

A G R E E M E N T
BETWEEN
SCHOOL COMMITTEE OF THE CITY OF NEWTON
AND
NEWTON TEACHERS ASSOCIATION

UNIT C

September 1, 2024 – August 31, 2027

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>NAME</u>	<u>PAGE</u>
	Preamble	1
1	Recognition	1
2	Committee Rights	2
3	Work Day – Work Year	2
4	Vacancies and Transfers	6
5	Substitutes	6
6	Grievance - Arbitration	7
7	Insurance Benefits	9
8	Sick Leave	11
9	Parental Leave	15
10	Leaves of Absence with Pay	17
11	Leaves of Absence without Pay	18
12	Other Leaves	20
13	Tuition Cost and Tuition Reimbursement.....	21
14	Evaluation and Personnel Records	21
15	Professional Development.....	22
16	Mileage	24
17	Savings Clause.....	24
18	Good Clause.....	24
19	Dues Deduction	25
20	Release Time for Association President.....	25
21	Salaries	26
22	Longevity and Enhanced Longevity	30

TABLE OF CONTENTS – CONT

23	Union Security	30
24	Attendance of Non-Resident Newton Teacher Association Employee's Children in Newton Public Schools	32
25	Full Day Kindergarten	33
26	Use of School Facilities	34
27	Protection and Indemnification	34
28	Intentionally left blank	35
29	Reduction In Force	36
30	Health and Safety	38
31	Retirement.....	38
32	Duration.....	38
	Signature Page	39

<u>APPENDICES</u>	<u>NAME</u>	<u>PAGE</u>
A1 – A-5	ESP– Category 1 Salary Schedules	40
B1 – B-5	ESP – Category 2 Salary Schedules	45
C1 —C3	Coaches Salary Schedule	50
D1	Memorandum of Agreement — Stipends	59
D-2 — D-3	Stipended Positions Salary Schedules	64
E	ESP Comprehensive Evaluation	71

PREAMBLE

This Agreement is made and entered into on this 2nd day of February 2024, by and between the School Committee of The City of Newton, Massachusetts (hereinafter “Committee”) and the Newton Teachers Association/Massachusetts Teachers Association, Inc./National Education Association UNIT D (hereinafter “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 Instructional Support/Substitute Staff in the Newton Public Schools is essential to the 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 and vested in it by current Massachusetts statutes. In the performance of its duties, the Committee shall comply with all laws that relate to the operation of the public schools;
3. The Superintendent of Schools (hereinafter “Superintendent”) has responsibility for carrying out the policies so established; and
4. Each member of the Instructional Support/Substitute Staff of the Newton Public Schools has the duty to carry out his/her responsibilities to the best 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 Educational Support Professionals, including both Category 1 Preschool, Elementary, Middle, and High School Teaching Assistants, Title 1 Teaching Assistants, Special Education Teaching Assistants, Campus Aides, Classroom Teaching Assistants, Library/Media Teaching Assistants, Computer Teaching Assistants, Building Aides, Early Literacy Teaching Assistants, Interventionist Teaching Assistants, English Language Learner Elementary and Secondary Teaching Assistants, Career and Technical Education Teaching Assistants, and the Television Aide and Category 2 Medical Assistants, Speech and Language Therapy Assistants, Physical Therapy Assistants, Occupational Therapy Assistants, ABA Behavior Technicians (working with both Inclusion and Sub- Separate Programs), Senior ABA Behavior Technicians, Social Emotional Learning Interventions.

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: **Work Year**

To provide for greater flexibility in scheduling the school calendar, the parties agree that the two (2) conference days for educators at the beginning of the school year may be scheduled on the Monday and Tuesday before Labor Day. The work year for educators will end one day after the last day for students but not later than June 30.

During the first two (2) workdays of the school year, all employees covered by this agreement shall have six (6) hours set aside for self-directed preparation for the school year. Should the District require educators to attend convocation, such time shall not be considered self-directed preparation time.

Each year at least fourteen (14) days prior to the adoption of the school calendar for the following year, the President of the Association will be given a copy of the proposed calendar. If the Association does not agree with the proposed calendar, it may submit recommended changes to the School Committee, which will consider the recommendations prior to final adoption of the calendar by the School Committee.

The number of scheduled days in the work year shall be no more than 188.5 days, which shall include:

- A. One hundred and eighty-five (185) scheduled school days, less those days that school is canceled because of inclement weather. Such canceled days will be deducted, up to a maximum of five (5), from the total number of scheduled school days; however, in no event will employees be required to be present for more than one hundred and eighty (180) school days.
- B. In addition to required or maximum school days set out above, there shall be four (4) conference days during the school year to which employees covered by this Agreement shall be required to attend. Three of the conference days are full work days for Units A, B, C, and E. The fourth conference day shall be a one half (½) day for Unit A, B, C, and E employees.
- C. In addition, the last student day of school prior to the summer break will be a half-day for students and a full day for employees.
- D. The following shall apply to Category 2 Aides: Any time spent beyond the regular school year of one hundred and eighty-three and one half (183.5) 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 Educational Support Professionals (ESPs) will be appointed on an annual basis and considered released at the end of each school year. ESPs will be notified of their release or reassignment for a succeeding contract immediately after the first School Committee meeting in June.

Section 3: Initial Placement on Unit C Salary Schedules

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, approved private schools, or trade experience 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.
- D. It is necessary to recognize recent trade experience that is directly related to the work of Educational Support Professionals working in Technical Education. In determining initial step placement on the Unit C scale, in addition to the above provisions, they will be given credit for trade experience directly related to their position as follows: one step on the salary schedule for each year of relevant experience. Approval of experience credit to be the responsibility of the Director of Career and Technical Education.

Section 4: **Placement when Moving Between Category 1 and Category 2 Salary Schedules**

When Unit C members change positions and move from the Category 1 Salary Schedule to the Salary 2 Salary Schedule, or from the Category 2 Salary Schedule to the Category 1 Salary Schedule, the following protocol shall be used to determine placement on the respective salary schedule:

Category 1 to Category 2: Subtract one step from a member's current step on the Category 1 Salary Schedule, and place member on this step on the Category 2 Salary Schedule.

Category 2 to Category 1: Count all relevant work experience in considering the step placement on the Category 1 Salary Schedule (years of experience worked in Newton plus years granted for outside experience when hired in Newton).

Section 5: 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.

After the meeting, the Principal (and or his/her designee) will send written confirmation to Unit C members of their scheduled working hours. The NPS and the NTA will mutually agree upon a form for this communication.

Section 6: Every kindergarten classroom with fourteen (14) or more students shall be assigned at least one full time Category 1 Kindergarten Teaching Assistant. This "Teaching Assistant" shall be distinct from and in addition to any other special education aides that may be assigned to particular students in the classroom.

Every full time Kindergarten Teaching Assistant will be expected to be at school ten (10) minutes prior to the start of school for students and remain after school for ten (10) minutes after the dismissal of students.

Every full time Kindergarten Teaching Assistant will also be provided with one hundred and fifty (150) minutes per month of after school time beyond the school day for the purposes of collaboration and planning with the classroom teacher, or others.

For the 2019-2020 and 2020-2021 school years, all full time Kindergarten Teaching Assistants will be provided with an additional one hundred and fifty (150) minutes per month of after school time beyond the school day for the purposes of collaboration and planning with the classroom teacher, or others.

These two years will be considered a pilot period. During this period, the Full Day Kindergarten Labor Management Committee (see Section 5 below) will assess the efficacy and value of providing this additional collaboration and planning.

For the 2021-2022 school year and beyond, all full time Kindergarten Teaching Assistants will be provided with one hundred and fifty (150) minutes per month of after school time beyond the school day for purposes of collaboration with the classroom teacher, or others unless the NTA and the School Committee agree otherwise in writing.

Section 7: All full-time Educational Support Professionals (ESPs), Category 1 and Category 2, shall be expected to arrive at school 10 minutes before the arrival of students. All full time Category 2, shall leave school 10 minutes after the departure of students.

Effective September 1, 2024, all full-time Education Support Professionals (ESPs), Category 1 and Category 2, shall be expected to arrive at school 10 minutes before the arrival of students and shall not leave school until 10 minutes after the departure of students.

All Category 1 full-time ESPs shall be assigned, minimally, to work an additional 150 minutes per month.

All Category 2 full-time ESPs shall be assigned, minimally, to work an additional 300 minutes per month.

Additional time may be used flexibly to (1) plan with teachers, including attending PLC meetings, common planning time meetings, consults with Special Education staff, (2) attend building based and other staff meetings, (3) work with Unit A members on planning lessons and modifying curriculum, (4) record data, including, for ABA Behavior Technicians, discrete trial data, and for both ABA Behavior Technicians and Flexible Behavioral Support Technicians, Medicaid reimbursement data, and (5) participate in professional development.

Effective September 1, 2024, Unit C work year will be adjusted to 183.5 days with adjustments to hourly rates such that their annualized salary will be held harmless.

Section 8: Unit C members will have one (1) duty-free lunch period per day, based on the building schedule.

Section 9: 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: Whenever a vacancy occurs in either an established or newly created position it will be adequately posted on platforms utilized by Human Resources to advertise and post vacant positions and a general alert when new postings are up will be included in the periodic District newsletter via the NPS staff email group.

Section 2: Intentionally Left Blank.

Section 3: Educational Support Professional 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 publicized through the school administration technology software and platforms utilized by Human Resources to advertise and post vacant positions.

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

Substitutes

Section 1: The Committee and the Association share a clear recognition that the district’s educational mission is compromised when coverage is not comprehensive and highly qualified. We are committed to providing adequate and qualified substitute staffing to cover any professional staff member in Units A, B, and C when absent.

Section 2: In the event that the regular Units A, B, or C member is absent, the Superintendent/Administration agrees to make a reasonable effort to provide a qualified replacement other than a regular teacher. An exception to this may be made in the event a group of teachers working together wish no substitute.

Section 3: Unit C Coverage Joint Labor Management Committee

The Association and District shall form a Joint Labor Management Committee (JLMC) to make recommendations regarding the following Unit C issues:

- 1) Reviewing and revising BT coverage procedures for providing skilled coverage for absent BTs and other Unit C members so that staff and students remain safe, and students continue making academic progress, during such absences.
- 2) Expanding Category 1 hours that advance both parties' goals of supporting opportunities for professional development and planning/preparation time, required training (e.g. safety care), and engaging in the professional learning community of each school
- 3) Reviewing and further developing career pathways for Unit C members

The JLMC shall follow these procedures:

- a. The JLMC shall commence no later than October 1, 2024.
- b. Four members shall be appointed to the Committee by the District, and four members shall be appointed by the Association. Each shall determine their co-chair.
- c. Each party may invite guests to speak about issues before the committee.
- d. The agreement produced by the JLMC shall be further subject to negotiations by the parties.

ARTICLE 6

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 7

Insurance Benefits

Section 1: A. Educational Support Professionals 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: This Section has intentionally been left blank.

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 – September 1, 2019

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

D. Effective September 1, 2019, the Committee will grandfather members who were on the PPO as of September 1, 2019. Those members will be grandfathered at the current rate (30% of premium employee share/70% city share) for the remainder of the time that they choose to participate in the PPO.

The Committee will offer to current PPO subscribers a one-time payout of \$2000 for an individual and \$4000 for a family to leave the PPO within 60 days of ratification (February 15, 2020).

Employees who enroll in the PPO plan after 7/1/20 shall contribute 35% of the premium and the Committee shall pay 65%.

If a member returns to the PPO prior to the end of FY23, the member shall pay back money from the payout at a pro-rated amount and return to the grandfathered rate.

If a member returns to the PPO during or after the final open enrollment period, the member shall pay the new contribution rate of 35% by the employee and 65% by the Committee.

E. Employees hired on or after February 1, 2024 who utilize a PPO plan will pay 48% of premiums and NPS will pay 52% of the premiums. (NPS will continue to maintain the current premium contribution rates for current employees hired prior to February 1, 2024 for the duration of their career in NPS.)

Section 6: Health Insurance Plan Design Changes

A. Effective July 1, 2020

- Deductibles \$250 for each individual and \$500 total for a family
- \$40 Specialist co-pay up \$5 from \$35 to \$40
- \$25 Office PCP co-pay, up \$5 from \$20 to \$25
- \$20 co-pay for Retail Care
- \$20 co-pay for Urgent Care Clinics
- \$150 Outpatient day surgery co-pay
- \$100 Emergency Room co-pay

- Prescription drugs co-pays:
 - \$20 Tier 1, up \$5 from \$15
 - \$35 Tier 2, up \$5 from \$30
 - \$55 Tier 3 up \$5 from \$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 8

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 fourteen (14) of their personal sick days per school year for a close family member's or dear friend's illness or injury.

Effective September 1, 2026, employees eligible and approved for leave pursuant to the FMLA may use up to fifteen (15) days to be deducted from the employee's accrued sick leave for FMLA qualifying circumstances requiring the Employee to attend to an ill spouse, child, or parent, per FMLA definition of said, provided that the Employee has first exhausted their 14 annual sick days and their 2 personal days.

Section 3: Use of Sick Days

- A. A member will notify the Human Resources Department as soon as reasonably practicable if she or he believes she or he may be absent from work for more than five (5) days due to personal injury, illness or a medical condition.
- B. If a member is absent for six (6) or more consecutive working days, the Human Resources Department and/or the member's supervisor may request adequate medical evidence.

Employees must continue to follow their school absence reporting procedures until their direct supervisor or the Human Resources Department informs them otherwise.

The District may investigate any suspicion of abuse of sick time, including requiring an Independent Medical Exam (IME). A member may be subject to discipline for an abuse of sick time.

- C. If the Human Resources Department requests it, the member must supply the Human Resources Department with either FMLA form WH380-E or medical documentation on letterhead with an official signature that includes area of specialty, with the following information:
 - 1. Employee's name
 - 2. Approximate date the illness or injury commenced,
 - 3. A description of the injury, illness or medical condition,
 - 4. A statement that the employee is not able to perform his/her position,
 - 5. The expected return to work date.

If the member is on leave for a period that exceeds 45 days, the member will be expected to again provide additional documentation.

