

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

**UNIT A**

**September 1, 2024- August 31, 2027**

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## **PREAMBLE**

This agreement made and entered into this 2nd day of February, 2024, by and between the School Committee of the City of Newton, Massachusetts (hereinafter referred to as the “Committee”), and the Newton Teachers Association, Inc./Massachusetts Teachers Association/National Education Association (Unit A) (hereinafter referred to as the “Association”), pursuant and subject to the provisions of Chapter 150E of the General Laws of the Commonwealth of Massachusetts.

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

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

## **ARTICLE 1**

### **Recognition**

**Section 1:** For the purposes of collective bargaining with respect to wages, hours, and other conditions of employment and the negotiations of collective bargaining agreements, the Committee hereby recognizes Unit A of the Association as the exclusive collective bargaining representative and agent of all regularly appointed full-time and part-time classroom teachers, library teachers, guidance and adjustment counselors, psychologists, social workers, , speech and language pathologists, teachers of the deaf and hard of hearing, occupational and physical therapists, , , special education teachers, , , instructional coaches and specialists, media specialists, science specialists, , music therapists, instructional technology specialists, physical education teachers, teachers of fine and performing arts (visual art, music, drama, costume design), career and technical education teachers, ESL teachers, interventionists, preschool teachers, special education team specialists, and transition specialists..

**Section 2:** Teacher is defined as a member of the bargaining unit as indicated above. All other employees, including the Superintendent of Schools, the assistant superintendents, directors, assistant directors, principals, assistant principals, senior high school department heads, housemasters, administrative assistants, curriculum coordinators, assistant curriculum coordinators, supervisors, assistant supervisors, consultants, substitutes, tutors, casual employees, seasonal employees and other employees are excluded.

## **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.

**Section 3:** In light of the passage of the Education Reform Act of 1993, Committee as used herein, shall include Principals and/or the Superintendent whenever necessary to fulfill the purpose and intent of this Article.

## **ARTICLE 3**

### **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 maxima 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:** The purpose of the procedure set forth hereinafter is to produce prompt and equitable solutions to those grievances of the employees covered by this Agreement. The Committee and the Association desire that such procedure shall always be as informal and confidential as may be appropriate for the grievance at the procedure level involved.
- Section 4:** Nothing herein contained shall be construed to prevent any person from informally discussing any matter in his/her own interest with his/her supervisor, the Administration, or the Committee.
- Section 5:** An employee with a grievance may be represented at all stages of the grievance procedure by a person of his/her own choosing except that he/she may not be represented by a representative of any teacher organization other than the Association. When an employee is not represented by the Association, the Association shall have the right to be present and state its views at all stages of the grievance procedure above Step 1.
- Section 6:** Failure at any step of this procedure to communicate the decision of a grievance within the specified time limits to the aggrieved employee shall permit the aggrieved party or parties to proceed to the next step.
- Section 7:** A grievance must be filed within twenty (20) days from the day the employee had or reasonably should have knowledge of the event upon which the grievance is based. The grievance shall be dated and signed.
- Section 8:** **Step 1:**
- An employee with a grievance will present it promptly to his/her principal either directly or through the Association. In the event that the employee is not directly responsible to an individual principal, then he/she will present it to his/her immediate supervisor with the object of resolving the matter informally.
- 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 present the grievance in writing (on a form mutually agreeable to the parties) to the Superintendent of Schools or the designee of the Superintendent within fifteen (15) days after the grievance was rejected at Step 1, or if no decision was made within the seven (7) day limit at Step 1, within fifteen (15) days after the seven (7) day time limit.

**Step 3:**

In the event the grievance is not resolved at Step 2 within fourteen (14) days, the grievance may be presented to the Committee within twenty-one (21) days of the expiration of the fourteen (14) day time limit or within twenty-one (21) days after the date on which the grievance was rejected by the Superintendent of Schools or his/her designee. The Committee shall issue its decision in writing within twenty (20) days after the grievance is presented.

**Step 4:**

- A. Where the grievance involves the violation of a specific term and/or provision of this Agreement and if such grievance shall not have been satisfactorily disposed of at Step 3, the Association may refer the unsettled grievance to arbitration in writing within twenty (20) days after the decision of the Committee under Step 3. The arbitrator shall be selected by agreement between the parties. If the parties are unable to agree upon an arbitrator within fifteen (15) days, the election shall be made by the American Arbitration Association, in accordance with its rules and regulations.
- B. The arbitrator will issue his/her decision not later than thirty (30) days from the date of the close of hearings or if oral hearings have been waived, then from the date the final statements and proofs are submitted to him/her. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning, and conclusions on the issues submitted.
- C. 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.
- D. 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 that:
  - 1. is violative of or inconsistent with any of the terms of this Agreement or applicable law;
  - 2. exceeds his/her jurisdiction and authority under law and this Agreement;
  - 3. involves any matter that, by law or under the terms of this Agreement, is within the exclusive authority of the Principal and/or Superintendent, or the Committee; or



4. involves any matter wherein the Principal and/or Superintendent, or the Committee's decision is final and binding under the terms of this Agreement or by law. Subject to the foregoing, the decision of the arbitrator shall be submitted to the Committee and the Association and shall be final and binding upon the Committee, the Association, and the employees who initiated the grievance.
- E. The arbitrator's fee, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, will be borne equally by the Committee and the Association.
- F. No written communication, other document, or record relating to any grievance shall be filed in the personnel file maintained by the School Department of Newton for any employee involved in presenting such grievance.
- G. Any meeting with reference to the grievance-arbitration procedure shall be held during non-school hours.

**Section 9:**

Notwithstanding any contrary provisions in this Agreement, the following shall not be subject to the grievance-arbitration provisions of this Agreement:

- A. Any incident that occurred or failed to occur prior to the effective date of this Agreement unless the grievance was timely filed and/or appealed under the preceding Agreement;
- B. Matters that may be reviewed by the Civil Service Commission, the Teachers' Retirement Board, or any matter involving the dismissal of a teacher with professional teacher status.
- C. The failure or refusal of the Superintendent and/or Principal, as the case may be, to renew the contract of, or reappoint, a teacher without professional teacher status; however, the parties agree that in the event the Superintendent fails to reappoint or renew the contract of a teacher without professional teacher status:
  1. Upon written request to the Superintendent by the teacher involved, the Superintendent or his/her designee will meet with the teacher to discuss the reason/s for such non-renewal or non-reappointment. Upon request of the teacher, a member of the Ethics Committee of the Association will be allowed to be present.
  2. Any written response to the Superintendent's action by the teacher, will be filed with, or attached to, the teacher's personnel record; and

3. Upon written request to the Superintendent by the teacher involved, the teacher's personnel file will be forwarded to the Committee for review by the Committee of its action with respect to the failure to renew the contract of or failure to reappoint the teacher involved.
4. The teacher may request in writing that he or she appear before the Committee to express the teacher's position concerning non-reappointment. The Superintendent and/or the Principal, as the case may be, may in their exclusive discretion grant such a request.

D. Dismissal of a teacher without professional teacher status.

**Section 10:** The parties may, by mutual agreement, submit more than one pending grievance to the same arbitrator.

**Section 11:** In the event a grievance is filed but all the steps have not been completed prior to the end of the 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 12:** If, in the judgment of the Association, a grievance cannot be appropriately addressed at Level One, said grievance shall commence at Level Two.

**Section 13:** A suspended employee shall not be entitled to utilize the grievance-arbitration provisions of this Agreement in the event he/she seeks review of the suspension under the General Laws of the Commonwealth.

## **ARTICLE 4**

### **Resolution of Differences by Peaceful Means**

**Section 1:** The Association recognizes that the membership is prohibited by law from engaging in strikes and the Association agrees that it does not assert the right to strike against the City of Newton or its School Committee. The Association shall not cause or sponsor, and no professional employee represented by it in the City of Newton shall cause or participate in, any strike, work stoppage, slowdown, sanctions, or any other interferences with work.

**Section 2:** Employees who participate in any such activity may be disciplined or discharged as the Committee, Superintendent and/or Principal, as the case may be, in its judgment deems proper provided, however, that the issue of fact as to whether an individual has engaged in such activities may be the subject of the grievance and arbitration procedure, within the limits of the law.

**Section 3:** The Committee agrees that, during the term of this Agreement, it will not lock out any employees covered by this Agreement, nor engage in any other interference with work.

**Section 4:** The Association agrees to reimburse the Committee for any monies required to be expended by it as a result of an unlawful strike, stoppage of work, slowdown, or any other interference with work occurring during the term of this Agreement and authorized by the Association.

## **ARTICLE 5**

### **Sick Leave**

**Section 1:** Every regular professional employee of the Newton School Committee covered by this Agreement shall be granted an annual leave of fifteen (15) days without loss of pay for absence caused by illness.

**Section 2:** After fifteen (15) years' service, an employee shall begin each successive year with a minimum of fifteen (15) days' sick leave plus one (1) day for each year of service; after twenty-five (25) years' service, an employee shall begin each successive year with a minimum of fifteen (15) days' sick leave plus two (2) days for each year of service.

