\$573
Choreographer, movement specialist, stage combat	\$918	\$459
Technical Director *	\$918	\$459
Stage Manager	\$918	\$459
Faculty Advisor	\$286	

APPENDIX E-10 (Cont.)

One-Act Play or Small Musical **		
<i>Single act production or cutting of full length play (approximately 40-60 minutes)</i>		
Production Role		
Director	\$918	
Musical Director *	\$687	
Asst. Director	\$229	
Producer	\$344	
Set Designer	\$344	\$172
Costumer	\$458	\$230
Choreographer, movement specialist, stage combat	\$344	\$172
Technical Director *	\$344	\$172
Stage Manager	\$344	\$172
Faculty Advisor	\$172	
ELEMENTARY SCHOOL		
Production Role		
Director	\$1,147	
Co-Director	\$803	
Production Assistant (multiple)	\$172	

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

STIPENDED POSITIONS SALARY SCHEDULES – UNITS A, B, AND C

**Middle School and Elementary Theatre and Music Performance Stipends
Effective August 31, 2018
+0.35% (plus adjustments from 5/15/17 MOA)**

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

Full Length Musical /Cabaret		
<i>Typically a large cast, full length musical production, includes Broadway Jr. titles, which may include extended single act productions</i>		
Production Role	Major Stipend	Minor Stipend
Director	\$2,876	
Musical Director *	\$1,726	
Asst. Director	\$689	
Producer	\$1,150	
Set Designer	\$921	\$461
Costumer	\$1,150	\$575
Choreographer, movement specialist, stage combat	\$1,150	\$575
Technical Director *	\$921	\$461
Stage Manager	\$1,150	\$575
Faculty Advisor	\$288	
Full Length Non-Musical		
<i>Two-act play, two one-act plays, Shakespeare plays</i>		
Production Role	Major Stipend	Minor Stipend
Director	\$2,187	
Co-Director	\$1,381	
Asst. Director	\$689	
Producer	\$863	
Set Designer	\$921	\$461
Costumer	\$1,150	\$575
Choreographer, movement specialist, stage combat	\$921	\$461
Technical Director *	\$921	\$461
Stage Manager	\$921	\$461
Faculty Advisor	\$288	

APPENDIX E-11 (Cont.)

One-Act Play or Small Musical **		
<i>Single act production or cutting of full length play (approximately 40-60 minutes)</i>		
Production Role		
Director	\$921	
Musical Director *	\$689	
Asst. Director	\$231	
Producer	\$345	
Set Designer	\$345	\$173
Costumer	\$460	\$231
Choreographer, movement specialist, stage combat	\$345	\$173
Technical Director *	\$345	\$173
Stage Manager	\$345	\$173
Faculty Advisor	\$173	
	\$921	\$173
ELEMENTARY SCHOOL		
Production Role		
Director	\$1,150	
Co-Director	\$806	
Production Assistant (multiple)	\$173	

APPENDIX F

Evaluator(s): _____

Date of Hire: _____

Assignment: _____

All aides are respected team members responsible for assisting in the delivery of instruction and other student-related activities. As valued members of this faculty, they are essential partners and work under the direction of, and in collaboration with, professional staff.