Health care providers who may provide certification of a serious health condition include:

- Doctors of medicine or osteopathy authorized to practice medicine or surgery (as appropriate) by the State in which the doctor practices;
- Clinical psychologists, physicians' assistants, nurse practitioners, certified nurse-midwives, podiatrists, and clinical social workers authorized to practice under State law and performing within the scope of their practice as defined under State law;

- A health care provider listed above who practices in a country other than the United States and who is authorized to practice under the laws of that country.

If medical documentation is requested, the member shall have at least fifteen (15) school days to provide such documentation. The Human Resources Department can be flexible if the member requests a good faith extension.

- D. The School Committee and Newton Teachers Association agree that a member's use of personal sick time for personal illness, injury, or medical condition shall run concurrently with FMLA leave time if the personal illness or injury is an FMLA qualifying condition.

The School Committee and Newton Teachers Association further agree that:

1. Members who have worked at least one year may use up to sixty days of unpaid leave per school year to care for a child, spouse, parent, or member of the family household who has an FMLA qualifying condition;
2. Members who have worked at least one year and are military care- givers may use up to one hundred and thirty days of unpaid leave per school year to care for a veteran who is undergoing medical treatment, recuperation or therapy for a serious injury or illness;
3. If members have remaining FMLA leave, this shall run concurrently with this unpaid leave;
4. Members may use any remaining Family Illness Days, Personal Days, and "Other" days to cover these absences;
5. The district has the same prerogatives it uses for verifying personal illness (delineated above in subsection C) for verifying the condition of family household members;
6. The district will continue to provide health insurance coverage during the leave period, with the member and the district each continuing to pay its respective share of the premium of no more than one calendar year;
7. Members' use of personal sick leave is separate from their leave time to care for the above qualifying family household members. The use of personal sick leave does not count against leave time to care for qualifying family household members.

- E. If the Human Resources Department requests medical documentation of illness, they may supply members with FMLA form WH380- E, but they must also inform members that they may fulfill their requirement to provide medical documentation by supplying a medical practitioner's note, in accordance with the guidelines from subsection C above.

- F. The Association and the Human Resources Office agree to negotiate the forms and templates to letters that are used to communicate with members regarding all matters discussed in this section.

Section 4: An individual who transfers from employment with the City of Newton without interruption in service to a position covered by this Agreement or any other Newton Teachers Association Bargaining Agreement with the Newton School Committee shall be credited with any sick leave credit earned by such employee while an employee of the City of Newton.

Section 5: 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 6: Sick Leave Bank

- A. There shall be a sick leave bank for use by eligible employees covered by this Agreement who have exhausted their own sick leave. Eligible employees are members who qualify under one of the following circumstances: member with a serious illness
- 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 Superintendent to serve at the Superintendent's 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 9

Parental Leave

Section 1: An employee who has been employed for at least ninety (90) calendar days may request parental leave for the purpose of birth of a child or for the placement of a child under the age of 18 (or under the age of 23 if the child is mentally or physically disabled) for adoption. An employee who is requesting Parental Leave shall notify the Human Resources Department, in writing, specifying the expected dates of the leave of absence. The notification shall be provided as far in advance as possible, but at least four (4) weeks before the leave is to begin. The purpose of such notification is to provide the employee with the required documentation from human resources and to provide the administration with as much notice as possible to make suitable arrangements for continuity with respect to the employee's assignments. Parental Leave will not be denied for failure to provide the required notice per this paragraph.

Section 2: (a) Employees shall be allowed to use up to sixty (60) consecutive work days of leave within the first twelve months of a child's life or placement of the child under the age of 18 (or a child under the age of 23 with a mental or physical disability) to be at home with the child. The first twenty (20) days of such leave shall be paid without deduction from any contractual leave time. Up to forty (40) additional days shall be deducted from the employee's accumulated personal illness days if they have the days available.

For employees that have forty-five (45) personal illness days or less, employees may exhaust their own sick time or reserve up to five (5) of their own personal illness days at their sole discretion and select one of the following options after utilizing the days paid by the District and utilizing all but five (5) or fewer of their own personal illness days:

- i. Remain out of work for half of the balance of the remaining balance of the sixty (60) days at the rate of 100% of the employee's daily rate: or

ii. Remain out of work for the balance of the sixty (60) days with pay at the rate of 50% of the employee's daily rate; or

iii. Return to work

(b) A leave of absence granted under this Article will be in accordance with the provisions of the Family and Medical Leave Act of 1993 (FMLA) as amended and/or the Massachusetts Parental Leave Act (MPLA), General Laws Chapter 149, Section 105D, whichever provides the most favorable treatment to an eligible bargaining unit member. Parental Leave will run concurrently with FMLA leave and MPLA leave if the employee is eligible for such leave.

(c) If both Parents are employed by the District, this complete parental leave policy shall apply to each parent.

Section 3: **Extension of Parental Leave for Child Care**

- A. Employees requesting Parental Leave commencing after the beginning of a school year shall be eligible to have the remainder of that school year off.
- B. An employee who commences Parental Leave on or after March 1 shall be eligible to have the remainder of that school year off plus the next school year.
- C. An employee who leaves on or after March 1 and notifies the Superintendent or their designee that they intends to take the next school year off must take the next year off unless he/she notifies the Superintendent of their intention to return prior to June 1 preceding the next school year.
- D. Ordinarily, an employee will not be allowed to return from leave within the school year unless the employee wishes to return after a leave of forty (40) working days or less or unless the employee wishes to return immediately upon the termination of her Parental Leave pursuant to Section 2. The Superintendent or designee retains the right to determine whether to grant the request of an employee to return from leave within the school year.

Section 4: When the employee returns from Parental Leave (not childcare leave), the school administration will assign the teacher to the same or similar subject or grade level that he/she held at the time the leave commenced.

ARTICLE 10

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 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, with the following exception:

If an employee does not use either or both of his or her two (2) days established for “urgent personal business,” per Section 2 below, by the end of the school year, they will be converted to personal sick days and accumulate as such.

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.

ARTICLE 11

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 12

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 13

Tuition Cost and Tuition Reimbursement

- Section 1:** The Committee agrees to pay the full cost of tuition when members of the professional staff 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:** The Committee agrees to budget and expend up to \$170,000 with the following guidelines:
- A. The maximum amount of reimbursement is \$1,000 per individual seeking licensure per contract year; \$750 per individual per contract year for all other applicants.
 - B. Preference will be given to members seeking certification. Tuition reimbursement shall be allowed for non-graduate credit granting professional development when appropriate, and with supervisory approval.
 - 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 of Human Resources to review the decisions and to make recommendations, if any, before the applicants are notified.

ARTICLE 14

Evaluation and Personnel Records

- Section 1:** On or before November 1 of each school year, Educational Support Professionals 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 E.
- Section 5:** A committee will be established to review and revise the Unit C evaluation tool. (MOA 8/1/10)

ARTICLE 15

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.

Section 7: **ABA Behavior Technicians certification**

- A. All ABA Behavior Technicians shall be required to have the RBT certification in process by the start of the 2020 – 2021 school year. NPS will provide the forty (40) hour training, free of charge and unpaid, to occur during non-work hours. NPS will pay or reimburse the RBT exam fee for all ABA Behavior Technicians, including employees that were employed prior to June 30, 2019. The RBT certification will be a requirement of employment for all ABA Behavior Technicians as of February 1, 2021.

If an employee is hired to fill an ABA Behavior Technician position and does not have RBT certification at the time of hire, he or she must obtain that certification by February 1 of the school year succeeding the school year of his or her initial employment. NPS will provide the forty (40) hour training, free of charge and unpaid, to occur during non-work hours. NPS will pay or reimburse the RBT exam fee.

- B. All ABA Behavior Technicians and Flexible Behavioral Support Assistants are required to participate in the DESE mandated in-depth crisis management and de-escalation training. For new employees hired before September 1st, this training is required before the school year starts. For employees hired after the school year, this training must be completed within the first 30 days of employment. Employees will be compensated at their regular hourly rate for time spent in training.

ARTICLE 16

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 four dollars (\$4.00) per diem.

Section 2: However, if a Unit C member is presently receiving more than the \$4.00 stipend they will continue to receive the higher amount.

Section 3: The conveyance allowance for those who currently receive them will be set at \$75.00 per month.

ARTICLE 17

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 18

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 four (4) years of seniority in the Newton Public Schools.

Any time spent on unpaid leave of absence will not be counted towards these four (4) years of seniority.

Section 4: Employees must satisfactorily serve a ninety (90) day probationary period before receiving an appointment to a regular assignment. Employees who have served an initial probationary period shall not be subjected to a subsequent probationary period.

A probationary employee may be discharged at any time during the probationary period, without cause. The discharge shall not be subject to the grievance procedure. Upon request, a probationary employee shall be entitled to a written statement of the reason for discharge.

At the end of the 90-day period, probationary employees will be entitled to the leave provisions under Articles 9 (Parental Leave) and Article 10 (Leaves of Absence with Pay).

ARTICLE 19

Dues Deduction

Section 1 Dues deduction shall be governed MGL. Chapter 180, Section 17A, which specifies the rights and responsibilities of Committee and the Association regarding (1) the authorization to collect dues; (2) the duration of and renewal of said authorization; (3) the collection of dues, including, but not limited to, the exclusive right of the Association, as the collective bargaining agent for members of the Newton Teachers Association, to receive dues from its members; and (4) the revocation of the authorization to collect dues.

ARTICLE 20

Release Time for Association President

Section 1: Upon request, the NTA President shall be placed on full or half-time leave of absence (i.e., the NTA President shall be required to perform none or one-half of his or her usually assigned duties). In the event the NTA President requests and is placed on full or half-time leave of absence by the Committee, the Association shall reimburse the Committee for the exact amount earned by the person or persons who fill the full-time or half-time vacancy except that in no case shall the salary amount reimbursed exceed the salary for the Unit A Master's Degree lane, Step 4.

In addition, the NTA shall also reimburse the Committee the actual cost of fringe benefits for those appointed to fill such vacancy.

Section 2: Upon request, a second NTA officer of the Association's choice shall be placed on full or half-time leave of absence (i.e., the NTA officer shall be required to perform none or one-half of his or her usually assigned duties). In the event the NTA officer requests and is placed on full or half-time leave of absence by the Committee, the Association shall reimburse the Committee for the exact amount earned by the officer. In addition, the NTA shall also reimburse the Committee the actual cost of the released officer's fringe benefits.

Section 3: All benefits (including, but not limited to, sick leave and seniority) shall continue to be earned and to accrue during the period of the President's and Second Release Officer's leave.

ARTICLE 21

Salaries

Section 1: The salary schedules hereinafter set forth shall become effective September 1, 2024 and will remain in effect as indicated in this Article.

Effective September 1, 2024, step 2 is the new entry level step for the Category 1 and Category 2 Unit C Salary Schedules.

Effective September 1, 2025, step 2.5 is the new entry level step for the Category 1 and Category 2 Unit C Salary Schedules.

Effective August 31, 2026 at 11:59 pm, step 3 is the new entry level step for the Category 1 and Category 2 Unit C Salary Schedules.

The salary schedules hereinafter set forth shall become effective September 1, 2024 and will remain in effect as indicated in this Article.

Appendix A-1 Unit C – Category 1 Salary Schedule
Effective August 31, 2024 (work year/hourly rate adjustment)

Appendix A-2 Unit C – Category 1 Salary Schedule
Effective September 1, 2024

Appendix A-3 Unit C – Category 1 Salary Schedule
Effective September 1, 2025

Appendix A-4 Unit C – Category 1 Salary Schedule
Effective September 1, 2026

- Appendix A-5 Unit C – Category 1 Salary Schedule
Effective March 1, 2027
- Appendix B-1 Unit C – Category 2 Salary Schedule
Effective September 1, 2024 (work year/hourly rate adjustment)
- Appendix B-2 Unit C – Category 2 Salary Schedule
Effective September 1, 2024
- Appendix B-3 Unit C Category 2 Salary Schedule
Effective September 1, 2025
- Appendix B-4 Unit C – Category 2 Salary Schedule
Effective September 1, 2026
- Appendix B-5 Unit C – Category 2 Salary Schedule
Effective March 1, 2027
- Appendix C-1 Coaches Salary Schedule
Effective September 1, 2024
- Appendix C-2 Coaches Salary Schedule
Effective September 1, 2025
- Appendix C-3 Coaches Salary Schedule
Effective September 1, 2026
- Appendix D-1 Memorandum of Agreement – Stipends
- Appendix D-2 Stipended Positions Salary Schedule (HS Groups A, B and C)
Effective September 1, 2024-August 30, 2027
- Appendix D-3 Stipended Positions Salary Schedule (HS Groups D, E and F)
Effective September 1, 2024-August 30, 2027
- Appendix D-4 Stipended Positions Salary Schedule (City Wide Stipends, Middle
and Elementary School)
Effective September 1, 2024-August 30, 2027
- Appendix D-5 Theater and Music Stipend Salary Schedule (All Levels)
Effective September 1, 2024-August 30, 2027

Section 2: Subject to approval of the City Treasurer, any ESP may have their 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: FISCAL YEAR 2025

Effective September 1, 2024, a 2.5% Cost of Living Adjustment will be applied to the salary schedules.

Effective September 1, 2024, an additional \$250 will be added to Unit C 1.0 FTE annualized salary schedules (prorated for other FTEs).

FISCAL YEAR 2026

Effective September 1, 2025, a 3% Cost of Living Adjustment will be applied to the salary schedules

Effective September 1, 2025, an additional \$500 will be added to Unit C 1.0 FTE annualized salary schedules (prorated for other FTEs).

FISCAL YEAR 2027

Effective September 1, 2026, a 3.25% Cost of Living Adjustment will be applied to the salary schedules.

Effective September 1, 2026, an additional \$500 will be added to Unit C 1.0 FTE annualized salary schedules (prorated for other FTEs).

Effective March 1, 2027, an additional 0.75% Cost of Living Adjustment will be applied to the salary schedules.

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

- A. \$35 for covering for morning integrated class from 9:00 am – 12:00 pm.
- B. \$46 for covering an extended day integrated class from 8:30 am – 1:30 pm (\$33 for early release days)
- C. \$46 for covering substantially separate class from 8:30am – 2:30pm (\$33 for early release days).
- D. \$11.50 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.

Section 6: If a Unit C Category 1 member at either the elementary or secondary level is required to substitute for an absent Category 2 Unit C member for one (1) full day or the equivalent of one (1) full day over a period of two (2) or more days, upon submission of an approved timesheet, that Category 1 Unit C member who is substituting will receive a payment of \$23 for the day.