**Section 3:** Accrued unused sick leave shall not increase by more than fifteen (15) days each year.

**Section 4:** Except as provided in Section 3, unused sick leave will accumulate from year to year without limitation.

**Section 5:** 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 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 6:     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:

- Doctor 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. If members have remaining FMLA leave, this shall run concurrently with this unpaid leave;
3. Members may use any remaining Family Illness Days, Personal Days, and "Other" days to cover these absences;
4. 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;
5. 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;
6. 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 7:** Once a year, upon request, Unit A members will be furnished information showing the employee's sick leave accumulation.

**Section 8:** An employee will earn and receive credit for fifteen (15) days' sick leave in a particular school year upon reporting for work and performing a minimum of one full day's service at the beginning of that school year.

**Section 9:** Except on reinstatement after an approved leave of absence, no sick leave credit for prior employment in Newton (or elsewhere) will be allowed to any newly hired Unit B member or Unit B member rehired after termination in service.

**Section 10:** 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 11:** Effective September 1, 2014, upon the retirement or death of an employee covered by this Agreement, said Unit B 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 12:** **Sick Leave Bank**

- A. There shall be a sick leave bank for use by eligible members covered by this Agreement who have exhausted their own sick leave. Eligible members who qualify under one of ~~have~~ the following circumstances: a 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 fifteen (15) 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 members. Two members shall be designated by the Superintendent to serve at the Superintendent's discretion and two 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 Sick Leave Bank Committee in administering the bank and in determining eligibility and amount of leave:
  - 1. Adequate medical evidence of serious illness;
  - 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 additional day of sick leave by each member of the professional staff covered by this Agreement. Such additional day will be deducted from the teacher'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 6**

### **Sabbatical Leave**

**Section 1:** Any teacher who has served continuously in the Newton Public Schools for a period of at least seven (7) years may, on the recommendation of the Superintendent of Schools, be granted sabbatical leave of absence not exceeding one (1) year for the purpose of study or research.

**Section 2:** A person on sabbatical leave for more than one-half (1/2) of a school year, shall receive a salary equal to one-half (1/2) the annual salary to which he/she would have been entitled had he/she continued in his/her regular duties that year. A teacher on sabbatical leave for one-half (1/2) of a school year or less, shall receive

his/her regular salary for that period of time. A teacher returning from sabbatical leave shall be placed on the step of the salary schedule he/she would have attained had he/she continued in his/her regular duties.

**Section 3:** The arbitrary refusal of the Committee to restore a teacher returning from sabbatical leave to his/her former position will be subject to the grievance/arbitration provisions of this Agreement.

**Section 4:** Before beginning the sabbatical leave, the teacher shall enter into a written agreement with the Committee that upon termination of such leave, he/she will return to service in the Newton Public Schools for a period equal to twice the length of such leave and that, in default of completing such service, he/she will refund to the City of Newton an amount equal to such proportion of salary received by him/her while on leave as the amount of service not actually rendered as agreed bears to the whole amount of service agreed to be rendered. The employee may be released from such payment if his/her failure to serve the time stipulated be due to his/her illness, disability, or death, or if he/she be discharged from his/her position by the Committee.

**Section 5:** Requests for leave of absence shall be made, if possible, before November 1 of the school year previous to the school year for which leave of absence is requested, but in any event in a reasonably timely manner for action by the Committee.

**Section 6:** A committee of three members of the Newton Teachers Association shall serve in an advisory capacity to the Assistant Superintendent of Human Resources to assist in the following areas:

- A. decisions concerning the awarding of sabbatical leaves;
- B. if necessary, revisions of the sabbatical leave criteria;
- C. as they arise, various other sabbatical leave problems.

## **ARTICLE 7**

### **Leaves of Absence With Pay**

**Section 1:** A full-time member of the professional staff 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 personnel 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 travel arrangements.

**Section 3:** Employees covered by this Agreement will not suffer a loss of pay for absence caused by required 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 8**

### **Leaves of Absence Without Pay**

**Section 1:** A leave of absence without pay of up to two (2) years will be granted to any teacher with professional teacher status who joins the Peace Corps, VISTA, or serves as an exchange teacher and is a full-time participant in any of such programs. Upon return from such leave, a teacher 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.

**Section 2:** A leave of absence without pay of up to two (2) years will be granted to a teacher with professional teacher status designated by the Association for the purpose of engaging in Association (local, state, or national) activities. Upon return from such leave, a teacher will be considered as if he/she were actively employed by the District 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) teachers 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 teacher who is inducted or enlists in any branch of the armed forces of the United States. Upon return from such leave, a teacher 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 teachers with professional teacher status for the purpose of caring for a sick member of the teacher'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 teachers 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 teachers with professional teacher status in order to campaign for elected office and/or serve in elected office.
- Section 7:** A leave of absence without pay and without increment of up to one (1) year shall be granted by the Superintendent to teachers 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 teacher may be granted at the discretion of the Superintendent.
- Section 8:** With respect to leaves under Sections 4, 5, and 6 herein, the decision of the Superintendent shall be final and binding.
- Section 9:** The teacher shall notify the Superintendent 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 10:** 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 military or 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 military or health reasons, leaves of absence shall commence at the beginning of the school year.

**Section 11:** 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 teacher 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 teacher to a substantially equivalent position.

**Section 12: 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 9**

**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 to any teacher with professional teacher status for purposes of approved work, study and/or travel. The decision of the Superintendent shall be final and binding.

**Section 2:** Other leaves of absence with or without pay may be granted to members of the professional staff at the exclusive discretion of the Superintendent whose decision shall be final and binding.

**Section 3:** A teacher who is subpoenaed to serve on a jury and who has attempted to get an exemption and has been denied said exemption will be granted paid leave for that period of time he/she is unable to work, with a deduction from said pay of any monies received for said jury services.

### **Alternative Employment Leave**

**Section 1:** An alternative employment leave of absence without pay or increment will be granted under the following conditions:

- A. The teacher must have taught in Newton for seven (7) years.
- B. Application must be filed and plans for employment developed by March 15.
- C. The leave may be for a period of one (1) or two (2) full school years at the discretion of the Committee.
- D. The leave cannot be for the purpose of serving in a private or public elementary or secondary school system within the Commonwealth of Massachusetts.
- E. Unless the Committee is advised of the teacher's expected return prior to March 15 of the year of return, said teacher's employment shall terminate.
- F. The provisions of Article 8, Section 11 shall apply to the return from such leave.
- G. The Committee should not be responsible for unemployment compensation during this leave period.

## **ARTICLE 10**

### **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 less 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:**

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 intend to take the next school year off must take the next year off unless they notify the Superintendent of his/her 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 their 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 11**

### **Initial Teacher Employment**

**Section 1:** The Principal, with the approval of the Superintendent, or the Superintendent, shall appoint teachers as provided for in the General Laws of the Commonwealth.

**Section 2:** The minimum requirements for appointment as a teacher shall be those required from time to time by law; a statement of good health, based upon an examination as prescribed by the Director of Public Health of the City of Newton, and signed by a physician approved by the Committee, a bachelor's degree from an accredited institution; and certification by the Massachusetts Department of Education as required by law.

**Section 3:** Initial placement on the salary schedule shall be based on training and/or experience.

**Section 4:** With respect to initial placement, the Committee shall determine, based on reasonable criteria, the amount of credit that may be given for previous outside teaching experience, related experience, and Peace Corps work. Reasonable effort will be made to award such credit equitably for all new employees.

Effective FY16, if a newly hired teacher was a long-term teacher substitute with the Newton Public Schools, they will receive one year of credit on the salary schedule for each year of said service.

**Section 5:** Effective FY20, if a newly hired teacher was a Unit C member with the Newton Public Schools, they will receive credit on the Unit A salary schedule based on the table below:

| <b>Years of Experience in Unit C</b> | <b>Step Credit for Placement on Unit A Scale</b> |
|--------------------------------------|--|
| 1 or 2                               | $\frac{1}{2}$                                    |
| 3 or 4                               | 1  |
| 5 or 6                               | $1\frac{1}{2}$                                   |
| 7 or more                            | 2  |

## **ARTICLE 12**

### **Part-Time Teachers**

**Section 1:** Part-time teachers who become full-time teachers shall be placed on a salary step in accordance with existing practice. Part-time teachers who teach .50 or more time shall advance on salary steps by full-steps. Part-time teachers who teach less than .50 shall advance on salary steps by one-half steps. This section supersedes any other language in this document referring to step increases.

## **ARTICLE 13**

### **Teacher Assignment and Transfer**

**Section 1:** Teachers, other than newly appointed teachers, will be notified by the principal or department head of the grades and/or subjects that they will teach and of any special or unusual classes that they will have for the coming year as soon as practicable and under normal circumstances not later than the first week in June. Teachers who are assigned to a different school or classroom will be provided adequate moving services in a timely fashion.

**Section 2:** In order to assure that pupils are taught by teachers working within their areas of competence, teachers will not involuntarily be assigned, except temporarily and for good cause, outside the scope of their teaching certificates and/or their major or minor fields of study.