Category Rubric

N-Does Not Meet Standard

S- Sometimes Meets Standard

C-Consistently Meets Standard

A. Curriculum, Instruction and Assessment	N	S	C
1. Draws on results of formal and informal assessments to modify and/or plan learning activities appropriate for students.			
2. Applies knowledge of human development to modify and/or plan learning activities appropriate for students.			
3. Seeks resources from colleagues, families, and the community to enhance learning.			
B. Effective Instruction	N	S	C
1. Sets high standards and expectations for all students.			
2. Provides regular and frequent feedback to students.			
3. Models clear writing and speaking in communication with students and families.			
4. Employs multiple teaching and learning strategies.			
5. Builds on students' prior knowledge and experience.			
6. Collaborates with teacher on the use of formal and informal assessments to accurately measure student progress toward, and achievement of, the learning objectives, and to modify further instruction.			
C. Classroom Climate and Operations	N	S	C
1. Creates a positive learning environment.			
2. Makes appropriate use of the physical environment to accommodate students' needs.			
3. Maintains appropriate standards of behavior, mutual respect, and safety.			
4. Promotes climate of community, inclusion, and mutual support among students.			
D. Equity and Diversity	N	S	C
1. Acts on the belief that all students can master the challenging curriculum and includes all students in the range of academic opportunities.			
2. Incorporates respect for human differences (i.e., learning styles, race, gender, cultural heritage, language, socio-economic backgrounds, and learning, physical and emotional disabilities) in the classroom.			
E. Professional Relationships and Responsibilities	N	S	C
1. Demonstrates knowledge of content.			
2. Participates in building a professional community by collaborating with colleagues to improve instruction, assessment, and student achievement.			
3. Communicates effectively with parents regarding their child's academic and behavioral performance, when appropriate.			
4. Reflects critically upon his/her performance and incorporates feedback.			
5. Uses the internet and other resources in a responsible and acceptable manner in accordance with the policy of the Newton Public Schools.			
6. Meets professional obligations relative to prompt, regular attendance.			
7. Maintains positive and collaborative rapport with students, colleagues, parents, and the community.			

Comprehensive Evaluation

Narrative: The Narrative should begin with a contextual statement of the aide’s current assignment. It should make reference to observations, delineations of strengths and weaknesses, examples of exemplary/distinguished performance and, in general, descriptors of performance levels. Any indicator of an “N” requires a specific explanatory reference in this narrative.

Recommendations: These recommendations should include suggestions to improve performance in relation to the aide’s ongoing professional growth and development. They should be made in the context of the district’s expectations and system-wide goals. This section should include specific suggestions in areas of unsatisfactory performance.

Overall Performance Assessment

Meets Standards _____ Does Not Meet Standards _____

Evaluator: _____

Contributing Evaluator: _____

I have read the above report and have the opportunity to comment.

Aide’s Signature
(The aide’s signature does not indicate agreement or disagreement with the content of this evaluation.)

Date

Evaluator’s Signature
(The designated evaluator is one of the following: the principal, appropriate licensed supervisor, or appropriate Unit B employee.)

Date

SIDE LETTERS

1. On the Job Injury Benefits

The Committee will review but not commit to the possibility of extending to Unit C the same on the job injury benefits as offered to Unit A, Article 26.

APPENDIX E-10 (Cont.)

One-Act Play or Small Musical **		
<i>Single act production or cutting of full length play (approximately 40-60 minutes)</i>		
Production Role		
Director	\$918	
Musical Director *	\$687	
Asst. Director	\$229	
Producer	\$344	
Set Designer	\$344	\$172
Costumer	\$458	\$230
Choreographer, movement specialist, stage combat	\$344	\$172
Technical Director *	\$344	\$172
Stage Manager	\$344	\$172
Faculty Advisor	\$172	
ELEMENTARY SCHOOL		
Production Role		
Director	\$1,147	
Co-Director	\$803	
Production Assistant (multiple)	\$172	

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

STIPENDED POSITIONS SALARY SCHEDULES – UNITS A, B, AND C

**Middle School and Elementary Theatre and Music Performance Stipends
Effective August 31, 2018
+0.35% (plus adjustments from 5/15/17 MOA)**

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

Full Length Musical /Cabaret		
<i>Typically a large cast, full length musical production, includes Broadway Jr. titles, which may include extended single act productions</i>		
Production Role	Major Stipend	Minor Stipend
Director	\$2,876	
Musical Director *	\$1,726	
Asst. Director	\$689	
Producer	\$1,150	
Set Designer	\$921	\$461
Costumer	\$1,150	\$575
Choreographer, movement specialist, stage combat	\$1,150	\$575
Technical Director *	\$921	\$461
Stage Manager	\$1,150	\$575
Faculty Advisor	\$288	
Full Length Non-Musical		
<i>Two-act play, two one-act plays, Shakespeare plays</i>		
Production Role	Major Stipend	Minor Stipend
Director	\$2,187	
Co-Director	\$1,381	
Asst. Director	\$689	
Producer	\$863	
Set Designer	\$921	\$461
Costumer	\$1,150	\$575
Choreographer, movement specialist, stage combat	\$921	\$461
Technical Director *	\$921	\$461
Stage Manager	\$921	\$461
Faculty Advisor	\$288	

APPENDIX E-11 (Cont.)