Section 7: When a Unit C member 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 Unit C member will receive an additional \$46 stipend for each day.
A Unit C member must substitute when requested by the Principal/designee.

Section 8: **ESP Covering as Long-Term Substitute**

A. If a Unit C member at either the elementary or the secondary level is assigned to work for 20 or more days replacing a teacher on either a consecutive or intermittent leave, this Unit C member will have their hours increased to a minimum of 7 hours for each day they work as a substitute. She/he will continue to be paid at her/his current hourly rate.

B. If a Unit C member at either the elementary or the secondary level is assigned to work for 20 or more days replacing a teacher on either a consecutive or intermittent leave, this Unit C member will be paid a \$69 per diem stipend.

C. Unit C members will act as substitutes in this longer-term capacity on a voluntary basis.

If NPS knows in advance that the leave will last 20 days or more, the \$69 per diem stipend will be paid immediately.

If NPS does not know in advance that the leave will last 20 days or more, they will pay a \$46 stipend during the first 19 days of the leave, but when the number of days worked as a substitute reaches 20, the employee will then begin being paid a \$69 per diem stipend, and will receive an additional \$23 per diem for the first 19 days (\$437).

D. When Unit C members perform the work of substitutes, this shall have no impact on their status as members of the Unit C bargaining unit. This includes Unit C members who work as “Long Term Teacher Substitute.” They retain all the benefits, including, but not limited to, accrual of years of experience towards longevity, step placement and seniority, as well as health and dental insurance.

Section 9: **Licensure and Certification Differential**

Plans for qualifications:

Licensure and Certification Differential _Category 1 and 2 Unit C members who hold either a special education teaching license granted by the state of Massachusetts Department of Elementary and Secondary Education (or hold a comparable teaching license from another state and have applied for Massachusetts licensure), or are certified as Registered Behavior Technicians ® (RBT®), Board Certified Assistant Behavior Analysts® (BCaBA®) or Board Certified Behavior Analysts® shall qualify for a salary differential of \$600.

This \$600 differential shall be awarded to all qualifying Unit C Category 1 and Category 2 members who work at least 30 hours per week, and shall be pro-rated from the 30 hour per week base for employees who work less than 30 hours per week.

ARTICLE 22

Longevity and Enhanced Longevity

Section 1: Effective September 1, 2019 Unit C members will receive an annual increment based upon the following criteria:

Years	September 1, 2019
After 10 Years of Service	\$550
After 18 Years of Service	\$675
After 25 Years of Service	\$850

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 22:

- 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 8 will cease upon exercising the three-year option set forth herein.

ARTICLE 23

Union Security

Section 1 Chapter 150E, Section 5A shall govern the rights and responsibilities of the Association and the Committee regarding:

1. Notification to the Association of newly hired employees and provision of information regarding those employees
2. Association access to meet with newly hired employees

3. Use of district facilities for Association activities
4. Use of district email and communication systems
5. Exclusions of member personal and professional information from public record
6. Exclusion of Association-member communications from public record

Section 2: This section is intentionally left blank.

Section 3 If a third party, such as an advocacy group, labor organization, or individual other than the Association, requests contact or employment information of bargaining unit members information through an MGL 150E information request or Public Records Request, the Committee will inform the Association of such request and the name of the requestor within twenty-four (24) hours (one (1) business day). This notification shall not be subject to the grievance procedure.

ARTICLE 24

Attendance of Non-Resident Newton Teacher Association Employee's Children in Newton Public Schools

Section 1: A member employed by the Newton Public Schools who is not a resident of the City of Newton will have the option of having their child(ren) who resides in the member's residence, and for whom they have legal guardianship, attend in one of the elementary, middle, or high schools in the Newton Public Schools, on a space available basis, which means the availability of space in a classroom. Once a child is accepted for enrollment, and so long as the member remains employed by the Newton Public Schools, and the child resides with the member, the child shall be allowed to attend Newton Public Schools through grade 12 subject to the rules and regulations that apply to students who reside in Newton. Reasonable efforts will be made to place siblings in the same school if the member so requests.

Non-resident students requiring an out-of-district placement under Massachusetts or Federal special education law will be referred back to the school district of the student's residence and all rights and costs regarding such placements shall remain the obligation of the school district of actual residence. The benefit provided under this Article does not obligate the Newton Public Schools to pay out-of-district tuition costs for non-resident members' children attending the Newton Public Schools under this Article. The Newton Public Schools will work with the school district of the student's residence with a goal of providing a smooth transition.

It is further understood and agreed that if a child(ren) of a non-resident 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.

If and when the School Committee authorizes School Choice, non-resident employees whose children attend the Newton Public Schools under this provision shall apply for available School Choice seats. The failure to obtain a School Choice seat shall not prevent the employee from continuing to utilize the benefit provided in this section.

ARTICLE 25

Full Day Kindergarten

Section 1: Purpose

Effective September 2019, the Newton Public Schools will implement full day kindergarten. To provide opportunities for children to learn in a developmentally appropriate way, the Committee and the Association agree that additional time added to the daily schedule shall be directed towards the education of the whole child. They further agree that this additional time is not intended to increase the time currently dedicated to formal academic (math and literacy) learning, but rather to enhance the overall learning experience by providing opportunities to engage in play and discovery, with particular attention to social and emotional development.

Section 2: Staffing Levels

For staffing levels, see Article 3, “Work-Day – Work Year,” Section 6 above.

Section 3: Class Size Limits

The district will make every effort to keep the class size of kindergarten to 23 or fewer students. If class size exceeds 23, then a school-based team including, but not limited to, the kindergarten teacher, the kindergarten teaching assistant, a member of the special education team, and the principal shall meet to assess the needs of the classroom in light of the class size.

Section 4: Full Day Kindergarten Labor Management Committee

The School Committee and the Association authorize the creation of a Full Day Kindergarten Labor Management Committee. The Committee will comprise an equal number of NTA and administrative members, with the total number of members to be determined by the Committee’s needs. The Committee shall be charged with reviewing and discussing the implementation of Full Day Kindergarten, and shall, among its responsibilities: Assess whether full day kindergarten in its implementation is remaining true to the mission of educating the whole child; assess the efficacy and value of the pilot of providing Full Day Kindergarten Teaching Assistants collaboration and planning time; discuss the role of FDK Teaching Assistants and, concomitantly, their job description; consider staffing levels (e.g., special education teachers, occupational and physical therapists, social workers, and/or psychologists)

for support and interventions (e.g., speech and language, social pragmatics, mental health, occupational and physical therapy). If necessary, the Joint Labor Management Committee will make any recommendations to both bargaining teams for further negotiations.

ARTICLE 26

Use of School Facilities

- Section 1** The Association will have the right to use school buildings without costs for two (2) meetings each school year, providing such meetings are held Monday through Friday and appropriate notice as provided in Section 2 herein is given.
- Section 2** The Association will have the right to use school buildings without costs and at reasonable times for meetings, subject to safety requirements and availability, provided, however, that the Association will be required to pay the customary and standard fees (including custodial costs) for the use of said buildings consistent with current Committee policy. The Principal of the building in question and the Superintendent will be advised, sufficiently in advance, of the time and place of all such meetings.
- Section 3** Members of the bargaining unit will have the right to use the athletic facilities and equipment of a school one (1) evening each week. The Association will pay for the customary and standard fees (including custodial costs) for the use of said buildings consistent with current Committee policy. The schedule and other related matters must be arranged, in advance, with the Superintendent.
- Section 4** There will be one (1) bulletin board in each school building, which will be placed in the faculty lounge, for the purpose of displaying notices, circulars, and other Association material. Prior to the posting of any such Association material, a copy of the material will be given to the Principal of the building. The Association shall be responsible for materials posted, and agrees that such materials shall be legitimate professional materials.
- Section 5** The Association shall have the right to invite representatives of the UNUM/MTA Group Insurance plan into each of the school buildings during the school day once per year.

ARTICLE 27

Protection and Indemnification

- Section 1** The rights of an employee covered by this Agreement to indemnification against certain actions and claims and to legal assistance will be governed by General Laws, Chapter 258.
- Section 2** Employees covered by this Agreement will immediately report, in writing, all cases of

assault suffered by them in connection with their employment to their immediate supervisor and the Superintendent.

Section 3 The report will be forwarded to the Committee, which will comply with any reasonable request from the employee for information in its possession relating to the incident or the persons involved, and will act in appropriate ways as liaison between the employees, the police, and the courts.

Section 4 The Committee will reimburse employees full replacement costs for the following, provided it occurs in the proper performance of their employment and not as a result of the employee's negligence: any clothing or personal property damaged or destroyed.

Section 5 The Committee agrees that the following insurance will be provided: A. indemnity insurance; B. liability for bodily injury to others; C. liability for personal injury to others.

Section 6 The Committee will reimburse individuals covered by this Agreement for any loss or damage to eyeglasses or hearing aids or mobile phones caused by an assault on the individual or an accident during the workday.

Section 7 Individuals who are absent as a result of an on the job accident or personal injury suffered during the workday shall not lose pay because of such absence. The parties agree that sick leave bank days may be utilized for such purposes. Eligible employees under this section shall be allowed to use up to three years of sick bank time (balance of the school year that the injury/accident occurred plus two additional school years). The Employee will be required to submit updated medical documentation per Article 8 Section 6 (Sick Leave Bank) of the Unit C Contract.

Section 8 The Committee agrees to reimburse eligible employees for the cost of co-pays for office visits, emergency room visits, and prescription drugs, as well as physical and occupational therapy appointments that are not covered by insurance incurred due to physical injury/accident 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 \$24,000 per year. All NTA units will be included under the \$24,000 cap. Employees who submit documentation of such costs via proper proof of payment as required by the comptroller shall be paid bi-monthly. This cap shall be pro-rated on a monthly basis of \$2,000 per month. Any unused balance will accrue month to month up to a total of \$24,000 for each year of the contract.

ARTICLE 28

This Article is intentionally left blank

ARTICLE 29

Reduction In Force

Section 1: In the event of the reduction in the number of Educational Support Professionals, non-reappointment shall be subject to the following:

- A. Educational Support Professionals 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, Education Support Professionals shall be divided into the following categories:

Category 1 ESPs

- 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 ESPs

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 an ESP in the Newton Public Schools.

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

Section 5: An ESP in Group A who is not reappointed as a result of the reduction in the number of ESP positions, as aforementioned, (hereinafter called "Group A ESPs"), shall be entitled to recall rights to aide positions as hereinafter provided:

- A. Group A ESPs 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 ESPs who decline the offer to be rehired may be dropped from the recall list.
- C. All benefits to which the Group A ESP 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 ESPs 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 ESPs 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 teaESP 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 6, Section 7.

ARTICLE 30

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 31

Retirement

Section 1: Effective September 1, 2019, employees that give notice of retirement at least four (4) months prior to their last day of work shall be awarded an incentive payment of \$500.

Section 2: Effective September 1, 2023, employees that give notice of retirement at least six (6) months prior to their last day of work and who work through to the end of the teacher work year shall receive \$500 in addition to the benefit provided in Section 1 of this Article.

ARTICLE 32

Duration

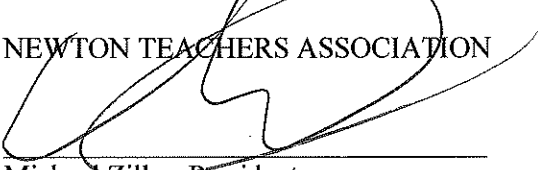
Section 1: This Agreement shall become effective as of September 1, 2024 and shall continue and remain in full force and effect until August 31, 2027.

Section 2: Effective September 1, 2024 salaries will be adjusted as provided in Article 21, or as set forth in the appendices.

Section 3: Negotiations for a new agreement to take effect September 1, 2027 will commence on or before October 15, 2026.

IN WITNESS WHEREOF, the parties have set their hand and seal by their duly authorized representatives, this 21 day of May 2025.

NEWTON TEACHERS ASSOCIATION



Michael Zilles, President
Newton Teachers Association

NEWTON SCHOOL COMMITTEE



Christopher Brezski, Chairperson
Newton School Committee

APPENDIX A-1

Salary Schedule TA1 - Effective August 31, 2024									
Adjusted hourly rate for 183.5 days									
Step 1.5 is new entry level step									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5	23.0578	25,386.59	27,079.02	27,366.74	28,358.51	28,646.22	29,617.68	30,897.17	33,848.78
2	23.5676	25,947.92	27,677.78	27,971.85	28,985.55	29,279.63	30,272.57	31,580.34	34,597.22
2.5	24.0884	26,521.34	28,289.43	28,590.01	29,626.11	29,926.68	30,941.57	32,278.24	35,361.79
3	24.6218	27,108.65	28,915.89	29,223.12	30,282.16	30,589.40	31,626.75	32,993.03	36,144.86
3.5	25.3325	27,891.08	29,750.49	30,066.59	31,156.20	31,472.30	32,539.60	33,945.31	37,188.11
4	26.0658	28,698.50	30,611.73	30,936.98	32,058.13	32,383.38	33,481.58	34,927.98	38,264.66
4.5	26.8211	29,530.00	31,498.66	31,833.34	32,986.98	33,321.65	34,451.66	35,939.98	39,373.33
5	27.5985	30,385.92	32,411.65	32,756.02	33,943.10	34,287.47	35,450.24	36,981.69	40,514.56
5.5	28.3988	31,267.04	33,351.50	33,705.86	34,927.36	35,281.72	36,478.21	38,054.07	41,689.38
6	29.2228	32,174.35	34,319.30	34,683.95	35,940.89	36,305.53	37,536.74	39,158.33	42,899.13
6.5	30.0726	33,109.97	35,317.30	35,692.54	36,986.04	37,361.28	38,628.29	40,297.03	44,146.62
7	30.9473	34,073.00	36,344.54	36,730.70	38,061.82	38,447.98	39,751.84	41,469.12	45,430.67
7.5	31.8489	35,065.68	37,403.39	37,800.80	39,170.70	39,568.11	40,909.96	42,677.27	46,754.24
8	32.7980	36,110.63	38,518.01	38,927.26	40,337.98	40,747.24	42,129.07	43,949.05	48,147.51
8.5	33.7774	37,188.89	39,668.14	40,089.62	41,542.46	41,963.94	43,387.03	45,261.35	49,585.18
9	34.7840	38,297.22	40,850.37	41,284.40	42,780.55	43,214.58	44,680.09	46,610.27	51,062.96
9.5	35.8221	39,440.08	42,069.42	42,516.40	44,057.20	44,504.18	46,013.42	48,001.20	52,586.77
10	37.0760	40,820.69	43,542.07	44,004.71	45,599.43	46,062.07	47,624.14	49,681.50	54,427.59
10.5	38.3733	42,249.05	45,065.65	45,544.47	47,195.00	47,673.82	49,290.55	51,419.90	56,332.06
11	39.7759	43,793.27	46,712.82	47,209.15	48,920.00	49,416.33	51,092.15	53,299.33	58,391.03
11.5	41.1641	45,321.63	48,343.07	48,856.72	50,627.28	51,140.93	52,875.24	55,159.45	60,428.84
12	42.7797	47,100.41	50,240.43	50,774.24	52,614.29	53,148.10	54,950.47	57,324.33	62,800.54