**Section 3:** In making changes in grade assignments in the elementary schools and in subject assignments in the secondary schools, the convenience and wishes of the individual teacher will be considered to the extent that these do not conflict with the best interests of the school system and the pupils. Any applicant for a voluntary transfer who is not selected for the new position will be so notified in



writing by the Superintendent or his designee. This notification will include the specific reasons for the denial of the application for transfer.

**Section 4:** Teachers who desire a change in grade, subject assignment, or a transfer, will file a written statement of such desire with the office of the Superintendent not later than March 15. Such statement will include the grade and/or subject to which the teacher desires to be assigned.

**Section 5:** In making transfers, the convenience and wishes of the individual teacher will be considered to the extent that these do not conflict with the best interests of the school system and the pupils.

**Section 6:** When involuntary transfers are necessary, a teacher's area of competence, major and/or minor field of study, length of service in the system, and quality of teaching performance, along with educational needs will be considered in determining which teacher is to be transferred.

An involuntary transfer will be made only after a meeting between the teacher involved and the Superintendent (or his/her designee), at which time the teacher will be notified of the reasons for the transfer.

Any teacher who indicates in writing his/her intent to retire shall be exempt from involuntary transfer within the life of this contract.

**Section 7:** Notice of transfer will be given to teachers as soon as practicable and under normal circumstances not later than the last week of school.

**Section 8:** Exceptions to provisions of Sections 1, 2, 3, 4, 5, and 7 above may be made if the Committee or Superintendent determines that it is necessary to do so for the best interest of the teacher and/or school system.

**Section 9:** Teacher assignment will be made without regard to race, creed, color, religion, nationality, sex, age, or marital status.

## **ARTICLE 14**

### **Reduction in Force**

**Section 1:** The Committee retains the right to determine the number of teaching positions and other professional positions that are needed in the school system. The Superintendent retains the right to determine the teachers to be laid off and/or recalled.

**Section 2:** Decisions regarding the number of positions to be reduced or the number of teachers to be laid off and/or recalled shall be final and binding except where

specifically abridged or modified by this clause and/or by a term of the Agreement.

A. The Superintendent shall make every effort to notify a teacher with professional teacher status affected by a reduction in staff by May 15, and in no event later than June 15, of the school year preceding the school year in which reduction is to be effected.

B. To the extent practical, normal attrition will be used to accomplish any reduction in force. That is, teachers who resign, retire, or terminate for any other reason will not be replaced by teachers new to the system if there are teachers on the recall list who are qualified to fill the vacancies.

Prior to any layoff, should funds be available, the Committee may choose to offer separation incentives to increase natural attrition.

C. When the Committee determines that the number of staff to be employed for a given school year is less than that of the previous year:

1. No teacher with professional teacher status shall be laid off while a teacher without professional teacher status is holding a job that a teacher with professional teacher status is certified and qualified to fill.
2. With the specific exceptions noted as follows, layoffs of teachers with professional teacher status shall occur in the reverse order of seniority within their certifications and qualifications as reasonably determined by the Superintendent. Though the Superintendent, on request from the Association, shall give the reasons for his/her determination, the final decision will rest exclusively with the Superintendent and will not be subject to an arbitrable claim except on the charge that the determination was arbitrary and capricious.

The exceptions to the foregoing are the following:

- A. When it can be demonstrated that a teacher's performance is less than satisfactory in accordance with Article 20, then that teacher may be laid off instead of the most junior teacher;
- B. When it can be demonstrated that the needs of the system, based upon relevant educational criteria, require a teacher to teach a course or provide a specialized service of a professional educational nature by reason of his or her academic background, training, or experience, then that teacher may be retained notwithstanding that teacher's seniority;

- C. When it can be demonstrated that the Committee's affirmative action, accomplishments, and aims would be adversely affected.

**Section 3: Teachers Without Professional Teacher Status**

When a reduction in staff is necessary, as determined by the Committee, the decision as to the reduction of teachers without professional teacher status to be released and to be rehired shall be final and binding.

- A. The Principal and/or the Superintendent, as the case may be, shall, in the case of a teacher without professional teacher status, notify him/her in writing on or before June 15, whenever such person is not to be employed for the following year. Such decision by the Principal and/or the Superintendent shall be final and not subject to arbitration.
- B. To the extent practical, normal attrition will be used to accomplish any reductions in force.
- C. The Superintendent will publish, system-wide, by posting in each building, a list of all vacancies as soon as possible after he learns of them. During the summer vacation period, a notice containing all existing vacancies will be made available to bargaining unit members through an automated telephone access system. A notice shall also be sent to the Newton Teachers Association by U.S. Mail.

Anything contained in this Section 3 to the contrary notwithstanding, the provisions of Section 3, Paragraph C of the 1992-1994 collective bargaining agreement shall continue to apply to all teachers without professional status who were employed as of December 1, 1994.

**Section 4: Definitions**

- A. Seniority is defined as a teacher's length of service in years, months, and days in Unit A from the most recent date of employment in the Newton Public Schools.
- B. Authorized Leaves of absence with pay that qualify for full increment advancement shall be considered time worked for purposes of seniority. Authorized leaves of absence without pay shall not be considered a break in service but will not count toward seniority.
- C. Breaking ties shall be resolved by considering the following educational criteria:
- Degree level
  - Previous teaching experience
  - Demonstrated extraordinary performance

**Section 5:**     **Recall Rights**

- A.     Any teachers with professional teacher status who have been laid off shall be entitled to recall rights for a period of twenty-six (26) months from the last day of teaching.
- B.     However, teachers on layoff who have declined the offer to be rehired, or a teacher who refuses a position comparable in subject matter and F.T.E. to the position held prior to the layoff, may be dropped from the recall list.
- C.     All benefits to which a teacher was entitled at the time of layoff shall be restored in full upon re-employment within the recall period.
- D.     During the recall period, teachers who have been laid off shall be given preference on the substitute list if they so desire.
- E.     To the extent permitted by the M.G.L., c.32B, laid-off teachers 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.
- F.     During the recall period, teachers 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).
- G.     Teachers on the recall list who are qualified and certified will be given preference for positions comparable in subject matter and F.T.E. to the position held prior to the layoff.

Preference will be given to those teachers on the basis of seniority, degree level, previous teaching experience and performance.

**ARTICLE 15**

**Vacancies and Promotions**

**Section 1:**     The filling of vacancies within the Newton School System is the responsibility of the Principal, with the approval of the Superintendent, or Superintendent, as the case may be, in accordance with the General Laws of the Commonwealth.

**Section 2:**     Whenever a vacancy occurs in either an established or newly created position (including positions in Summer School and the Continuing Education Program)

during the school year (September to June), it will be adequately publicized by means of notices placed on faculty bulletin boards as soon as the vacancy occurs, and by the following methods:

- A. Written communication to be sent to each member of the professional staff. Notices will be distributed through the place of work;
- B. Sending a notice to the Newton Teachers Association by U.S. Mail. The above means of communication shall be sent as far in advance of the appointment as possible but a minimum of fifteen (15) days before the final date when applications must be submitted.

**Section 3:** During the summer vacation period, a notice containing all existing vacancies will be made available to bargaining unit members through an automated telephone access system. A notice shall also be sent to the Newton Teachers Association by U.S. Mail.

**Section 4:** All such notices shall set forth the specifications, qualifications, and compensation for the position and the date by which application shall be filed with the Superintendent.

**Section 5:** An opening will not be publicized when in the judgment of the Superintendent it may be filled by a person on leave of absence from the Newton Public Schools.

**Section 6:** The filling of vacancies, including advancements or promotions, shall be based upon the Superintendent/Principal or Superintendent's, as the case may be, judgment as to what will best serve the interests of the students, and the Superintendent/Principal or Superintendent, as the case may be, will give due consideration to the professional background (attainment), knowledge, ability, skill efficiency, attendance, physical condition, general health, personality of the applicants, and other relevant factors.

**Section 7:** Nothing in this Agreement shall prevent the Superintendent/Administration from making acting appointments in the best interest of the educational needs of the system until positions can be filled with permanent appointments. Time spent in such acting appointments shall not be regarded as evidence of superior qualifications for the permanent openings. No person shall serve more than one month in a classified position without receiving the classified salary commensurate with the permanent position.

## **ARTICLE 16**

### **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 members in Units A, B, and C when absent.

**Section 2:** Effective September 1, 2023, teachers at the high school level may, on a voluntary basis and at the request of the principal or their designee, substitute teach during the teacher's non-teaching periods for classes that they are qualified to teach when another teacher in their department is absent. The high school teacher who is substitute teaching will be paid at the rate of \$60 per additional class period under this provision.

Effective September 1, 2023, teachers at the middle school level may, on a voluntary basis and at the request of the principal or their designee, substitute teach during the teacher's non-teaching periods. The middle school teacher who is substitute teaching will be paid at the rate of \$40 per additional class period under this provision.

Teachers who are in their first year of employment in NPS shall not be asked to volunteer to substitute teach under this provision.

Payments in the aggregate under this provision are limited to seventy-five thousand dollars (\$75,000) per contract year. The Superintendent/designee will provide the Union president with notice by email when approximately \$60,000 of the \$75,000 funds allocated for this provision have been depleted.