One-Act Play or Small Musical **		
<i>Single act production or cutting of full length play (approximately 40-60 minutes)</i>		
Production Role		
Director	\$921	
Musical Director *	\$689	
Asst. Director	\$231	
Producer	\$345	
Set Designer	\$345	\$173
Costumer	\$460	\$231
Choreographer, movement specialist, stage combat	\$345	\$173
Technical Director *	\$345	\$173
Stage Manager	\$345	\$173
Faculty Advisor	\$173	
	\$921	\$173
ELEMENTARY SCHOOL		
Production Role		
Director	\$1,150	
Co-Director	\$806	
Production Assistant (multiple)	\$173	

APPENDIX F

Evaluator(s): _____

Date of Hire: _____

Assignment: _____

All aides are respected team members responsible for assisting in the delivery of instruction and other student-related activities. As valued members of this faculty, they are essential partners and work under the direction of, and in collaboration with, professional staff.

Category Rubric

N-Does Not Meet Standard

S- Sometimes Meets Standard

C-Consistently Meets Standard

A. Curriculum, Instruction and Assessment	N	S	C
1. Draws on results of formal and informal assessments to modify and/or plan learning activities appropriate for students.			
2. Applies knowledge of human development to modify and/or plan learning activities appropriate for students.			
3. Seeks resources from colleagues, families, and the community to enhance learning.			
B. Effective Instruction	N	S	C
1. Sets high standards and expectations for all students.			
2. Provides regular and frequent feedback to students.			
3. Models clear writing and speaking in communication with students and families.			
4. Employs multiple teaching and learning strategies.			
5. Builds on students' prior knowledge and experience.			
6. Collaborates with teacher on the use of formal and informal assessments to accurately measure student progress toward, and achievement of, the learning objectives, and to modify further instruction.			
C. Classroom Climate and Operations	N	S	C
1. Creates a positive learning environment.			
2. Makes appropriate use of the physical environment to accommodate students' needs.			
3. Maintains appropriate standards of behavior, mutual respect, and safety.			
4. Promotes climate of community, inclusion, and mutual support among students.			
D. Equity and Diversity	N	S	C
1. Acts on the belief that all students can master the challenging curriculum and includes all students in the range of academic opportunities.			
2. Incorporates respect for human differences (i.e., learning styles, race, gender, cultural heritage, language, socio-economic backgrounds, and learning, physical and emotional disabilities) in the classroom.			
E. Professional Relationships and Responsibilities	N	S	C
1. Demonstrates knowledge of content.			
2. Participates in building a professional community by collaborating with colleagues to improve instruction, assessment, and student achievement.			
3. Communicates effectively with parents regarding their child's academic and behavioral performance, when appropriate.			
4. Reflects critically upon his/her performance and incorporates feedback.			
5. Uses the internet and other resources in a responsible and acceptable manner in accordance with the policy of the Newton Public Schools.			
6. Meets professional obligations relative to prompt, regular attendance.			
7. Maintains positive and collaborative rapport with students, colleagues, parents, and the community.			

Comprehensive Evaluation

Narrative: The Narrative should begin with a contextual statement of the aide's current assignment. It should make reference to observations, delineations of strengths and weaknesses, examples of exemplary/distinguished performance and, in general, descriptors of performance levels. Any indicator of an "N" requires a specific explanatory reference in this narrative.

Recommendations: These recommendations should include suggestions to improve performance in relation to the aide's ongoing professional growth and development. They should be made in the context of the district's expectations and system-wide goals. This section should include specific suggestions in areas of unsatisfactory performance.

Overall Performance Assessment

Meets Standards _____ Does Not Meet Standards _____

Evaluator: _____

Contributing Evaluator: _____

I have read the above report and have the opportunity to comment.

Aide's Signature
(The aide's signature does not indicate agreement or disagreement with the content of this evaluation.)

Date

Evaluator's Signature
(The designated evaluator is one of the following: the principal, appropriate licensed supervisor, or appropriate Unit B employee.)

Date

SIDE LETTERS

1. On the Job Injury Benefits

The Committee will review but not commit to the possibility of extending to Unit C the same on the job injury benefits as offered to Unit A, Article 26.