APPENDIX A-2

Salary Schedule TA1 - Effective September 1, 2024									
2.5% COLA Increase then / Add \$250 to all steps of 40 Hour per Week Salary									
Step 2.0 is new entry level step									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2	24.3271	26,784.14	28,569.74	29,623.25	30,669.62	31,248.16	31,926.69	32,598.08	35,712.18
2.5	24.8609	27,371.85	29,196.64	30,273.27	31,342.59	31,933.83	32,627.25	33,313.37	36,495.80
3	25.4076	27,973.77	29,838.69	30,938.99	32,031.83	32,636.07	33,344.73	34,045.94	37,298.36
3.5	26.1361	28,775.84	30,694.23	31,826.08	32,950.26	33,571.82	34,300.80	35,022.12	38,367.79
4	26.8877	29,603.36	31,576.91	32,741.31	33,897.82	34,537.25	35,287.20	36,029.26	39,471.14
4.5	27.6619	30,455.75	32,486.14	33,684.06	34,873.87	35,531.71	36,303.26	37,066.68	40,607.67
5	28.4588	31,333.14	33,422.02	34,654.45	35,878.53	36,555.33	37,349.10	38,134.52	41,777.52
5.5	29.2791	32,236.29	34,385.38	35,653.34	36,912.70	37,609.01	38,425.66	39,233.71	42,981.72
6	30.1237	33,166.19	35,377.27	36,681.81	37,977.50	38,693.89	39,534.10	40,365.47	44,221.59
6.5	30.9947	34,125.17	36,400.18	37,742.43	39,075.59	39,812.69	40,677.20	41,532.60	45,500.22
7	31.8913	35,112.32	37,453.14	38,834.23	40,205.95	40,964.38	41,853.89	42,734.04	46,816.43
7.5	32.8154	36,129.76	38,538.41	39,959.51	41,370.98	42,151.38	43,066.67	43,972.32	48,173.01
8	33.7882	37,200.81	39,680.86	41,144.10	42,597.41	43,400.95	44,343.37	45,275.87	49,601.08
8.5	34.7921	38,306.10	40,859.84	42,366.55	43,863.04	44,690.45	45,660.87	46,621.08	51,074.80
9	35.8239	39,442.12	42,071.59	43,622.98	45,163.85	46,015.80	47,015.00	48,003.69	52,589.49
9.5	36.8880	40,613.69	43,321.26	44,918.74	46,505.38	47,382.63	48,411.51	49,429.56	54,151.58
10	38.1732	42,028.70	44,830.61	46,483.74	48,125.66	49,033.48	50,098.20	51,151.72	56,038.26
10.5	39.5029	43,492.70	46,392.21	48,102.92	49,802.04	50,741.48	51,843.29	52,933.51	57,990.26
11	40.9406	45,075.60	48,080.64	49,853.61	51,614.57	52,588.20	53,730.12	54,860.01	60,100.80
11.5	42.3635	46,642.22	49,751.70	51,586.29	53,408.45	54,415.92	55,597.52	56,766.69	62,189.62
12	44.0195	48,465.47	51,696.50	53,602.81	55,496.20	56,543.05	57,770.84	58,985.71	64,620.63

APPENDIX A-3

Salary Schedule TA1 - Effective September 1, 2025									
3% COLA Increase all steps then / Add \$500 to all steps of 40 Hour per Week Salary									
Step 2.5 is new entry level step									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2									
2.5	25.9473	28,567.98	30,472.51	31,596.19	32,712.24	33,329.31	34,053.03	34,769.14	38,090.64
3	26.5104	29,187.95	31,133.82	32,281.88	33,422.15	34,052.61	34,792.04	35,523.68	38,917.27
3.5	27.2608	30,014.14	32,015.08	33,195.64	34,368.19	35,016.49	35,776.85	36,529.21	40,018.85
4	28.0349	30,866.42	32,924.18	34,138.26	35,344.11	36,010.83	36,792.78	37,566.49	41,155.23
4.5	28.8324	31,744.47	33,860.77	35,109.38	36,349.53	37,035.22	37,839.41	38,635.14	42,325.96
5	29.6532	32,648.18	34,824.72	36,108.88	37,384.34	38,089.54	38,916.62	39,735.01	43,530.90
5.5	30.4981	33,578.41	35,816.97	37,137.72	38,449.52	39,174.81	40,025.46	40,867.16	44,771.21
6	31.3680	34,536.17	36,838.58	38,197.00	39,546.21	40,292.19	41,167.11	42,032.82	46,048.22
6.5	32.2651	35,523.88	37,892.14	39,289.41	40,677.21	41,444.52	42,344.46	43,234.93	47,365.17
7	33.1886	36,540.65	38,976.69	40,413.95	41,841.47	42,630.75	43,556.45	44,472.40	48,720.86
7.5	34.1405	37,588.69	40,094.60	41,573.09	43,041.55	43,853.47	44,805.72	45,747.94	50,118.25
8	35.1424	38,691.78	41,271.23	42,793.11	44,304.67	45,140.41	46,120.60	47,090.48	51,589.04
8.5	36.1765	39,830.33	42,485.68	44,052.34	45,608.38	46,468.71	47,477.75	48,476.16	53,107.10
9	37.2392	41,000.36	43,733.72	45,346.40	46,948.15	47,833.76	48,872.43	49,900.17	54,667.15
9.5	38.3352	42,207.05	45,020.86	46,681.00	48,329.89	49,241.56	50,310.81	51,368.80	56,276.07
10	39.6590	43,664.56	46,575.53	48,293.00	49,998.83	50,941.98	52,048.15	53,142.68	58,219.41
10.5	41.0286	45,172.49	48,183.98	49,960.77	51,725.51	52,701.23	53,845.60	54,977.93	60,229.98
11	42.5094	46,802.85	49,923.04	51,763.95	53,592.38	54,603.33	55,789.00	56,962.19	62,403.80
11.5	43.9750	48,416.48	51,644.24	53,548.62	55,440.09	56,485.89	57,712.44	58,926.08	64,555.30
12	45.6807	50,294.45	53,647.42	55,625.66	57,590.50	58,676.86	59,950.99	61,211.70	67,059.27

APPENDIX A-4

Salary Schedule TA1 - Effective September 1, 2026									
3.25% COLA Increase then / Add \$500 to all steps of 40 Hour per Week Salary									
Step 3.0 is new entry level step									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2									
2.5									
3	27.7126	30,511.58	32,545.68	33,745.80	34,937.79	35,596.84	36,369.80	37,134.62	40,682.10
3.5	28.4874	31,364.63	33,455.60	34,689.28	35,914.59	36,592.06	37,386.63	38,172.84	41,819.50
4	29.2866	32,244.55	34,394.18	35,662.47	36,922.16	37,618.64	38,435.50	39,243.76	42,992.73
4.5	30.1101	33,151.22	35,361.30	36,665.25	37,960.36	38,676.43	39,516.26	40,347.25	44,201.63
5	30.9575	34,084.21	36,356.49	37,697.13	39,028.69	39,764.91	40,628.38	41,482.75	45,445.61
5.5	31.8299	35,044.72	37,381.03	38,759.46	40,128.54	40,885.50	41,773.30	42,651.76	46,726.29
6	32.7281	36,033.64	38,435.88	39,853.20	41,260.92	42,039.24	42,952.10	43,855.34	48,044.85
6.5	33.6543	37,053.38	39,523.61	40,981.04	42,428.59	43,228.95	44,167.63	45,096.44	49,404.51
7	34.6078	38,103.19	40,643.40	42,142.13	43,630.69	44,453.72	45,419.00	46,374.12	50,804.25
7.5	35.5907	39,185.36	41,797.72	43,339.01	44,869.85	45,716.26	46,708.95	47,691.20	52,247.15
8	36.6251	40,324.24	43,012.52	44,598.61	46,173.94	47,044.94	48,066.49	49,077.29	53,765.65
8.5	37.6928	41,499.77	44,266.42	45,898.75	47,520.01	48,416.40	49,467.73	50,507.99	55,333.03
9	38.7901	42,707.90	45,555.10	47,234.94	48,903.40	49,825.89	50,907.82	51,978.36	56,943.87
9.5	39.9217	43,953.80	46,884.05	48,612.90	50,330.03	51,279.43	52,392.92	53,494.70	58,605.06
10	41.2885	45,458.64	48,489.22	50,277.26	52,053.17	53,035.08	54,186.70	55,326.20	60,611.52
10.5	42.7026	47,015.57	50,149.94	51,999.21	53,835.96	54,851.49	56,042.55	57,221.08	62,687.42
11	44.2316	48,698.99	51,945.59	53,861.09	55,763.59	56,815.49	58,049.20	59,269.92	64,931.99
11.5	45.7448	50,365.03	53,722.70	55,703.72	57,671.31	58,759.20	60,035.11	61,297.60	67,153.37
12	47.5059	52,304.00	55,790.93	57,848.22	59,891.56	61,021.33	62,346.36	63,657.45	69,738.66

APPENDIX A-5

Salary Schedule TA1 - Effective February 1, 2027									
0.75% COLA Increase									
Step	Hourly Rate	SCHEDULED FULL-TIME HOURS							
		30 Hours	32.00 Hours	32.34 Hours	33.51 Hours	33.85 Hours	35.00 Hours	36.51 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)							
		0.75 FTE	0.80 FTE	0.8085 FTE	0.8378 FTE	0.8463 FTE	0.8750 FTE	0.9128 FTE	1.0 FTE
1									
1.5									
2									
2.5									
3	27.9204	30,740.36	32,789.72	33,998.84	35,199.76	35,863.76	36,642.51	37,413.07	40,987.15
3.5	28.7011	31,599.91	33,706.57	34,949.50	36,184.00	36,866.56	37,667.09	38,459.19	42,133.21
4	29.5062	32,486.33	34,652.08	35,929.88	37,199.01	37,900.71	38,723.70	39,538.02	43,315.10
4.5	30.3359	33,399.83	35,626.48	36,940.21	38,245.03	38,966.46	39,812.59	40,649.81	44,533.10
5	31.1897	34,339.86	36,629.18	37,979.89	39,321.43	40,063.17	40,933.11	41,793.90	45,786.48
5.5	32.0686	35,307.53	37,661.36	39,050.12	40,429.47	41,192.11	42,086.57	42,971.61	47,076.70
6	32.9736	36,303.93	38,724.19	40,152.15	41,570.42	42,354.59	43,274.28	44,184.30	48,405.24
6.5	33.9067	37,331.28	39,820.03	41,288.40	42,746.80	43,553.16	44,498.89	45,434.66	49,775.04
7	34.8674	38,389.01	40,948.27	42,458.24	43,957.97	44,787.17	45,759.69	46,721.98	51,185.34
7.5	35.8576	39,479.22	42,111.17	43,664.02	45,206.34	46,059.09	47,059.23	48,048.84	52,638.96
8	36.8998	40,626.68	43,335.13	44,933.11	46,520.26	47,397.80	48,427.01	49,445.38	54,168.91
8.5	37.9755	41,811.02	44,598.42	46,242.99	47,876.41	48,779.53	49,838.74	50,886.80	55,748.03
9	39.0810	43,028.18	45,896.73	47,589.17	49,270.14	50,199.55	51,289.59	52,368.17	57,370.91
9.5	40.2211	44,283.43	47,235.66	48,977.47	50,707.48	51,664.00	52,785.85	53,895.88	59,044.57
10	41.5982	45,799.62	48,852.93	50,654.38	52,443.62	53,432.89	54,593.15	55,741.19	61,066.16
10.5	43.0229	47,368.22	50,526.10	52,389.25	54,239.76	55,262.92	56,462.91	57,650.28	63,157.62
11	44.5633	49,064.19	52,335.14	54,264.99	56,181.77	57,241.56	58,484.51	59,714.39	65,418.92
11.5	46.0879	50,742.78	54,125.63	56,121.51	58,103.87	59,199.91	60,485.39	61,757.35	67,657.04
12	47.8622	52,696.28	56,209.37	58,282.09	60,340.76	61,479.00	62,813.97	64,134.89	70,261.71

APPENDIX B-1

Salary Schedule TA2 - Effective August 31 1, 2024								
Adjust hourly rate for 183.5 days								
Step 1.5 is new entry level step								
		SCHEDULED FULL-TIME HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1								
1.5	29.3459	36,458.47	37,156.36	37,694.86	37,694.86	38,590.92	40,925.85	43,079.84
2	30.2219	37,546.79	38,265.51	38,820.08	38,820.08	39,742.89	42,147.52	44,365.81
2.5	31.1231	38,666.30	39,406.45	39,977.56	39,977.56	40,927.88	43,404.21	45,688.64
3	32.0518	39,820.12	40,582.36	41,170.51	41,170.51	42,149.19	44,699.41	47,052.01
3.5	33.0079	41,008.01	41,792.99	42,398.69	42,398.69	43,406.56	46,032.86	48,455.64
4	33.9934	42,232.35	43,040.77	43,664.55	43,664.55	44,702.52	47,407.22	49,902.34
4.5	35.0082	43,493.14	44,325.69	44,968.10	44,968.10	46,037.05	48,822.50	51,392.11
5	36.0528	44,790.88	45,648.28	46,309.85	46,309.85	47,410.70	50,279.26	52,925.54
5.5	37.1294	46,128.45	47,011.45	47,692.78	47,692.78	48,826.50	51,780.73	54,506.03
6	38.2381	47,505.86	48,415.22	49,116.89	49,116.89	50,284.47	53,326.91	56,133.59
6.5	39.3801	48,924.59	49,861.11	50,583.73	50,583.73	51,786.18	54,919.48	57,809.98
7	40.5561	50,385.66	51,350.15	52,094.35	52,094.35	53,332.71	56,559.58	59,536.40
7.5	41.7723	51,896.58	52,889.99	53,656.51	53,656.51	54,932.01	58,255.64	61,321.73
8	43.5019	54,045.41	55,079.96	55,878.22	55,878.22	57,206.52	60,667.78	63,860.82
8.5	44.8066	55,666.30	56,731.87	57,554.07	57,554.07	58,922.21	62,487.28	65,776.08
9	46.6647	57,974.70	59,084.46	59,940.76	59,940.76	61,365.63	65,078.53	68,503.72