## **ARTICLE 17**

### **Work Year, Teaching Hours, and Teaching Load**

**Section 1:** It is the intention of the Committee to maintain the existing practices with respect to total teacher hours of employment, length of school day, and work load. If considerations and circumstances warrant a change, the Committee will notify the Association of the contemplated change. In making its decision, the Committee will attempt to reach a decision that is mutually satisfactory.

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

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.

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 Unit A, B, C and E employees. The fourth conference day shall be a half ( $\frac{1}{2}$ ) 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.

**Section 3:** Psychologists may be required to work up to five (5) additional days during the summer at their per diem rate. Psychologists may work more than the required five (5) days on a voluntary basis at their per diem rate with the prior approval of the Superintendent or his/her designee.

**Section 4: Elementary School Day:**

Within sixty (60) days of ratification of this Agreement, the Association and School Committee (or designee) will appoint an equal number of representatives to a Joint Labor Management Group on the Elementary School Day. Both the Association and the School Committee may appoint one or more members of Unit B as their respective representatives, but for purposes of tallying the number of members appointed by the Association and the School Committee a Unit B member may count either as a representative of the Association, or as a representative of the School Committee.

The Joint Labor Management Group on the Elementary School Day will conduct a comprehensive examination of the elementary school day and gather information to make recommendations to the parties. The charge of the Group will be to look for proposed changes that will

- Improve the learning experience outcomes for students;
- Offer clear and pragmatic scheduling guidance for the elementary day and provide increased preparation time and common planning time for elementary teachers including specialists, special educators, and ELL teachers with the goals of preserving 220 minutes of preparation time per five (5) day week for those educators who have it in the 2023-2024 school year and of increasing preparation time to 220 minutes per five (5) day week for those educators who do not yet have the 220 minutes.

Recommendations from the Group shall be made to the parties as quickly as possible, but no later than June 30, 2025, in order that they may be used to reopen Article 44 to include increased preparation time and reopen the Elementary portion of the Time & Learning agreement.

In the event the group does not make a recommendation that provides 220 minutes within a five (5) day week for all elementary teachers, the NTA will have the option of reopening bargaining over the amount of preparation time in Article 44.

## **Section 5: Recognize “Program Coordinator”**

Effective October 1, 2024, the parties will form a Labor management working group, for the purpose of providing recommendations with respect to pay differentials for Program Coordinators. Recommendations from the Group shall be made to the parties no later than March 31, 2025. charged with bringing a recommendation back to the SC and NTA by end of March, 2025.

## **ARTICLE 18**

### **Class Size**

**Section 1:** Since the pupil-teacher ratio is an important aspect of an effective educational program and directly impacts a teacher’s workload, the Committee and the Association agree that, where economically feasible and where adequate space is available, the staffing ratio policy (and the class size and maximum student load derived therefrom) now in effect shall remain in effect for the life of this Agreement.

**Section 2:** The Committee will, where possible and practicable, and where economic and educational considerations permit, attempt to maintain a pupil to professional staff ratio no higher than the full number immediately above the existing ratio.



**Section 3:** It is understood and agreed that the decision with respect to class size and pupil-staff ratio is within the exclusive judgment and discretion of the Committee.

## **ARTICLE 19**

### **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.

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 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:**     **Classroom Supplies.**

For the 2019-2020 school year, every kindergarten classroom teacher will be authorized to purchase \$1,000 in additional classroom supplies.

**Section 5:**     **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 20**

**Teacher Evaluation**

The Evaluation Working Group consisting of NPS and NTA members, shall be re-established for the purpose of collaboratively reviewing and proposing revisions to the Unit A evaluation rubrics, forms, and templates, as well as associated and related documents, as well as the Evaluation Handbook, that memorializes the evaluation process. The Evaluation Working Group will propose revisions to the evaluation process and documents for adoption and implementation for the 24-25 School Year; however, nothing prevents the Evaluation Working

Group from recommending agreed upon proposed revisions to elements of the process or revised documents for implementation prior to the 24-25 SY.

- Section 1:** The Newton Public Schools shall conduct evaluation of Unit A Personnel in accordance with Article 20, sections 1 through 7.
- Section 2:** For the academic year beginning in September 2012, the Newton Public Schools and the Newton Teachers Association have negotiated a new “Handbook for Evaluation” that will supersede the material in the 2006-2009 Unit A Collective Bargaining Agreement.
- Section 3:** Beginning in September 2012, the Newton Public Schools will conduct evaluation of Unit A personnel in accordance with the new “Handbook for Evaluation,” and all pertinent ancillary materials. These now appear as separate documents.
- Section 4:** The new “Handbook for Evaluation 2015” shall be locally negotiated, based on M.G.L., c.71, § 38; M.G.L. c.150E; the Educator Evaluation regulations, 603 CMR 35.00 et seq.; and the Model System for Educator Evaluation developed by the Department of Elementary and Secondary Education.
- Section 5:** The Department of Elementary and Secondary Education may update this Model System from time to time. See 603 CMR 35.02 (definition of model system).
- Section 6:** The Newton “Handbook for Evaluation” may be revised as well to reflect changes in the Model System. Any revisions of the “Handbook,” to the extent permissible by Massachusetts General Law, shall be negotiated between the Newton Teachers Association and the Newton Public Schools.
- Section 7:** In the event of a conflict between this collective bargaining agreement and the governing laws and regulations, the laws and regulations will prevail.

## **ARTICLE 21**

### **Non-Teaching Duties**

- Section 1:** The Committee and Association acknowledge that a teacher’s primary responsibility is to engage in professional activities and that his/her energies should be utilized to this end.
- Section 2:** Involuntary Class Move: If a Principal has requested and approved the move of an entire classroom, a classroom teacher will receive a payment equal to 50% of a Professional Development Day, representative of their time spent packing and moving, if the move takes place during unscheduled work hours.

**Section 3:** Involuntary Classroom Moves Due to Construction:

1. In cases where, due to construction, an elementary or middle school classroom teacher is involuntarily transferred or unable to get into their classroom before school begins, they shall be entitled to a payment of at least one professional development (PD) day for packing up and one PD day for unpacking their classroom. Under some circumstances (e.g., a long-delay in finishing construction project, the need or expectation to set up a temporary classroom/space until the permanent location is ready, or faculty assistance in the packing, unpacking or moving of a classroom other than one's own), this payment may be adjusted, subject to an agreement between the NPS and the NTA.
2. For purposes of this agreement, "classroom teacher" shall include teachers who have an assigned full sized classroom, and shall include but not be limited to grade level teachers and specialists (Art, Music, P.E, Library). For purposes of this agreement "other teachers" will include special educators, ELL teachers, literacy specialists, and other educators that do not have a full size classroom.
3. In cases where the "classroom teacher" as defined above has to move to a different school building due to the entire school move, they will receive two PD days to pack and two days to unpack at the new building location.
4. "Other teachers" as defined above that do not have a full size classroom who have to move to a different school building due to an entire school move will receive one PD day to pack and one day to unpack at the new building location.
5. Teachers are required to complete a moving form signed by their Principal in order to receive payment. Approval will not be withheld for arbitrary or capricious reasons.

**ARTICLE 22**

**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 23**

### **Positions in Summer School and Continuing Education Program**

**Section 1:** Positions in the Summer School and Continuing Education Program (including positions paid by federal funds) will be filled by those deemed to be best qualified.

**Section 2:** Positions in the Summer School and Continuing Education Program (including positions paid by federal funds) shall be publicized by a notice sent to each member of the professional staff. Notices will also be distributed throughout the place of work. Such notices shall be sent a minimum of fifteen (15) days before the final date when applications must be submitted.

**Section 3:** If, in the judgment of the Superintendent, qualifications are equal, preference for positions in the Newton Summer School and Continuing Education Program (including positions paid by federal funds) will be filled by regularly appointed and qualified teachers in the Newton system. The decision of the Superintendent with respect to filling positions in the Newton Summer School and Continuing Education Program and under Federal programs shall be final and binding.

**Section 4:** Effective September 1, 2015, teachers in summer workshops shall be paid at the rate of 1/185<sup>th</sup> of the Bachelor Minimum, for each day worked. Teacher leaders shall be paid at the rate of 25% higher than the per diem of the participants.

## **ARTICLE 24**

### **Instructional Materials**

**Section 1:** The Committee shall determine and provide sufficient instructional materials for all pupils during classroom hours and for scheduled authorized activities.

**Section 2:** Recognizing the statutory responsibility of the Committee for instructional materials, it is understood and agreed that the decision of the Committee with respect to instructional materials shall be final and binding.

## **ARTICLE 25**

### **Teacher Facilities**

**Section 1:** Where the buildings and facilities furnished by the City of Newton make feasible and practical to do so, the Committee, subject to physical limitations, shall make an effort to:

- A. Provide each school with the following:
  - 1. Space in each classroom in which teachers may store instructional materials and supplies;
  - 2. A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials;
  - 3. An appropriately furnished room to be reserved for the exclusive use of teachers as a faculty lounge. Said room will be in addition to the aforementioned teacher work area;
  - 4. Separate teacher dining areas in all schools;
  - 5. Well-lighted and clean rest rooms; and
  - 6. A serviceable desk, chair, and file cabinet for each teacher.
  - 7. When a school social worker meets with a client, he/she will be provided with space where there is privacy and a safe and secure place to keep records and papers, and access to a phone where confidential calls can be made.

- B. Make reasonably accessible to each teacher the audio-visual instructional equipment, clerical equipment, professional resources, and periodicals necessary for the performance of his/her duties.

## **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 for the following, provided it occurs in the proper performance of their employment and not as a result of the teacher'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 5 Section 11 (Sick Leave Bank) of the 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**

### **Insurance and Annuity Plan**

**Section 1:** Eligible employees may, at their request, participate in a “Tax Sheltered Annuity Plan.”

- A. Such monies shall be transmitted to the Insurance Carrier as per Chapter 112 of the Acts of 1981.
- B. Employees may enter a Tax Sheltered Annuity Plan or increase or decrease their contribution with thirty days’ notice, subject to the cooperation and approval by the appropriate City official.

**Section 2:** The Committee will pay fifty percent (50%) of the cost of a life insurance coverage policy of \$5000, and, effective January 1, 2002, fifty percent (50%) of the cost of basic dental insurance coverage for regular full-time employees covered by this Agreement.

For life insurance policies in excess of \$5000 and dental insurance coverage greater than the basic option, the employee pays 100% of those premiums.

The Committee will pay eighty percent (80%) of the cost of health insurance coverage, with the exception of the changes to the contribution rates to health insurance in section 5 below.

Individual or family coverage, whichever applies in the particular case, of the health insurance plan presently in effect in the City of Newton.

**Section 3:** If the City of Newton increases its percentage contribution of the cost of health insurance for its employees, then the Committee will contribute the same percentage for employees covered by this Agreement.

**Section 4:** Employees may, at their option, participate in the pre-tax premium conversion pursuant to applicable rules and regulations set by the IRS.

Employees may, at their option, participate in the City of Newton’s pre-tax flexible spending plan, both med cap and dependent care, pursuant to applicable rules and regulations set by the IRS.

**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 a \$2000 for individual and \$4000 for 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, 2024**

- 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
- Effective July 1, 2024, \$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 29**

### **Professional Consultations**

#### **Section 1:**

In recognition of the professional standing of teachers and the fact that teachers' ideas and opinions systematically and periodically collated and expressed are of significant value in improving the quality of education in, as well as the efficient and economical operation of, the Newton School System; and in recognition of the long-standing history of consultation and mutual solicitation of views and opinions between the Committee and its professional staff, the Committee agrees that not more frequently than once every three (3) months for a duration of no longer than two (2) hours, it or its designated representative will, upon request of the Association, meet at a reasonable time with the Association to consult about

matters of concern or interest to the Association. The frequency and/or length of such meetings may be extended by mutual agreement.

**Section 2:** The Association agrees that prior to one (1) week before the date scheduled for said consultation, the Association will submit a written agenda of subjects about which it desires to consult at the meeting to the Superintendent of Schools and that the consultation will be confined to subjects on that agenda.

**Section 3:** It is further agreed that the provisions of this Article will in no way be construed as broadening the scope of other provisions of this Agreement or broadening the application of this Agreement as a whole; nor will these provisions make any matter subject of a grievance or arbitration that would not be a grievance or arbitration matter in the absence of these provisions; nor make any matter a mandatory subject of discussion at any time other than the consultations described in this Article that would not be a mandatory subject of discussion in the absence of the provisions of this Section.

## **ARTICLE 30**

### **Association Rights**

**Section 1:** The Association recognizes the authority and responsibility of the Principal for disciplining or reprimanding a teacher for delinquency of professional performance or infraction of outstanding rules and regulations. If a teacher is to be disciplined or reprimanded by a member of the Administration above the level of the Principal and if entry of such discipline or reprimand is made in the teacher's personnel file, he/she will be entitled to have a representative of the Association present. The Association will designate a representative and alternates to serve in its capacity and assure the Committee that either the designated representative or alternates will be available, within reasonable limitations under the circumstances involved, to promptly participate in this proceeding. The Association shall notify the Committee of the names and addresses of the representative and alternates. The parties recognize that in many instances the nature of the offense or infraction may create an emergency so as to require immediate action on the part of such member of the Administration. In such case, if a representative of the Association is not immediately available, then such member of the Administration may issue such discipline or reprimand.

**Section 2:** A list specifying date of hire, areas of certification, present teaching assignment, total years of service in Newton Public Schools, and placement on salary schedule by degree level/step will be prepared by the Committee or its designee and forwarded to the President of the Association annually.

A staff wage distribution for all Unit A personnel will be forwarded to the Association annually. All reasonable efforts shall be made to supply this information by November 1.

## **ARTICLE 31**

### **Lunch Program**

**Section 1:** As professionals, teachers are concerned with all factors that affect the educational process. The elementary school lunch program influences the educational process through its potential effects upon the learning conditions and responses of students and upon the working conditions and energies of teachers. Consistent with the spirit of the vote of the Committee in the spring of 1968 to establish an elementary school lunch program:

- A. No teacher shall be required (or damaged by his/her refusal) to supervise any aspect of the elementary school lunch program.
- B. The supervision of the secondary lunch program will be on a volunteer basis. In the event that not all lunchroom assignments are covered by volunteers, then such assignments will be equitably assigned by the Administration, or its designee, from the remainder of the staff.

## **ARTICLE 32**

### **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 33**

### **Discipline – Discharge**

**Section 1:** No teacher will be disciplined without just cause.

## **ARTICLE 34**

### **Teacher Rights to Personnel Folders, Files, Cards, and Records**

**Section 1:** The teacher will have the right, upon written request to the Superintendent, to inspect the contents of his/her personnel folder, files, cards, and records in the presence of the Superintendent or his/her designee. The teacher has the right to make copies of all of the above materials at a cost of five (5) cents per page.

**Section 2:** If an administrator intends to place materials in a teacher's personnel folder, files, cards, and records' file (including any serious written complaint made by a parent, student, or other person) which in the judgment of the administrator is derogatory to the teacher's conduct, character, or personality, the teacher will have an opportunity to review the material. The teacher will acknowledge that he/she has had the opportunity to review such 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 teacher will also have the right to submit a written answer to such material, and the Superintendent shall acknowledge and review receipt of his/her answer and attach the answer to the file copy.

## **ARTICLE 35**

### **Longevity and Enhanced Longevity**

**Section 1:** Members of the bargaining unit will receive an annual increment based upon the following criteria:

| Years                     | September 1, 2019 |
|---------------------------|-------------------|
| After 13 years of service | \$825             |
| After 19 years of service | \$1,100           |
| After 24 years of service | \$1,650           |
| After 27 years of service | \$3,300           |

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:** Effective FY16, the following rules shall apply in the interpretation of Article 35:

- 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 13 years of service” shall mean after “thirteen (13) cumulative years or more of service.
  - 2. “After 19 years of service” shall mean after “nineteen (19) cumulative years or more of service.
  - 3. “After 24 years of service” shall mean after “twenty-four (24) cumulative years or more of service.
  - 4. “After 27 years of service” shall mean after twenty-seven (27) cumulative years or more of service.

### **Section 3: Enhanced Longevity**

For any employee who previously selected enhanced longevity, the following still applies: A teacher’s right to receive regular longevity payments referenced in

Section 1 above and any sick leave buy-back under Section 10 of Article 5 will cease upon exercising the three-year option set forth herein.

Transition Provision: Beginning in the 2009-2010 contract year, Unit A and B members who retire, have not previously elected and received enhanced longevity, and have completed a minimum of 14 years but less than 29 years will receive a one-time payment of \$3,000 upon retirement.

## **ARTICLE 36**

### **Professional Development and Mentoring**

**Section 1:** It is the Committee's policy to allot substitute days for purposes related to instruction, such as visits to other schools and attendance at conferences. A teacher or group of teachers may apply to the school Principal or the Office for Curriculum and Instruction the use of these substitute days.

Where substitutes are required for field trips that are part of the school's regular program and approved by the school's Principal, the substitute days will not be charged against the school's allotment.

**Section 2:** The Committee and the Association agree that there will be a Mentor Program. The Association will have input in the development of the Mentor Program and training.

It is expected that teachers who become Mentors will make a three-year commitment to the program. All teachers selected as Mentors will receive training in their first year of participation in the program. Additional training will be provided for mentors as needed.

Compensation for mentors will be as follows:

- A. Two and one half (2 ½) workshop day rate (Article 23, Section 4 ("Summer Workshop Rate") or three (3) in-service credits and 15 PDP's per teacher.

Substitute coverage for mentors and mentees will be provided by the Committee, as needed.

**Section 3:** During the first 5 years of employment, all new teachers (and administrators for Unit B; see Unit B Contract) may be required to attend a set of professional development workshops or course(s). These will be for up to 45 PDP's (now 15) or 3 in-service credits over the 5 (now 1) years at no cost to the teacher.

Further, the School Committee and the Administration will endeavor to provide



courses for teachers during their first 5 years of employment, which will give them the opportunity to obtain graduate credits.