APPENDIX B-2

Salary Schedule TA2 - Effective September 1, 2024								
2.5% COLA Increase then / Add \$250 to all steps of 40 Hour per Week Salary								
Step 2.0 is new entry level step								
		SCHEDULED FULL-TIME HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2	31.1477	38,706.06	39,437.66	40,009.22	40,960.29	41,669.03	43,438.58	45,724.82
2.5	32.0715	39,854.03	40,607.33	41,195.84	42,175.12	42,904.88	44,726.91	47,080.96
3	33.0234	41,036.92	41,812.58	42,418.56	43,426.91	44,178.32	46,054.43	48,478.35
3.5	34.0034	42,254.73	43,053.40	43,677.37	44,715.64	45,489.35	47,421.14	49,916.99
4	35.0135	43,509.95	44,332.34	44,974.84	46,043.96	46,840.66	48,829.83	51,399.82
4.5	36.0537	44,802.56	45,649.39	46,310.98	47,411.85	48,232.22	50,280.49	52,926.83
5	37.1244	46,133.08	47,005.06	47,686.29	48,819.86	49,664.59	51,773.69	54,498.62
5.5	38.2279	47,504.36	48,402.26	49,103.74	50,271.01	51,140.84	53,312.63	56,118.56
6	39.3644	48,916.64	49,841.24	50,563.57	51,765.54	52,661.24	54,897.59	57,786.94
6.5	40.5349	50,371.18	51,323.26	52,067.08	53,304.79	54,227.12	56,529.97	59,505.23
7	41.7403	51,869.08	52,849.48	53,615.42	54,889.93	55,839.69	58,211.02	61,274.76
7.5	42.9869	53,418.19	54,427.86	55,216.67	56,529.25	57,507.38	59,949.53	63,104.77
8	44.7597	55,621.18	56,672.49	57,493.84	58,860.55	59,879.01	62,421.88	65,707.24
8.5	46.0971	57,283.11	58,365.84	59,211.72	60,619.27	61,668.16	64,287.01	67,670.54
9	48.0016	59,649.77	60,777.23	61,658.06	63,123.76	64,215.98	66,943.03	70,466.35

APPENDIX B-3

Salary Schedule TA2 - Effective September 1, 2025								
3% COLA Increase all steps then / Add \$500 to all steps of 40 Hour per Week Salary								
Step 2.5 is new entry level step								
		SCHEDULED FULL-TIME HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2								
2.5	33.3742	41,472.85	42,256.75	42,869.16	43,888.23	44,647.62	46,543.66	48,993.33
3	34.3547	42,691.28	43,498.20	44,128.61	45,177.61	45,959.32	47,911.07	50,432.70
3.5	35.3641	43,945.62	44,776.26	45,425.19	46,505.01	47,309.68	49,318.78	51,914.50
4	36.4045	45,238.49	46,093.56	46,761.58	47,873.17	48,701.52	50,769.72	53,441.81
4.5	37.4759	46,569.88	47,450.11	48,137.79	49,282.10	50,134.82	52,263.89	55,014.62
5	38.5787	47,940.28	48,846.42	49,554.34	50,732.32	51,610.14	53,801.85	56,633.53
5.5	39.7153	49,352.69	50,285.53	51,014.30	52,226.99	53,130.67	55,386.96	58,302.06
6	40.8859	50,807.35	51,767.68	52,517.94	53,766.36	54,696.68	57,019.48	60,020.50
6.5	42.0915	52,305.51	53,294.15	54,066.53	55,351.77	56,309.52	58,700.80	61,790.32
7	43.3331	53,848.40	54,866.20	55,661.37	56,984.52	57,970.52	60,432.34	63,612.99
7.5	44.6171	55,443.97	56,491.94	57,310.66	58,673.02	59,688.24	62,223.01	65,497.90
8	46.4431	57,713.07	58,803.93	59,656.16	61,074.27	62,131.04	64,769.55	68,178.47
8.5	47.8206	59,424.84	60,548.05	61,425.56	62,885.73	63,973.84	66,690.61	70,200.64
9	49.7822	61,862.45	63,031.73	63,945.24	65,465.31	66,598.05	69,426.26	73,080.27

APPENDIX B-4

Salary Schedule TA2 - Effective September 1, 2026								
3.25% COLA Increase then / Add \$500 to all steps of 40 Hour per Week Salary								
Step 3.0 is new entry level step								
		SCHEDULED FULL-TIME HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2								
2.5								
3	35.8118	44,501.96	45,343.11	46,000.26	47,093.75	47,908.61	49,943.13	52,571.72
3.5	36.8540	45,797.06	46,662.69	47,338.96	48,464.28	49,302.85	51,396.59	54,101.67
4	37.9282	47,131.93	48,022.79	48,718.78	49,876.89	50,739.91	52,894.67	55,678.60
4.5	39.0345	48,506.69	49,423.54	50,139.82	51,331.71	52,219.90	54,437.52	57,302.65
5	40.1731	49,921.58	50,865.17	51,602.35	52,829.01	53,743.11	56,025.40	58,974.11
5.5	41.3466	51,379.85	52,351.00	53,109.71	54,372.20	55,313.00	57,661.97	60,696.81
6	42.5553	52,881.85	53,881.39	54,662.28	55,961.68	56,929.99	59,347.62	62,471.18
6.5	43.8001	54,428.72	55,457.50	56,261.23	57,598.64	58,595.27	61,083.62	64,298.55
7	45.0820	56,021.69	57,080.58	57,907.83	59,284.38	60,310.18	62,871.36	66,180.38
7.5	46.4078	57,669.21	58,759.24	59,610.82	61,027.85	62,083.82	64,720.32	68,126.65
8	48.2931	60,012.00	61,146.31	62,032.49	63,507.09	64,605.95	67,349.56	70,894.27
8.5	49.7154	61,779.44	62,947.16	63,859.43	65,377.46	66,508.69	69,333.10	72,982.21
9	51.7407	64,296.20	65,511.49	66,460.93	68,040.80	69,218.11	72,157.58	75,955.35

APPENDIX B-5

Salary Schedule TA2 - Effective February 1, 2027								
0.75% COLA Increase								
		SCHEDULED FULL-TIME HOURS						
		33.85 Hours	34.50 Hours	35 Hours	35 Hours	35.83 Hours	38 Hours	40 Hours
		FULL-TIME FTE (BASED ON 40 HOURS PER WEEK)						
		0.8463 FTE	0.8625 FTE	0.875 FTE	0.875 FTE	0.8958 FTE	0.95 FTE	1.0 FTE
1								
1.5								
2								
2.5								
3	36.0804	44,835.74	45,683.20	46,345.28	47,446.97	48,267.94	50,317.73	52,966.03
3.5	37.1304	46,140.54	47,012.66	47,694.00	48,827.76	49,672.62	51,782.06	54,507.43
4	38.2127	47,485.47	48,383.01	49,084.21	50,251.01	51,120.50	53,291.43	56,096.24
4.5	39.3273	48,870.54	49,794.26	50,515.92	51,716.76	52,611.61	54,845.86	57,732.48
5	40.4744	50,296.00	51,246.66	51,989.37	53,225.23	54,146.18	56,445.60	59,416.42
5.5	41.6567	51,765.20	52,743.63	53,508.04	54,780.00	55,727.85	58,094.44	61,152.04
6	42.8745	53,278.52	54,285.55	55,072.30	56,381.45	57,357.01	59,792.78	62,939.77
6.5	44.1286	54,836.93	55,873.42	56,683.18	58,030.62	59,034.72	61,541.74	64,780.78
7	45.4201	56,441.84	57,508.66	58,342.12	59,729.00	60,762.49	63,342.87	66,676.71
7.5	46.7559	58,101.78	59,199.98	60,057.95	61,485.62	62,549.50	65,205.78	68,637.66
8	48.6553	60,462.09	61,604.91	62,497.73	63,983.39	65,090.50	67,854.68	71,425.98
8.5	50.0883	62,242.82	63,419.30	64,338.42	65,867.83	67,007.54	69,853.14	73,529.62
9	52.1288	64,778.48	66,002.88	66,959.45	68,551.17	69,737.31	72,698.83	76,525.08

APPENDIX-C-1

		FY25	FY25	FY25	FY25	FY25	FY25
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
HIGH SCHOOLS							
GROUP I							
Equipment Manager	Head - Annual	9,487.57	9,733.92	9,962.10	10,309.34	10,654.91	11,271.36
Equipment Manager	Assistant - Annual	7,769.62	8,029.22	8,302.04	8,645.95	9,085.77	9,727.81
Faculty Manager	Annual	9,962.10	10,196.91	10,425.07	10,769.01	11,107.97	11,712.61
Fall Sports (Pre-Season) Coaches, Faculty & Equipment Manager per week		257.85					
GROUP II							
Football	Head Coach	11,079.86	11,311.33	11,539.50	11,881.78	12,220.75	12,873.64
	Varsity Assistant	5,272.91	5,542.41	5,805.31	6,203.80	6,597.32	7,222.85
	Other Assistant	3,164.72	3,427.62	3,697.13	4,093.98	4,482.55	5,080.35
Scouting [per game] including travel expense		110.87					
GROUP III							
Baseball	Head Coach	7,131.38	7,395.95	7,672.08	8,024.26	8,460.78	9,127.14
	Varsity Assistant	3,968.31	4,236.18	4,494.12	4,887.61	5,287.78	5,904.12
	Other Assistant	3,173.01	3,437.54	3,703.75	4,105.56	4,494.12	5,093.76
Basketball	Head Coach	7,131.38	7,395.95	7,672.08	8,024.26	8,460.78	9,127.14
	Varsity Assistant	3,968.31	4,236.18	4,494.12	4,887.61	5,287.78	5,904.12
	Other Assistant	3,173.01	3,437.54	3,703.75	4,105.56	4,494.12	5,093.76
Ice Hockey	Head Coach	7,131.38	7,395.95	7,672.08	8,024.26	8,460.78	9,127.14
	Varsity Assistant	3,968.31	4,236.18	4,494.12	4,887.61	5,287.78	5,904.12
	Other Assistant	3,173.01	3,437.54	3,703.75	4,105.56	4,494.12	5,093.76
Softball	Head Coach	7,131.38	7,395.95	7,672.08	8,024.26	8,460.78	9,127.14
	Varsity Assistant	3,968.31	4,236.18	4,494.12	4,887.61	5,287.78	5,904.12
	Other Assistant	3,173.01	3,437.54	3,703.75	4,105.56	4,494.12	5,093.76
Wrestling	Head Coach	7,131.38	7,395.95	7,672.08	8,024.26	8,460.78	9,127.14
	Varsity Assistant	3,968.31	4,236.18	4,494.12	4,887.61	5,287.78	5,904.12
	Other Assistant	3,173.01	3,437.54	3,703.75	4,105.56	4,494.12	5,093.76
Lacrosse _____	Head Coach	6,853.61	7,116.51	7,372.79	7,767.96	8,164.79	8,820.14
	Varsity Assistant	3,290.39	3,559.91	3,824.45	4,224.60	4,613.17	5,219.60
	Other Assistant	2,504.98	2,767.89	3,030.79	3,427.62	3,824.45	4,414.27
Field Hockey	Head Coach	6,853.61	7,116.51	7,372.79	7,767.96	8,164.79	8,820.14
	Varsity Assistant	3,035.77	3,300.31	3,568.18	3,968.31	4,363.49	4,959.52
	Other Assistant	2,504.98	2,767.89	3,030.79	3,427.62	3,824.45	4,414.27
Soccer	Head Coach	6,853.61	7,116.51	7,372.79	7,767.96	8,164.79	8,820.14
	Varsity Assistant	3,035.77	3,300.31	3,568.18	3,968.31	4,363.49	4,959.52
	Other Assistant	2,504.98	2,767.89	3,030.79	3,427.62	3,824.45	4,414.27

APPENDIX-C-1, Cont.

		FY25	FY25	FY25	FY25	FY25	FY25
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
HIGH SCHOOLS, Cont.							
GROUP IV							
Gymnastics	Head Coach	5,805.31	6,059.94	6,332.77	6,724.62	7,118.15	7,763.11
	Varsity Assistant	3,427.62	3,697.13	3,960.05	4,350.26	4,748.75	5,350.47
Outdoor Track	Head Coach	5,805.31	6,059.94	6,332.77	6,724.62	7,118.15	7,763.11
	Varsity Assistant	3,164.72	3,427.62	3,697.13	4,093.98	4,482.55	5,080.35
	Other Assistant	2,504.98	2,767.89	3,030.79	3,427.62	3,824.45	4,414.27
Cross Country	Head Coach	5,805.31	6,059.94	6,332.77	6,724.62	7,118.15	7,763.11
	Varsity Assistant	3,035.77	3,300.31	3,568.18	3,968.31	4,363.49	4,959.52
Indoor Track	Head Coach	5,805.31	6,059.94	6,332.77	6,724.62	7,118.15	7,763.11
	Varsity Assistant	3,035.77	3,300.31	3,568.18	3,968.31	4,363.49	4,959.52
	Other Assistant	2,504.98	2,767.89	3,030.79	3,427.62	3,824.45	4,414.27
Swimming	Head Coach	5,805.31	6,059.94	6,332.77	6,724.62	7,118.15	7,763.11
	Varsity Assistant	3,035.77	3,300.31	3,568.18	3,968.31	4,363.49	4,959.52
	Other Assistant	2,504.98	2,767.89	3,030.79	3,427.62	3,824.45	4,414.27
Volleyball	Head Coach	5,805.31	6,059.94	6,332.77	6,724.62	7,118.15	7,763.11
	Varsity Assistant	3,035.77	3,300.31	3,568.18	3,968.31	4,363.49	4,959.52
	Other Assistant	2,504.98	2,767.89	3,030.79	3,427.62	3,824.45	4,414.27
Tennis	Head Coach	5,805.31	6,059.94	6,332.77	6,724.62	7,118.15	7,763.11
	Varsity Assistant	3,035.77	3,300.31	3,568.18	3,968.31	4,363.49	4,959.52
GROUP V							
Golf	Head Coach	3,968.31	4,236.18	4,494.12	4,885.98	5,287.78	5,904.12
	Varsity Assistant	2,245.40	2,514.91	2,774.50	3,173.01	3,568.18	4,157.56
Skiing	Head Coach	3,968.31	4,236.18	4,494.12	4,885.98	5,287.78	5,904.12
	Varsity Assistant	2,245.40	2,514.91	2,774.50	3,173.01	3,568.18	4,157.56
Cheerleaders	Head Coach	3,968.31	4,236.18	4,494.12	4,885.98	5,287.78	5,904.12
(Move to Group V in 2023-24)	Varsity Assistant	2,245.40	2,514.91	2,774.50	3,173.01	3,568.18	4,157.56
Dance	Head Coach	3,968.31	4,236.18	4,494.12	4,885.98	5,287.78	5,904.12
(Move to Group V in 2023-24) 1	Varsity Assistant	2,245.40	2,514.91	2,774.50	3,173.01	3,568.18	4,157.56
GROUP VI							
Intramurals	Head Coach	2,114.77	2,213.98	2,318.16	2,425.64	2,528.14	2,679.43

APPENDIX-C-1, Cont.

MIDDLE SCHOOLS							
Baseball	Head Coach	2,896.87	3,164.72	3,427.62	3,824.45	4,227.89	4,816.93
	Varsity Assistant	1,974.24	2,242.11	2,504.98	2,896.87	3,290.39	3,880.71
	Other Assistant	1,319.48	1,580.70	2,113.12	2,677.76		
Basketball	Head Coach	2,896.87	3,164.72	3,427.62	3,824.45	4,227.89	4,816.93
	Varsity Assistant	1,974.24	2,242.11	2,504.98	2,896.87	3,290.39	3,880.71
Cross Country	Head Coach	2,896.87	3,164.72	3,427.62	3,824.45	4,227.89	4,816.93
	Varsity Assistant	1,974.24	2,242.11	2,504.98	2,896.87	3,290.39	3,880.71
Football	Head Coach	3,164.72	3,427.62	3,695.49	4,093.98	4,482.55	5,080.35
	Varsity Assistant	2,242.11	2,504.98	2,767.89	3,164.72	3,559.91	4,149.16
	Other Assistant	1,319.48	1,580.70	2,113.12	2,677.76		
Ice Hockey	Head Coach	2,896.87	3,164.72	3,427.62	3,824.45	4,227.89	4,816.93
	Varsity Assistant	1,974.24	2,242.11	2,504.98	2,896.87	3,290.39	3,880.71
Intramurals	Head Coach	2,213.93	2,319.63	2,427.03	2,541.34	2,691.26	
Lacrosse	Head Coach	2,896.87	3,164.72	3,427.62	3,824.45	4,227.89	4,816.93
	Varsity Assistant	1,974.24	2,242.11	2,504.98	2,896.87	3,290.39	3,880.71
	Other Assistant	1,319.48	1,580.70	2,113.12	2,677.76		
Sports Club	Head Coach	1,845.28	2,113.12	2,377.68	2,767.89	3,164.72	3,749.87
Soccer	Head Coach	2,896.87	3,164.72	3,427.62	3,824.45	4,227.89	4,816.93
	Varsity Assistant	1,974.24	2,242.11	2,504.98	2,896.87	3,290.39	3,880.71
	Other Assistant	1,319.48	1,580.70	2,113.12	2,677.76		
Softball	Head Coach	2,896.87	3,164.72	3,427.62	3,824.45	4,227.89	4,816.93
	Varsity Assistant	1,974.24	2,242.11	2,504.98	2,896.87	3,290.39	3,880.71
Track	Head Coach	2,896.87	3,164.72	3,427.62	3,824.45	4,227.89	4,816.93
	Varsity Assistant	1,974.24	2,242.11	2,504.98	2,896.87	3,290.39	3,880.71
	Other Assistant	1,319.48	1,580.70	2,113.12	2,677.76		
Volleyball	Head Coach	2,896.87	3,164.72	3,427.62	3,824.45	4,227.89	4,816.93
	Varsity Assistant	1,974.24	2,242.11	2,504.98	2,896.87	3,290.39	3,880.71

APPENDIX-C-2

		FY26	FY26	FY26	FY26	FY26	FY26
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
HIGH SCHOOLS							
GROUP I							
Equipment Manager	Head - Annual	9,772.20	10,025.94	10,260.96	10,618.62	10,974.55	11,609.50
Equipment Manager	Assistant - Annual	8,002.71	8,270.10	8,551.10	8,905.33	9,358.35	10,019.65
Faculty Manager	Annual	10,260.96	10,502.81	10,737.82	11,092.08	11,441.20	12,063.99
Fall Sports (Pre-Season) Coaches, Faculty & Equipment Manager per week		265.58					
GROUP II							
Football	Head Coach	11,412.26	11,650.67	11,885.69	12,238.23	12,587.37	13,259.85
	Varsity Assistant	5,431.09	5,708.68	5,979.47	6,389.92	6,795.24	7,439.53
	Other Assistant	3,259.66	3,530.45	3,808.05	4,216.80	4,617.03	5,232.76
Scouting [per game] including travel expense		114.20					
GROUP III							
Baseball	Head Coach	7,345.32	7,617.83	7,902.25	8,264.99	8,714.60	9,400.96
	Varsity Assistant	4,087.36	4,363.27	4,628.95	5,034.24	5,446.41	6,081.25
	Other Assistant	3,268.20	3,540.67	3,814.86	4,228.72	4,628.95	5,246.57
Basketball	Head Coach	7,345.32	7,617.83	7,902.25	8,264.99	8,714.60	9,400.96
	Varsity Assistant	4,087.36	4,363.27	4,628.95	5,034.24	5,446.41	6,081.25
	Other Assistant	3,268.20	3,540.67	3,814.86	4,228.72	4,628.95	5,246.57
Ice Hockey _____	Head Coach	7,345.32	7,617.83	7,902.25	8,264.99	8,714.60	9,400.96
	Varsity Assistant	4,087.36	4,363.27	4,628.95	5,034.24	5,446.41	6,081.25
	Other Assistant	3,268.20	3,540.67	3,814.86	4,228.72	4,628.95	5,246.57
Softball	Head Coach	7,345.32	7,617.83	7,902.25	8,264.99	8,714.60	9,400.96
	Varsity Assistant	4,087.36	4,363.27	4,628.95	5,034.24	5,446.41	6,081.25
	Other Assistant	3,268.20	3,540.67	3,814.86	4,228.72	4,628.95	5,246.57
Wrestling	Head Coach	7,345.32	7,617.83	7,902.25	8,264.99	8,714.60	9,400.96
	Varsity Assistant	4,087.36	4,363.27	4,628.95	5,034.24	5,446.41	6,081.25
	Other Assistant	3,268.20	3,540.67	3,814.86	4,228.72	4,628.95	5,246.57
Lacrosse _____	Head Coach	7,059.22	7,330.01	7,593.98	8,001.00	8,409.73	9,084.74
	Varsity Assistant	3,389.11	3,666.70	3,939.18	4,351.34	4,751.56	5,376.19
	Other Assistant	2,580.13	2,850.93	3,121.72	3,530.45	3,939.18	4,546.69
Field Hockey	Head Coach	7,059.22	7,330.01	7,593.98	8,001.00	8,409.73	9,084.74
	Varsity Assistant	3,126.85	3,399.31	3,675.22	4,087.36	4,494.39	5,108.31
	Other Assistant	2,580.13	2,850.93	3,121.72	3,530.45	3,939.18	4,546.69
Soccer _____	Head Coach	7,059.22	7,330.01	7,593.98	8,001.00	8,409.73	9,084.74
	Varsity Assistant	3,126.85	3,399.31	3,675.22	4,087.36	4,494.39	5,108.31
	Other Assistant	2,580.13	2,850.93	3,121.72	3,530.45	3,939.18	4,546.69

APPENDIX-C-2, Cont.

		FY26	FY26	FY26	FY26	FY26	FY26
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
HIGH SCHOOLS, Cont.							
GROUP IV							
Gymnastics	Head Coach	5,979.47	6,241.74	6,522.75	6,926.35	7,331.70	7,996.01
	Varsity Assistant	3,530.45	3,808.05	4,078.85	4,480.77	4,891.22	5,510.98
Outdoor Track	Head Coach	5,979.47	6,241.74	6,522.75	6,926.35	7,331.70	7,996.01
	Varsity Assistant	3,259.66	3,530.45	3,808.05	4,216.80	4,617.03	5,232.76
	Other Assistant	2,580.13	2,850.93	3,121.72	3,530.45	3,939.18	4,546.69
Cross Country	Head Coach	5,979.47	6,241.74	6,522.75	6,926.35	7,331.70	7,996.01
	Varsity Assistant	3,126.85	3,399.31	3,675.22	4,087.36	4,494.39	5,108.31
Indoor Track	Head Coach	5,979.47	6,241.74	6,522.75	6,926.35	7,331.70	7,996.01
	Varsity Assistant	3,126.85	3,399.31	3,675.22	4,087.36	4,494.39	5,108.31
	Other Assistant	2,580.13	2,850.93	3,121.72	3,530.45	3,939.18	4,546.69
Swimming	Head Coach	5,979.47	6,241.74	6,522.75	6,926.35	7,331.70	7,996.01
	Varsity Assistant	3,126.85	3,399.31	3,675.22	4,087.36	4,494.39	5,108.31
	Other Assistant	2,580.13	2,850.93	3,121.72	3,530.45	3,939.18	4,546.69
Volleyball	Head Coach	5,979.47	6,241.74	6,522.75	6,926.35	7,331.70	7,996.01
	Varsity Assistant	3,126.85	3,399.31	3,675.22	4,087.36	4,494.39	5,108.31
	Other Assistant	2,580.13	2,850.93	3,121.72	3,530.45	3,939.18	4,546.69
Tennis	Head Coach	5,979.47	6,241.74	6,522.75	6,926.35	7,331.70	7,996.01
	Varsity Assistant	3,126.85	3,399.31	3,675.22	4,087.36	4,494.39	5,108.31
GROUP V							
Golf	Head Coach	4,087.36	4,363.27	4,628.95	5,032.56	5,446.41	6,081.25
	Varsity Assistant	2,312.76	2,590.36	2,857.74	3,268.20	3,675.22	4,282.29
Skiing	Head Coach	4,087.36	4,363.27	4,628.95	5,032.56	5,446.41	6,081.25
	Varsity Assistant	2,312.76	2,590.36	2,857.74	3,268.20	3,675.22	4,282.29
Cheerleaders	Head Coach	4,087.36	4,363.27	4,628.95	5,032.56	5,446.41	6,081.25
(Move to Group V in 2023-24)	Varsity Assistant	2,312.76	2,590.36	2,857.74	3,268.20	3,675.22	4,282.29
Dance	Head Coach	4,087.36	4,363.27	4,628.95	5,032.56	5,446.41	6,081.25
(Move to Group V in 2023-24) 1	Varsity Assistant	2,312.76	2,590.36	2,857.74	3,268.20	3,675.22	4,282.29
GROUP VI							
Intramurals	Head Coach	2,178.21	2,280.40	2,387.71	2,498.41	2,603.99	2,759.81

APPENDIX-C-2, Cont.

		FY26	FY26	FY26	FY26	FY26	FY26
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
MIDDLE SCHOOLS							
Baseball	Head Coach	2,983.77	3,259.66	3,530.45	3,939.18	4,354.73	4,961.43
	Varsity Assistant	2,033.47	2,309.37	2,580.13	2,983.77	3,389.11	3,997.13
	Other Assistant	1,359.07	1,628.12	2,176.51	2,758.09		
Basketball	Head Coach	2,983.77	3,259.66	3,530.45	3,939.18	4,354.73	4,961.43
	Varsity Assistant	2,033.47	2,309.37	2,580.13	2,983.77	3,389.11	3,997.13
Cross Country	Head Coach	2,983.77	3,259.66	3,530.45	3,939.18	4,354.73	4,961.43
	Varsity Assistant	2,033.47	2,309.37	2,580.13	2,983.77	3,389.11	3,997.13
Football	Head Coach	3,259.66	3,530.45	3,806.36	4,216.80	4,617.03	5,232.76
	Varsity Assistant	2,309.37	2,580.13	2,850.93	3,259.66	3,666.70	4,273.63
	Other Assistant	1,359.07	1,628.12	2,176.51	2,758.09		
Ice Hockey	Head Coach	2,983.77	3,259.66	3,530.45	3,939.18	4,354.73	4,961.43
	Varsity Assistant	2,033.47	2,309.37	2,580.13	2,983.77	3,389.11	3,997.13
Intramurals	Head Coach	2,280.35	2,389.22	2,499.84	2,617.58	2,772.00	
Lacrosse	Head Coach	2,983.77	3,259.66	3,530.45	3,939.18	4,354.73	4,961.43
	Varsity Assistant	2,033.47	2,309.37	2,580.13	2,983.77	3,389.11	3,997.13
	Other Assistant	1,359.07	1,628.12	2,176.51	2,758.09		
Sports Club	Head Coach	1,900.64	2,176.51	2,449.01	2,850.93	3,259.66	3,862.37
Soccer	Head Coach	2,983.77	3,259.66	3,530.45	3,939.18	4,354.73	4,961.43
	Varsity Assistant	2,033.47	2,309.37	2,580.13	2,983.77	3,389.11	3,997.13
	Other Assistant	1,359.07	1,628.12	2,176.51	2,758.09		
Softball	Head Coach	2,983.77	3,259.66	3,530.45	3,939.18	4,354.73	4,961.43
	Varsity Assistant	2,033.47	2,309.37	2,580.13	2,983.77	3,389.11	3,997.13
Track	Head Coach	2,983.77	3,259.66	3,530.45	3,939.18	4,354.73	4,961.43
	Varsity Assistant	2,033.47	2,309.37	2,580.13	2,983.77	3,389.11	3,997.13
	Other Assistant	1,359.07	1,628.12	2,176.51	2,758.09		
Volleyball	Head Coach	2,983.77	3,259.66	3,530.45	3,939.18	4,354.73	4,961.43
	Varsity Assistant	2,033.47	2,309.37	2,580.13	2,983.77	3,389.11	3,997.13