## **ARTICLE 37**

### **Joint Instructional Council**

- Section 1:** The Committee and the Association agree to the establishment of a Joint Instructional Council. The Joint Instructional Council (the Council) shall consist of six (6) teachers selected by the Association and six (6) administrator representatives selected by the Committee. The Council will be co-chaired by a representative of the Association and a representative of the Committee.
- Section 2:** The purpose of the Joint Instructional Council is to advise in facilitating professional development and curriculum development and to hear and review the instructional concerns of the teaching staff. The Council is not designed to serve as a replacement for either the Office of Curriculum and Instruction or the efforts of teachers' instructional interest groups. The Council shall promote the broadest possible teacher representation and involvement in the decision-making process regarding professional development and instructional planning and design.
- Section 3:** The Joint Instructional Council will hear from individuals with concerns as well as consult with other persons necessary to develop a sound understanding of the issues being presented. The Council may appoint subcommittees to carry out its responsibilities. The subcommittees shall be appointed by the Committee and the Association in a manner such that the number of members appointed by the Association shall be equal to, or greater than, the number of members appointed by the Committee.
- Section 4:** The Joint Instructional Council shall report its findings and recommendations to the Superintendent, with notice of same to the President of the Association.
- Section 5:** As a part of its responsibilities, the Joint Instructional Council established in this Agreement shall review and make recommendations regarding instructional concerns and issues such as instructional management systems, testing programs, pilot and experimental programs, and changes in new and existing instructional programs.
- The Council shall keep teachers informed of and assure equitable access to professional development opportunities. To that end, a professional development folder shall be established in the Newton Public Schools' E-mail, that shall provide as complete a list of educational conferences as can be compiled cooperatively by the administration and the Association.

**Section 6:** The Committee and/or the Association shall provide secretarial assistance and an adequate meeting place for the Council. Upon request and subject to the approval of the Committee and/or the Superintendent, funds may be provided for release time, compensation for out-of-school work for the Council or its subcommittees, study workshops, resource personnel, or for other work or needs the Council may have.

**Section 7:** Given the nature of the Council, the parties agree that this Article shall not be subject to the Grievance Procedure. Any concerns under this Article shall be addressed by the President of the Association, or his/her designee, and the Assistant Superintendent of Human Resources, or his/her designee.

**Section 8:** The Committee will establish and provide resources and support for an Elementary Professional Faculty Board and a Secondary Professional Faculty Board.

## **ARTICLE 38**

### **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 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 leave.

## **ARTICLE 39**

### **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.

Full-time teachers will advance by full-steps on the salary schedule.

Effective September 1, 2020, step 1.5 is the new entry step level for the Teachers Salary Schedule (NTA)

Effective September 1, 2021, step 2 is the new entry level step for the Teachers Salary Schedule (NTA)

Part-time teachers who become full-time teachers shall be placed on a salary step in accordance with existing practice.

Part-time teachers who teach .50 or more shall advance on salary steps by full-steps.

Part-time teachers who teach less than .50 shall advance on salary steps by one-half step.

Appendix A-1 Teachers Salary Schedule  
Effective September 1, 2023

Appendix A-2 Teachers Salary Schedule  
Effective September 1, 2024

Appendix A-3 Teachers Salary Schedule  
Effective September 1, 2025

Appendix A-4 Teachers Salary Schedule  
Effective September 1, 2026

Appendix A-5 Teachers Salary Schedule  
Effective March 1, 2027

Appendix B-1 Psychologists Salary Schedule  
Effective September 1, 2023

Appendix B-2 Psychologists Salary Schedule  
Effective September 1, 2024

Appendix B-3 Psychologists Salary Schedule

Effective September 1, 2025

Appendix B-4 Psychologists Salary Schedule  
Effective September 1, 2026

Appendix B-5 Psychologists 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 (Groups A, B and C)  
Effective September 1, 2024-August 30, 2027

Appendix D-3 Stipended Positions Salary Schedule (Groups D, E, and F and  
Other High School Stipends)  
Effective September 1, 2024-August 30, 2027

Appendix D-4 Stipended Positions Salary Schedule (City Wide Stipends,  
Middle School, Elementary School and Pre-School Stipends)  
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:** Each member of the professional staff shall be paid on the fifteenth and the last day of each month throughout the calendar year. It is the right of each member to elect to receive his/her summer salary in advance, payable at the conclusion of school in June.

**Section 3:** Each member of the professional staff shall be placed upon that step and column of the teachers' salary schedule to which his/her experience and degree status entitle him/her.

**Section 4:** In the 2024 – 2025 school year, December 1<sup>st</sup> is the anniversary date of step increases for all Unit A members

In the 2025 – 2026 school year, November 1<sup>st</sup> is the anniversary date of step increases for all Unit A members.

In the 2026 – 2027 school year, October 1<sup>st</sup> is the anniversary date of step increases for all Unit A members

Effective August 31, 2027, September 1<sup>st</sup> is the anniversary date of step increases for all Unit A members.

The anniversary date for step increases to coaches' salaries is September 1<sup>st</sup>.

**Section 5:** Effective September 1, 2015, every Unit A member will crosswalk from their current step on the 2014-2015 schedule to a new FY16 salary schedule.

Unit A members newly hired for FY16 will be placed directly on the new FY16 salary schedule based on training and/or experience. The Crosswalk does not apply.

**Section 6:** Effective September 1, 2015, employees on the Occupational and Physical Therapist salary schedule will crosswalk to the Master's lane of the Unit A Teachers Salary schedule. If an employee is eligible to change lanes, they will change after the crosswalk to the Master's lane. All earned degrees and graduate credits will count towards appropriate lane placement. Employees will have sixty (60) days after the execution of this agreement for submitting documentation, including official transcripts.

**Section 7:** **Theater Production Teacher(s)**

Effective September 1, 2015, employees working in the Theater Programs in the high schools shall, if licensed, transition to the Unit A Teachers Salary Schedule, and if not, shall transition to a new "Theater Specialists" Unit E Group Lane according to the following criteria:

- A. For employees hired in or before FY15, the following will apply:
  - 1. If the member holds an applicable DESE teaching license:
    - a. Crosswalk to Masters lane in teacher's schedule on September 1, 2015 with a minimum 2.4% increase in salary.
    - b. If an employee is eligible to change lanes, after submitting the requisite documentation, including official transcripts, they will change after the crosswalk to the Masters lane. All earned degrees and graduate credits will count towards appropriate lane placement. Employees will have sixty (60)

days after the execution of this Agreement for submitting the requisite documentation.

- c. Step increase in March 2016.
- 2. If the member does not hold an applicable DESE teaching license:
  - a. Crosswalk to “Theater Assistants: salary schedule in Unit E (10 month salary schedule) on September 1, 2015 with a minimum 2.4% increase in salary.
  - b. Step increase in February 2016.
- B. For new members hired after FY15, employees will be placed on appropriate Unit A or Unit E Salary Schedule.
- C. This change incorporates the stipends previously designated for costume design for high school productions thereby eliminating stipends for costume design.

Theater Production Assistants and Costume Designers

- A. For employees hired in or before FY15, the following will apply:
  - 1. If the member holds an applicable DESE teaching license:
    - a. Crosswalk to Bachelors lane, step 1, in teacher’s salary schedule on September 1, 2015.
    - b. No lane changes permitted.
    - c. Step increase in March 2017
  - 2. If the member does not hold an applicable DESE teaching license:
    - a. Crosswalk to Step 1 of “Theater Assistants” salary schedule in Unit E (10-month salary schedule).
    - b. Step increase in February 2017.
- B. For new members hired after FY15, employees will be placed on appropriate Unit A or Unit E Salary Schedule.
- C. This change incorporates the stipends previously designated for costume design for high school productions thereby eliminating stipends for costume design.

For new employees hired after FY15, employees will be placed on appropriate Unit A or Unit E Salary Schedule.

**Section 8:** FISCAL YEAR 2025

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

FISCAL YEAR 2026

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

FISCAL YEAR 2027

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

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

**Section 9:** **Coaches Salaries and Stipends**

All Cost of Living Adjustments will be applied to contractual stipend amounts based on the average COLA increase for that year, adjusted for the full-year impact of a partial year COLA in the previous year.

**Coaches' Salaries**

FISCAL YEAR 2025

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

FISCAL YEAR 2026

Effective September 1, 2025, a 3% Cost of Living adjustment will be applied to the coaches' salary schedules.

FISCAL YEAR 2027

Effective September 1, 2026, a 4% Cost of Living adjustment will be applied to the coaches' salary schedules.

## **Stipends**

### **FISCAL YEAR 2025**

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

### **FISCAL YEAR 2026**

Effective September 1, 2025, a 3% Cost of Living adjustment will be applied to the stipend schedules.

### **FISCAL YEAR 2027**

Effective September 1, 2026, a 4% Cost of Living adjustment will be applied to the stipend schedules.

**Section 10:** Elementary, Middle and High School teachers and other educators accompanying students on approved overnight experiences shall receive additional compensation in the amount of one half (1/2) the workshop rate (Article 23, Section 4 “Summer Workshop Rate”) for each overnight spent for continental U.S. and Canadian trips only and for a maximum of five (5) nights per educator per trip upon the submission of a signed and approved overnight trip form.