APPENDIX-C-3

		FY27	FY27	FY27	FY27	FY27	FY27
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
HIGH SCHOOLS							
GROUP I							
Equipment Manager	Head - Annual	10,163.09	10,426.98	10,671.40	11,043.36	11,413.54	12,073.88
Equipment Manager	Assistant - Annual	8,322.82	8,600.91	8,893.14	9,261.54	9,732.68	10,420.43
Faculty Manager	Annual	10,671.40	10,922.92	11,167.33	11,535.76	11,898.85	12,546.55
Fall Sports (Pre-Season) Coaches, Faculty & Equipment Manager per week		276.21					
GROUP II							
Football	Head Coach	11,868.75	12,116.69	12,361.11	12,727.76	13,090.86	13,790.24
	Varsity Assistant	5,648.34	5,937.03	6,218.65	6,645.51	7,067.05	7,737.11
	Other Assistant	3,390.05	3,671.67	3,960.37	4,385.47	4,801.71	5,442.07
Scouting [per game] including travel expense		118.77					
GROUP III							
Baseball	Head Coach	7,639.13	7,922.54	8,218.34	8,595.59	9,063.19	9,777.00
	Varsity Assistant	4,250.85	4,537.80	4,814.10	5,235.61	5,664.27	6,324.50
	Other Assistant	3,398.93	3,682.30	3,967.45	4,397.87	4,814.10	5,456.43
Basketball	Head Coach	7,639.13	7,922.54	8,218.34	8,595.59	9,063.19	9,777.00
	Varsity Assistant	4,250.85	4,537.80	4,814.10	5,235.61	5,664.27	6,324.50
	Other Assistant	3,398.93	3,682.30	3,967.45	4,397.87	4,814.10	5,456.43
Ice Hockey _____	Head Coach	7,639.13	7,922.54	8,218.34	8,595.59	9,063.19	9,777.00
	Varsity Assistant	4,250.85	4,537.80	4,814.10	5,235.61	5,664.27	6,324.50
	Other Assistant	3,398.93	3,682.30	3,967.45	4,397.87	4,814.10	5,456.43
Softball	Head Coach	7,639.13	7,922.54	8,218.34	8,595.59	9,063.19	9,777.00
	Varsity Assistant	4,250.85	4,537.80	4,814.10	5,235.61	5,664.27	6,324.50
	Other Assistant	3,398.93	3,682.30	3,967.45	4,397.87	4,814.10	5,456.43
Wrestling	Head Coach	7,639.13	7,922.54	8,218.34	8,595.59	9,063.19	9,777.00
	Varsity Assistant	4,250.85	4,537.80	4,814.10	5,235.61	5,664.27	6,324.50
	Other Assistant	3,398.93	3,682.30	3,967.45	4,397.87	4,814.10	5,456.43
Lacrosse _____	Head Coach	7,341.59	7,623.21	7,897.74	8,321.04	8,746.12	9,448.13
	Varsity Assistant	3,524.67	3,813.37	4,096.75	4,525.39	4,941.62	5,591.23
	Other Assistant	2,683.33	2,964.96	3,246.58	3,671.67	4,096.75	4,728.56
Field Hockey	Head Coach	7,341.59	7,623.21	7,897.74	8,321.04	8,746.12	9,448.13
	Varsity Assistant	3,251.92	3,535.29	3,822.23	4,250.85	4,674.17	5,312.64
	Other Assistant	2,683.33	2,964.96	3,246.58	3,671.67	4,096.75	4,728.56
Soccer _____	Head Coach	7,341.59	7,623.21	7,897.74	8,321.04	8,746.12	9,448.13
	Varsity Assistant	3,251.92	3,535.29	3,822.23	4,250.85	4,674.17	5,312.64
	Other Assistant	2,683.33	2,964.96	3,246.58	3,671.67	4,096.75	4,728.56

APPENDIX-C-3, Cont.

		FY27	FY27	FY27	FY27	FY27	FY27
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
HIGH SCHOOLS, Cont.							
GROUP IV							
Gymnastics	Head Coach	6,218.65	6,491.41	6,783.66	7,203.41	7,624.97	8,315.85
	Varsity Assistant	3,671.67	3,960.37	4,242.00	4,660.00	5,086.86	5,731.42
Outdoor Track	Head Coach	6,218.65	6,491.41	6,783.66	7,203.41	7,624.97	8,315.85
	Varsity Assistant	3,390.05	3,671.67	3,960.37	4,385.47	4,801.71	5,442.07
	Other Assistant	2,683.33	2,964.96	3,246.58	3,671.67	4,096.75	4,728.56
Cross Country	Head Coach	6,218.65	6,491.41	6,783.66	7,203.41	7,624.97	8,315.85
	Varsity Assistant	3,251.92	3,535.29	3,822.23	4,250.85	4,674.17	5,312.64
Indoor Track	Head Coach	6,218.65	6,491.41	6,783.66	7,203.41	7,624.97	8,315.85
	Varsity Assistant	3,251.92	3,535.29	3,822.23	4,250.85	4,674.17	5,312.64
	Other Assistant	2,683.33	2,964.96	3,246.58	3,671.67	4,096.75	4,728.56
Swimming	Head Coach	6,218.65	6,491.41	6,783.66	7,203.41	7,624.97	8,315.85
	Varsity Assistant	3,251.92	3,535.29	3,822.23	4,250.85	4,674.17	5,312.64
	Other Assistant	2,683.33	2,964.96	3,246.58	3,671.67	4,096.75	4,728.56
Volleyball	Head Coach	6,218.65	6,491.41	6,783.66	7,203.41	7,624.97	8,315.85
	Varsity Assistant	3,251.92	3,535.29	3,822.23	4,250.85	4,674.17	5,312.64
	Other Assistant	2,683.33	2,964.96	3,246.58	3,671.67	4,096.75	4,728.56
Tennis	Head Coach	6,218.65	6,491.41	6,783.66	7,203.41	7,624.97	8,315.85
	Varsity Assistant	3,251.92	3,535.29	3,822.23	4,250.85	4,674.17	5,312.64
GROUP V							
Golf	Head Coach	4,250.85	4,537.80	4,814.10	5,233.86	5,664.27	6,324.50
	Varsity Assistant	2,405.27	2,693.97	2,972.05	3,398.93	3,822.23	4,453.58
Skiing	Head Coach	4,250.85	4,537.80	4,814.10	5,233.86	5,664.27	6,324.50
	Varsity Assistant	2,405.27	2,693.97	2,972.05	3,398.93	3,822.23	4,453.58
Cheerleaders	Head Coach	4,250.85	4,537.80	4,814.10	5,233.86	5,664.27	6,324.50
(Move to Group V in 2023-24)	Varsity Assistant	2,405.27	2,693.97	2,972.05	3,398.93	3,822.23	4,453.58
Dance	Head Coach	4,250.85	4,537.80	4,814.10	5,233.86	5,664.27	6,324.50
(Move to Group V in 2023-24) 1	Varsity Assistant	2,405.27	2,693.97	2,972.05	3,398.93	3,822.23	4,453.58
GROUP VI							
Intramurals	Head Coach	2,265.34	2,371.61	2,483.21	2,598.35	2,708.15	2,870.21

APPENDIX-C-3, Cont.

		FY27	FY27	FY27	FY27	FY27	FY27
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
MIDDLE SCHOOLS							
Baseball	Head Coach	3,103.12	3,390.05	3,671.67	4,096.75	4,528.91	5,159.89
	Varsity Assistant	2,114.81	2,401.74	2,683.33	3,103.12	3,524.67	4,157.02
	Other Assistant	1,413.43	1,693.25	2,263.57	2,868.42		
Basketball	Head Coach	3,103.12	3,390.05	3,671.67	4,096.75	4,528.91	5,159.89
	Varsity Assistant	2,114.81	2,401.74	2,683.33	3,103.12	3,524.67	4,157.02
Cross Country	Head Coach	3,103.12	3,390.05	3,671.67	4,096.75	4,528.91	5,159.89
	Varsity Assistant	2,114.81	2,401.74	2,683.33	3,103.12	3,524.67	4,157.02
Football	Head Coach	3,390.05	3,671.67	3,958.61	4,385.47	4,801.71	5,442.07
	Varsity Assistant	2,401.74	2,683.33	2,964.96	3,390.05	3,813.37	4,444.58
	Other Assistant	1,413.43	1,693.25	2,263.57	2,868.42		
Ice Hockey	Head Coach	3,103.12	3,390.05	3,671.67	4,096.75	4,528.91	5,159.89
	Varsity Assistant	2,114.81	2,401.74	2,683.33	3,103.12	3,524.67	4,157.02
Intramurals	Head Coach	2,371.56	2,484.78	2,599.83	2,722.29	2,882.88	
Lacrosse	Head Coach	3,103.12	3,390.05	3,671.67	4,096.75	4,528.91	5,159.89
	Varsity Assistant	2,114.81	2,401.74	2,683.33	3,103.12	3,524.67	4,157.02
	Other Assistant	1,413.43	1,693.25	2,263.57	2,868.42		
Sports Club	Head Coach	1,976.66	2,263.57	2,546.97	2,964.96	3,390.05	4,016.86
Soccer	Head Coach	3,103.12	3,390.05	3,671.67	4,096.75	4,528.91	5,159.89
	Varsity Assistant	2,114.81	2,401.74	2,683.33	3,103.12	3,524.67	4,157.02
	Other Assistant	1,413.43	1,693.25	2,263.57	2,868.42		
Softball	Head Coach	3,103.12	3,390.05	3,671.67	4,096.75	4,528.91	5,159.89
	Varsity Assistant	2,114.81	2,401.74	2,683.33	3,103.12	3,524.67	4,157.02
Track	Head Coach	3,103.12	3,390.05	3,671.67	4,096.75	4,528.91	5,159.89
	Varsity Assistant	2,114.81	2,401.74	2,683.33	3,103.12	3,524.67	4,157.02
	Other Assistant	1,413.43	1,693.25	2,263.57	2,868.42		
Volleyball	Head Coach	3,103.12	3,390.05	3,671.67	4,096.75	4,528.91	5,159.89
	Varsity Assistant	2,114.81	2,401.74	2,683.33	3,103.12	3,524.67	4,157.02

APPENDIX D-1

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 D-2 through D-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 D. An appointment to the duties and positions listed in Appendix D 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.

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.

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.)

APPENDIX D-2

HIGH SCHOOL STIPENDS			
Group A	FY25	FY26	FY27
Club Advisor	\$403	\$415	\$432

Group B	FY25	FY26	FY27
Academic Team Assistant Advisor - Generic	\$944	\$972	\$1,011
Academic Team Assistant Advisor - Debate Team	\$944	\$972	\$1,011
Academic Team Assistant Advisor - Mock Trial	\$944	\$972	\$1,011
Academic Team Assistant Advisor - Model U.N.	\$944	\$972	\$1,011
Class Advisor - Freshman	\$944	\$972	\$1,011
Class Advisor - Sophomore	\$944	\$972	\$1,011
Class Assistant Advisor - Senior	\$944	\$972	\$1,011
College Standardized Testing Assistant Coordinator	\$944	\$972	\$1,011
Crisis Team Facilitator	\$944	\$972	\$1,011
Dreamfar Coaches	\$944	\$972	\$1,011
Freshman Orientation Advisor	\$944	\$972	\$1,011
Literary Magazine Advisor	\$944	\$972	\$1,011
Newspaper Business Advisor	\$944	\$972	\$1,011
Peer Mediation Advisor/Peer Advisor	\$944	\$972	\$1,011
Public Address System Coordinator	\$944	\$972	\$1,011
Recycling Coordinator	\$944	\$972	\$1,011
Safety Coordinator	\$944	\$972	\$1,011
Student Activities Coordinator (Inter-house Council Advisor)	\$944	\$972	\$1,011

Group C	FY25	FY26	FY27
Academic Team Advisor - Debate Team	\$1,182	\$1,217	\$1,266
Academic Team Advisor - DECA	\$1,182	\$1,217	\$1,266
Academic Team Advisor - Generic	\$1,182	\$1,217	\$1,266
Academic Team Advisor - Math Team	\$1,182	\$1,217	\$1,266
Academic Team Advisor - Mock Trial	\$1,182	\$1,217	\$1,266
Academic Team Advisor - Model U.N.	\$1,182	\$1,217	\$1,266
Academic Team Advisor - Quiz Show	\$1,182	\$1,217	\$1,266
Academic Team Advisor - Science Team	\$1,182	\$1,217	\$1,266
Academic Team Assistant Advisor - Speech Team	\$1,182	\$1,217	\$1,266
Class Advisor - Junior	\$1,182	\$1,217	\$1,266
Community Service Advisor	\$1,182	\$1,217	\$1,266
Newspaper Assistant Advisor	\$1,182	\$1,217	\$1,266
Ultimate Frisbee Assistant Coach	\$1,182	\$1,217	\$1,266
Web Design Specialist	\$1,182	\$1,217	\$1,266

APPENDIX D-3

Group D	FY25	FY26	FY27
Calculus Project Building Leader	\$1,737	\$1,789	\$1,861
College Standardized Testing Coordinator (PSAT,SAT,ACT,AP)	\$1,737	\$1,789	\$1,861
High School Course Book Editor	\$1,737	\$1,789	\$1,861
MCAS Coordinator per half-year	\$1,737	\$1,789	\$1,861
Mental Health Committee Coordinator	\$1,737	\$1,789	\$1,861
Printing and Publishing Advisor - School Year	\$1,737	\$1,789	\$1,861
Printing and Publishing Advisor - Summer	\$1,737	\$1,789	\$1,861
SSD Coordinator	\$1,737	\$1,789	\$1,861
Ultimate Frisbee Head Coach	\$1,737	\$1,789	\$1,861
Wellness Coordinator	\$1,737	\$1,789	\$1,861