**Section 11:** Salary schedule increments may be withheld for just cause.

**Section 12:** Subject to approval of the City Treasurer, any teacher may have his/her pay deposited directly into a designated bank. The parties will mutually agree to the particular bank so designated. The Committee will use its best efforts to convince the City Treasurer to arrange for more than one bank.

### **Section 13: Master’s Degree Plus Columns**

#### **Master’s Degree Plus 30 Column**

Plans for qualifications:

**Plan A.** A degree-oriented program, such as a second Master’s Degree or a Certification of Advanced Graduate Specialization or Study, equaling thirty (30) graduate hours beyond the Master’s degree.

**Plan B.** Thirty (30) hours beyond the Master’s degree with a minimum of twenty-four (24) graduate hours in credit courses taken at an accredited university.



A maximum of six (6) hours acquired either through in-service courses or one-half (1/2) credit for auditing graduate courses will be accepted.

Credits granted by the American Council on Education (ACE) for participation in the National Board Certification Program will be accepted.

Credit for Plan B courses must have the approval of the Assistant Superintendent of Human Resources. The main criterion for approving courses in Plan B is the value of the course for the individual teacher, rather than a requirement that the teacher follow a sequential course in his/her subject area.

### **Master's Degree Plus 45 Column**

The following terms and conditions shall be applicable for advancement to M+45.

- A. Fifteen (15) hours beyond M+30 with a minimum of six (6) graduate hours in credit courses taken at an accredited university after 9/1/94.
- B. A maximum of six (6) hours acquired through in-service courses taken after 9/1/94. (Section 8 of this Article applies).
- C. Up to six (6) hours credit will be granted for courses taken between 9/1/89-9/1/94 (after advancement to M+30), subject to the approval of said courses by the Assistant Superintendent of Human Resources.
- D. Credits granted by the American Council on Education (ACE) for participation in the National Board Certification Program will be accepted
- E. All credits must be earned after achievement of M+30 status.

Credit for courses must have the approval of the Assistant Superintendent of Human Resources.

The main criteria for approving courses is the value of the course for the individual teacher, rather than a requirement that the teacher follow a sequential course in his/her subject area.

### **Master's Degree Plus 60 and Doctorate Column**

The Masters Plus 60 column allows members who earn 60 graduate credits beyond the Master's degree according to the criteria defined in A, B, C, and D below to earn the same as members who hold a Doctorate.

The following terms and conditions shall be applicable for advancement to M+60.

- A. Fifteen (15) hours beyond M+45 taken at an accredited university (or as specified in B below) after 9/1/06.
- B. A maximum of six (6) hours acquired through in-service courses taken after 9/1/06. (Section 8 of this Article applies).
- C. Credits granted by the American Council on Education (ACE) for participation in the National Board Certification Program will be accepted
- D. All credits must be earned after achievement of M+45 status.

For members who are in the Masters plus 45 lane, any credits earned from September 1, 2006 forward can be counted in their application for a transfer to higher training to the Masters +60 lane.

Credit for courses must have the approval of the Assistant Superintendent of Human Resources.

The main criteria for approving courses is the value of the course for the individual teacher, rather than a requirement that the teacher follow a sequential course in his/her subject area.

**Section 14: Criteria Governing In-Service Credit**

- A. The authorizing Assistant Superintendent will assign one credit for each fifteen (15) hours of class time. He/she will allow only one unexcused absence for each credit.
- B. Since the assumption is that the courses or workshops are the equivalent of collegiate-level programs, the teachers should expect to do the same type and quality of out-of-class work that would be required by a collegiate instructor.
- C. If a teacher chooses to take an undergraduate collegiate course as partial fulfillment of the six (6) in-service credits allowable in the M+30 salary schedule, the Assistant Superintendent of Human Resources may grant in-service credits, which are the equivalent of those given by the college.

**Section 15: Salary Schedule Equivalencies For Career And Technical Education Teachers**

- A. The following equivalencies shall apply to vocational education teachers who meet the minimum State requirements for education and trade experience:

1. Teachers who come to Newton with less than a Bachelor's degree but meet the minimum state requirements for education and trade experience shall be placed on the Bachelor's Salary Schedule.
2. Master's Degree Salary:
  - (i) To qualify for the Master's Degree Salary Schedule, they must complete forty-five (45) semester hours of credit while teaching in Newton. Although these shall consist of in-service credits or credits from colleges or schools approved by the school department, not more than one third ( $\frac{1}{3}$ ) of the forty-five (45) shall be in-service credits, and at least one-third ( $\frac{1}{3}$ ) must be in education or other academic courses.
  - (ii) A teacher who has a total of sixty (60) semester hours of credit in a vocational degree program shall be placed on the Master's Degree Salary Schedule.
3. To qualify for the Master's + 30 Salary Schedule, they must earn a Bachelor's degree plus an additional fifteen (15) credits approved by the high school department head.
  - (i) In-service credits shall be allowed for each successful completion of the annual conference for upgrading teaching and technical skills sponsored by the State Department of Occupational Education.

**Section 16: Salary Schedule Equivalency For Career And Technical Education Teachers**

It is necessary to recognize recent trade experience that is directly related to the teaching performed by teachers in Technical Education. To move from the Bachelor's Salary Schedule to the Master's Salary Schedule, the following equivalency will be used: within the ten (10) years previous to employment in the Newton Public Schools, a minimum of five (5) years of trade experience directly related to teaching; approval of experience credit to be the responsibility of the high school department head.

**Section 17: Salary Schedule, Secondary Physical Education Coaches' Stipends**

A physical education teacher shall not be required to coach any season. A teacher shall receive full pay for each season coached.

## **ARTICLE 40**

### **Mileage**

**Section 1:** A teacher who must travel to two (2) or more sites (school or students' homes) in a day shall be compensated for such travel at the rate of four dollars (\$4.00) per diem. However, if a teacher is presently receiving more than the \$4.00 stipend he/she will continue to receive the higher amount.

**Section 2:** The conveyance allowance for those who currently receive them will be set at \$75.00 per month.

## **ARTICLE 41**

### **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:** 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 requester within twenty-four (24) hours (one (1) business day). This notification shall not be subject to the grievance procedure.

## **ARTICLE 42**

### **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 43**

This article is intentionally left blank.

## **ARTICLE 44**

### **Elementary Preparation Time**

**Section 1:** Each elementary teacher will be scheduled for a minimum of 180 minutes of preparation time per week (during the regular school day), which is to be scheduled in meaningful units, pro-rated by FTE. Given the minimum scheduled preparation time of 180 minutes per week, elementary teachers will receive a minimum of 30 minutes of duty-free preparation time (excluding their duty-free lunch time) for three (3) days per week, and the Committee will make reasonable efforts to continue providing, subject to economic factors, a minimum of 30 minutes of duty-free preparation time (excluding their duty-free lunch time) on two (2) additional days per week for a total of five (5) days per week.

#### **Fiscal Year 2021**

Prior to January 15, 2021, the parties will convene a joint labor-management committee to discuss elementary prep time. The Committee will have an equal number of representative from the Committee and the Association to discuss increasing elementary preparation time.

#### **Fiscal Year 2023**

Effective September 1, 2022, the Committee will provide \$100,000 solely for the purpose of providing elementary teachers with increased preparation time per the recommendation of the Joint Labor Management Committee.

## **ARTICLE 45**

### **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 46**

### **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 \$500.00.

**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.

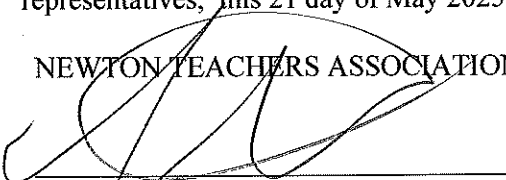
## **ARTICLE 47**

### **Duration**

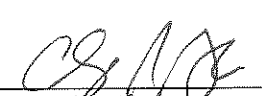
- Section 1:** This Agreement shall become effective as of September 1, 2024 and shall continue and remain in full force and effect until August 31, 2027.
- Section 2:** Effective September 1, 2024 salaries will be adjusted as provided in Article 39, or as set forth in the appendices.
- Section 3:** 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