Group E	FY25	FY26	FY27
Academic Team Advisor - Speech Team	\$2,389	\$2,461	\$2,559
Assistant to the Department Chair	\$2,389	\$2,461	\$2,559
Assistant to the Housemaster	\$2,389	\$2,461	\$2,559
Class Advisor - Senior	\$2,389	\$2,461	\$2,559
Director of Physical Education (Curriculum)	\$2,389	\$2,461	\$2,559
Office of Human Rights Advisor	\$2,389	\$2,461	\$2,559
Online Learning Coordinator (e.g. Edgenuity)	\$2,389	\$2,461	\$2,559
Scholarship Coordinator	\$2,389	\$2,461	\$2,559
Student Teaching Coordinator	\$2,389	\$2,461	\$2,559
Transitioning Together College Mentoring	\$2,389	\$2,461	\$2,559
Work Study Coordinator	\$2,389	\$2,461	\$2,559

Group F	FY25	FY26	FY27
Newspaper Advisor	\$3,581	\$3,689	\$3,836
Yearbook Advisor	\$3,581	\$3,689	\$3,836

OTHER HIGH SCHOOL STIPENDS	FY25	FY26	FY27
Culinary Event Hosting (Per events 3-7, per educator)	\$60	\$62	\$65
Additional Music Concerts (For concerts 5 -8 for each 1.0 FTE)	\$155	\$159	\$166
MCAS Science Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$1,153	\$1,188	\$1,235
MCAS Math Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$577	\$594	\$618
MCAS English Competency Portfolio Stipend (Rate is for compiling a portfolio for one student in specified content area)	\$289	\$298	\$310
NTR Program Director (In conjunction w NTR Board) (Not subject to annual COLA)	\$6,150	\$6,335	\$6,588
NTR Methods Instructor (In conjunction w NTR Board) (Not subject to annual COLA)	\$4,100	\$4,223	\$4,392
NTR Candidate Supervisor (In conjunction w NTR Board) (Not subject to annual COLA)	\$1,538	\$1,584	\$1,647

APPENDIX D-4

CITYWIDE STIPENDS	FY25	FY26	FY27
Citywide Crisis Manager	\$2,389	\$2,461	\$2,559
Ligerbots Head Coach (new to CBA Appendix - formerly in MOA)	\$9,244	\$9,522	\$9,903
Ligerbots General Manager (new to CBA Appendix - formerly in MOA)	\$3,963	\$4,082	\$4,245
Ligerbots Build Coach (new to CBA Appendix - formerly in MOA)	\$3,304	\$3,403	\$3,539
Ligerbots Assistant Coach (new to CBA Appendix - formerly in MOA)	\$926	\$953	\$991
International Cultural Exploration Coordinator (HS Group E rate)	\$2,389	\$2,461	\$2,559
International Cultural Exploration Assistant Coordinator (HS Group A rate)	\$403	\$415	\$432
Domestic Cultural Exploration (U.S. and Canada) Coordinator (HS Group B rate)	\$944	\$972	\$1,011
Overnight Trip Stipends - Domestic Trips (per night) (Subject to COLA in future contract - see 15-18 Contract Article 38, Section 16) (NEW Set at 1/2 workshop day rate - annualized for year)	\$162	\$167	\$173
New Green Team Team Captain (Up to 1 in each elementary school, 1 for NECP, 1 for the Ed Center, 2 in each MS, 4 in each HS) (HS Group B rate)	\$944	\$972	\$1,011

MIDDLE SCHOOL STIPENDS	FY25	FY26	FY27
Middle School Content Leader (at HS Group F rate)	\$3,581	\$3,689	\$3,836
Calculus Project Building Leader	\$1,737	\$1,789	\$1,861
MCAS Coordinator per half year	\$1,819	\$1,874	\$1,949
Triple E Program Manager (Academics and Arts)	\$2,155	\$2,219	\$2,308
Triple E Program Manager (Athletics)	\$6,773	\$6,976	\$7,255
Web Design Specialist (1 per school)	\$393	\$404	\$421

ELEMENTARY & PRE-K STIPENDS	FY25	FY26	FY27
ACCESS Testing Coordinator (Share budget with Teaching and Learning)	\$1,737	\$1,789	\$1,861
Acting Principal - Teaching (per day, 4 days or more cumulative)	\$62	\$63	\$66
Leadership Stipend (TBD Annually by principal and staff based on committee participation, eg Scheduling Committee, Principal Advisory Committee, etc) (8 per elem school plus 5 PreK) (Increase to HS Group A equivalent)	\$403	\$415	\$432
Student Club/Activity Advisor (e.g. Student Council) (up to 6 per elementary school)	\$403	\$415	\$432
MCAS Coordinator per year	\$1,820	\$1,875	\$1,950
Teacher-in-Charge	\$1,958	\$2,016	\$2,097
Web Design Specialist (per school)	\$301	\$310	\$323

Theater and Music Stipends Salary Schedule

		FY25	FY26	FY27
HIGH SCHOOL				
Theater Productions				
Director	a. Excerpt or Small/Limited Rehearsals	\$1,384	\$1,426	\$1,483
	b. Full/Standard Rehearsals	\$2,077	\$2,139	\$2,225
	c. Major/Extended Rehearsals	\$3,459	\$3,563	\$3,706
Co-Director	a. Excerpt or Small/Limited Rehearsals	\$1,039	\$1,070	\$1,113
	b. Full/Standard Rehearsals	\$1,664	\$1,714	\$1,783
	c. Major/Extended Rehearsals	\$2,769	\$2,852	\$2,966
Assistant Director	a. Excerpt or Small/Limited Rehearsals	\$555	\$572	\$595
	b. Full/Standard Rehearsals	\$830	\$855	\$889
	c. Major/Extended Rehearsals	\$1,107	\$1,140	\$1,186
Producer	a. Excerpt or Small/Limited Rehearsals	\$691	\$712	\$740
	b. Full/Standard Rehearsals	\$1,039	\$1,070	\$1,113
	c. Major/Extended Rehearsals	\$1,384	\$1,426	\$1,483
Assistant Producer	a. Excerpt or Small/Limited Rehearsals	\$555	\$572	\$595
	b. Full/Standard Rehearsals	\$830	\$855	\$889
	c. Major/Extended Rehearsals	\$1,107	\$1,140	\$1,186
Scenery	a. Excerpt or Small/Limited Rehearsals	\$691	\$712	\$740
	b. Full/Standard Rehearsals	\$1,039	\$1,070	\$1,113
	c. Major/Extended Rehearsals	\$1,384	\$1,426	\$1,483
Costumes	a. Excerpt or Small/Limited Rehearsals	\$1,039	\$1,070	\$1,113
	b. Full/Standard Rehearsals	\$1,384	\$1,426	\$1,483
	c. Major/Extended Rehearsals	\$2,077	\$2,139	\$2,225
Choreography	a. Excerpt or Small/Limited Rehearsals	\$691	\$712	\$740
	b. Full/Standard Rehearsals	\$1,039	\$1,070	\$1,113
	c. Major/Extended Rehearsals	\$1,384	\$1,426	\$1,483
Stage Manager	a. Excerpt or Small/Limited Rehearsals	\$691	\$712	\$740
	b. Full/Standard Rehearsals	\$1,384	\$1,426	\$1,483
	c. Major/Extended Rehearsals	\$1,800	\$1,854	\$1,928
Faculty Advisor	a. Excerpt or Small/Limited Rehearsals	\$415	\$427	\$444
	b. Full/Standard Rehearsals	\$691	\$712	\$740
	c. Major/Extended Rehearsals	\$1,039	\$1,070	\$1,113

APPENDIX D-5, cont.

		FY25	FY26	FY27
Musical Productions				
Director	a. Excerpt or Small/Limited Rehearsals	\$2,215	\$2,281	\$2,372
	b. Full/Standard Rehearsals	\$3,459	\$3,563	\$3,706
	c. Major/Extended Rehearsals	\$4,153	\$4,278	\$4,449
Co-Director	a. Excerpt or Small/Limited Rehearsals	\$1,384	\$1,426	\$1,483
	b. Full/Standard Rehearsals	\$2,077	\$2,139	\$2,225
	c. Major/Extended Rehearsals	\$3,115	\$3,208	\$3,336
Assistant Director	a. Excerpt or Small/Limited Rehearsals	\$1,107	\$1,140	\$1,186
	b. Full/Standard Rehearsals	\$1,454	\$1,498	\$1,558
	c. Major/Extended Rehearsals	\$1,664	\$1,714	\$1,783
Producer	a. Excerpt or Small/Limited Rehearsals	\$691	\$712	\$740
	b. Full/Standard Rehearsals	\$1,039	\$1,070	\$1,113
	c. Major/Extended Rehearsals	\$1,384	\$1,426	\$1,483
Assistant Producer	a. Excerpt or Small/Limited Rehearsals	\$555	\$572	\$595
	b. Full/Standard Rehearsals	\$830	\$855	\$889
	c. Major/Extended Rehearsals	\$1,107	\$1,140	\$1,186
Scenery	a. Excerpt or Small/Limited Rehearsals	\$691	\$712	\$740
	b. Full/Standard Rehearsals	\$1,039	\$1,070	\$1,113
	c. Major/Extended Rehearsals	\$1,384	\$1,426	\$1,483
Costumes	a. Excerpt or Small/Limited Rehearsals	\$1,039	\$1,070	\$1,113
	b. Full/Standard Rehearsals	\$1,384	\$1,426	\$1,483
	c. Major/Extended Rehearsals	\$2,077	\$2,139	\$2,225
Choreography	a. Excerpt or Small/Limited Rehearsals	\$1,384	\$1,426	\$1,483
	b. Full/Standard Rehearsals	\$2,077	\$2,139	\$2,225
	c. Major/Extended Rehearsals	\$3,115	\$3,208	\$3,336
Stage Manager	a. Excerpt or Small/Limited Rehearsals	\$691	\$712	\$740
	b. Full/Standard Rehearsals	\$1,384	\$1,426	\$1,483
	c. Major/Extended Rehearsals	\$2,077	\$2,139	\$2,225
Faculty Advisor	a. Excerpt or Small/Limited Rehearsals	\$415	\$427	\$444
	b. Full/Standard Rehearsals	\$691	\$712	\$740
	c. Major/Extended Rehearsals	\$1,039	\$1,070	\$1,113

APPENDIX D-5, cont.

		FY25	FY26	FY27
MIDDLE SCHOOL				
Full Length Musical/Cabaret				
Director		\$3,459	\$3,563	\$3,706
Musical Director		\$2,077	\$2,139	\$2,225
Asst. Director		\$830	\$855	\$889
Producer		\$1,384	\$1,426	\$1,483
Set Designer	a. Major (100%)	\$1,108	\$1,141	\$1,187
	b. Minor (50%)	\$555	\$572	\$595
Costumer	a. Major (100%)	\$1,384	\$1,426	\$1,483
	b. Minor (50%)	\$691	\$712	\$740
Choreographer, Movement	a. Major (100%)	\$1,384	\$1,426	\$1,483
	b. Minor (50%)	\$691	\$712	\$740
Technical Director	a. Major (100%)	\$1,108	\$1,141	\$1,187
	b. Minor (50%)	\$555	\$572	\$595
Stage Manager	a. Major (100%)	\$1,384	\$1,426	\$1,483
	b. Minor (50%)	\$691	\$712	\$740
Faculty Advisor		\$347	\$357	\$371
Full Length Non-Musical				
Director		\$2,631	\$2,710	\$2,818
Co-Director		\$1,664	\$1,714	\$1,783
Asst. Director		\$830	\$855	\$889
Producer		\$1,039	\$1,070	\$1,113
Set Designer	a. Major (100%)	\$1,108	\$1,141	\$1,187
	b. Minor (50%)	\$555	\$572	\$595
Costumer	a. Major (100%)	\$1,384	\$1,426	\$1,483
	b. Minor (50%)	\$691	\$712	\$740
Choreographer, Movement	a. Major (100%)	\$1,108	\$1,141	\$1,187
	b. Minor (50%)	\$555	\$572	\$595
Technical Director	a. Major (100%)	\$1,108	\$1,141	\$1,187
	b. Minor (50%)	\$555	\$572	\$595
Stage Manager	a. Major (100%)	\$1,108	\$1,141	\$1,187
	b. Minor (50%)	\$555	\$572	\$595
Faculty Advisor		\$347	\$357	\$371

APPENDIX D-5, cont.

One-Act Play or Small Musical				
Director		\$1,108	\$1,141	\$1,187
Musical Director		\$830	\$855	\$889
Asst. Director		\$278	\$286	\$297
Producer		\$415	\$427	\$444
Set Designer	a. Major (100%)	\$415	\$427	\$444
	b. Minor (50%)	\$208	\$214	\$223
Costumer	a. Major (100%)	\$554	\$571	\$594
	b. Minor (50%)	\$278	\$286	\$297
Choreographer, Movement	a. Major (100%)	\$415	\$427	\$444
	b. Minor (50%)	\$208	\$214	\$223
Technical Director	a. Major (100%)	\$415	\$427	\$444
	b. Minor (50%)	\$208	\$214	\$223
Stage Manager	a. Major (100%)	\$415	\$427	\$444
	b. Minor (50%)	\$208	\$214	\$223
Faculty Advisor		\$208	\$214	\$223

ELEMENTARY				
5th Grade Musical/Play/Alternate Performance				
Director		\$1,384	\$1,426	\$1,483
Co-Director		\$970	\$999	\$1,039
Production Assistant (multiple)		\$208	\$214	\$223

CITY-WIDE MUSIC PROGRAMS (ALL-CITY)				
10 or Less Rehearsals per Year				
Director		\$2,077	\$2,139	\$2,225
Co-Director		\$1,664	\$1,714	\$1,783
Assistant Director		\$1,039	\$1,070	\$1,113
Aides		\$1,039	\$1,070	\$1,113
11 to 29 Rehearsals per Year				
Director		\$2,769	\$2,852	\$2,966
Co-Director		\$2,422	\$2,495	\$2,595
Assistant Director		\$1,385	\$1,427	\$1,484
Aides		\$1,385	\$1,427	\$1,484
30 or More Rehearsals per Year				
Director		\$3,459	\$3,563	\$3,706
Co-Director		\$2,769	\$2,852	\$2,966
Assistant Director		\$2,077	\$2,139	\$2,225
Aides		\$2,077	\$2,139	\$2,225

APPENDIX E

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