  
\_\_\_\_\_  
Chris Brezski, Chairperson  
Newton School Committee



**APPENDIX A-1**

| <b>Salary Schedule NTA - Effective September 1, 2023</b> |           |            |             |             |                            |
|--|-----------|------------|-------------|-------------|----------------------------|
| <b>2.5% COLA Increase all steps</b>                      |           |            |             |             |                            |
| Step   | LANES     |            |             |             |                            |
|  | Bachelors | Masters    | Masters +30 | Masters +45 | Masters +60 /<br>Doctorate |
|  |           |            |             |             |                            |
| 1  | 58,363.01 | 63,446.30  | 68,176.69   | 70,113.65   | 72,538.46                  |
| 1.5  | 59,530.23 | 64,715.94  | 69,540.26   | 71,515.77   | 73,989.97                  |
| 2  | 61,316.62 | 66,656.50  | 71,626.62   | 73,590.06   | 76,208.83                  |
| 2.5  | 62,542.88 | 67,989.98  | 73,058.83   | 75,062.06   | 77,733.81                  |
| 3  | 63,669.15 | 69,247.54  | 74,410.37   | 76,413.60   | 79,172.07                  |
| 3.5  | 64,942.38 | 70,632.82  | 75,898.02   | 77,941.00   | 80,754.88                  |
| 4  | 65,948.20 | 71,762.73  | 77,112.25   | 79,110.67   | 82,047.41                  |
| 4.5  | 67,267.24 | 73,198.56  | 78,655.30   | 80,692.25   | 83,688.06                  |
| 5  | 68,310.40 | 74,369.43  | 79,914.08   | 81,902.87   | 85,027.52                  |
| 5.5  | 69,676.38 | 75,857.06  | 81,511.36   | 83,541.08   | 86,727.18                  |
| 6  | 70,687.01 | 76,994.22  | 82,734.02   | 84,793.85   | 88,028.15                  |
| 6.5  | 72,101.22 | 78,534.85  | 84,389.10   | 86,489.87   | 89,789.21                  |
| 7  | 74,263.43 | 80,891.00  | 86,921.10   | 89,084.53   | 92,482.65                  |
| 7.5  | 75,748.66 | 82,508.77  | 88,659.33   | 90,866.10   | 94,332.89                  |
| 8  | 77,074.91 | 83,994.02  | 90,255.39   | 92,411.58   | 96,030.13                  |
| 8.5  | 78,615.56 | 85,673.17  | 92,059.86   | 94,259.41   | 97,951.46                  |
| 9  | 79,834.60 | 87,043.98  | 93,533.04   | 95,720.57   | 99,518.59                  |
| 9.5  | 81,431.85 | 88,785.81  | 95,403.75   | 97,634.63   | 101,508.56                 |
| 10   | 82,693.05 | 90,206.04  | 96,929.97   | 99,148.81   | 103,132.32                 |
| 10.5   | 84,346.95 | 92,010.47  | 98,869.34   | 101,131.53  | 105,195.79                 |
| 11   | 85,781.60 | 93,574.00  | 100,549.71  | 102,799.85  | 106,983.36                 |
| 11.5   | 87,496.90 | 95,445.92  | 102,560.17  | 104,856.08  | 109,123.89                 |
| 12   | 89,903.67 | 98,070.68  | 105,381.26  | 107,739.83  | 112,124.51                 |
| 12.5   | 91,700.90 | 100,031.77 | 107,489.28  | 109,893.63  | 114,367.41                 |
| 13   | 94,228.05 | 103,543.02 | 110,450.11  | 112,922.12  | 117,517.70                 |
| 13.5   | 96,111.71 | 105,613.53 | 112,659.51  | 115,179.52  | 119,868.48                 |
| 14   | 98,764.88 | 109,321.46 | 115,767.89  | 118,359.69  | 123,176.44                 |

**APPENDIX A-2**

| <b>Salary Schedule NTA - Effective September 1, 2024</b> |            |            |             |             |                            |
|--|------------|------------|-------------|-------------|----------------------------|
| <b>2.5% COLA Increase all steps</b>                      |            |            |             |             |                            |
| Step   | LANES      |            |             |             |                            |
|  | Bachelors  | Masters    | Masters +30 | Masters +45 | Masters +60 /<br>Doctorate |
|  |            |            |             |             |                            |
| 1  | 59,822.09  | 65,032.46  | 69,881.11   | 71,866.49   | 74,351.92                  |
| 1.5  | 61,018.49  | 66,333.84  | 71,278.77   | 73,303.66   | 75,839.72                  |
| 2  | 62,849.54  | 68,322.91  | 73,417.29   | 75,429.81   | 78,114.05                  |
| 2.5  | 64,106.45  | 69,689.73  | 74,885.30   | 76,938.61   | 79,677.16                  |
| 3  | 65,260.88  | 70,978.73  | 76,270.63   | 78,323.94   | 81,151.37                  |
| 3.5  | 66,565.94  | 72,398.64  | 77,795.47   | 79,889.53   | 82,773.75                  |
| 4  | 67,596.91  | 73,556.80  | 79,040.06   | 81,088.44   | 84,098.60                  |
| 4.5  | 68,948.92  | 75,028.52  | 80,621.68   | 82,709.56   | 85,780.26                  |
| 5  | 70,018.16  | 76,228.67  | 81,911.93   | 83,950.44   | 87,153.21                  |
| 5.5  | 71,418.29  | 77,753.49  | 83,549.14   | 85,629.61   | 88,895.36                  |
| 6  | 72,454.19  | 78,919.08  | 84,802.37   | 86,913.70   | 90,228.85                  |
| 6.5  | 73,903.75  | 80,498.22  | 86,498.83   | 88,652.12   | 92,033.94                  |
| 7  | 76,120.02  | 82,913.28  | 89,094.13   | 91,311.64   | 94,794.72                  |
| 7.5  | 77,642.38  | 84,571.49  | 90,875.81   | 93,137.75   | 96,691.21                  |
| 8  | 79,001.78  | 86,093.87  | 92,511.77   | 94,721.87   | 98,430.88                  |
| 8.5  | 80,580.95  | 87,815.00  | 94,361.36   | 96,615.90   | 100,400.25                 |
| 9  | 81,830.47  | 89,220.08  | 95,871.37   | 98,113.58   | 102,006.55                 |
| 9.5  | 83,467.65  | 91,005.46  | 97,788.84   | 100,075.50  | 104,046.27                 |
| 10   | 84,760.38  | 92,461.19  | 99,353.22   | 101,627.53  | 105,710.63                 |
| 10.5   | 86,455.62  | 94,310.73  | 101,341.07  | 103,659.82  | 107,825.68                 |
| 11   | 87,926.14  | 95,913.35  | 103,063.45  | 105,369.85  | 109,657.94                 |
| 11.5   | 89,684.32  | 97,832.07  | 105,124.17  | 107,477.48  | 111,851.99                 |
| 12   | 92,151.26  | 100,522.45 | 108,015.79  | 110,433.33  | 114,927.62                 |
| 12.5   | 93,993.42  | 102,532.56 | 110,176.51  | 112,640.97  | 117,226.60                 |
| 13   | 96,583.75  | 106,131.60 | 113,211.36  | 115,745.17  | 120,455.64                 |
| 13.5   | 98,514.50  | 108,253.87 | 115,476.00  | 118,059.01  | 122,865.19                 |
| 14   | 101,234.00 | 112,054.50 | 118,662.09  | 121,318.68  | 126,255.85                 |

**APPENDIX A-3**

| <b>Salary Schedule NTA - Effective September 1, 2025</b> |            |            |             |             |                            |
|--|------------|------------|-------------|-------------|----------------------------|
| <b>3.0% COLA Increase all steps</b>                      |            |            |             |             |                            |
| Step   | LANES      |            |             |             |                            |
|  | Bachelors  | Masters    | Masters +30 | Masters +45 | Masters +60 /<br>Doctorate |
|  |            |            |             |             |                            |
| 1  | 61,616.75  | 66,983.43  | 71,977.54   | 74,022.48   | 76,582.48                  |
| 1.5  | 62,849.04  | 68,323.86  | 73,417.13   | 75,502.77   | 78,114.91                  |
| 2  | 64,735.03  | 70,372.60  | 75,619.81   | 77,692.70   | 80,457.47                  |
| 2.5  | 66,029.64  | 71,780.42  | 77,131.86   | 79,246.77   | 82,067.47                  |
| 3  | 67,218.71  | 73,108.09  | 78,558.75   | 80,673.66   | 83,585.91                  |
| 3.5  | 68,562.92  | 74,570.60  | 80,129.33   | 82,286.22   | 85,256.96                  |
| 4  | 69,624.82  | 75,763.50  | 81,411.26   | 83,521.09   | 86,621.56                  |
| 4.5  | 71,017.39  | 77,279.38  | 83,040.33   | 85,190.85   | 88,353.67                  |
| 5  | 72,118.70  | 78,515.53  | 84,369.29   | 86,468.95   | 89,767.81                  |
| 5.5  | 73,560.84  | 80,086.09  | 86,055.61   | 88,198.50   | 91,562.22                  |
| 6  | 74,627.82  | 81,286.65  | 87,346.44   | 89,521.11   | 92,935.72                  |
| 6.5  | 76,120.86  | 82,913.17  | 89,093.79   | 91,311.68   | 94,794.96                  |
| 7  | 78,403.62  | 85,400.68  | 91,766.95   | 94,050.99   | 97,638.56                  |
| 7.5  | 79,971.65  | 87,108.63  | 93,602.08   | 95,931.88   | 99,591.95                  |
| 8  | 81,371.83  | 88,676.69  | 95,287.12   | 97,563.53   | 101,383.81                 |
| 8.5  | 82,998.38  | 90,449.45  | 97,192.20   | 99,514.38   | 103,412.26                 |
| 9  | 84,285.38  | 91,896.68  | 98,747.51   | 101,056.99  | 105,066.75                 |
| 9.5  | 85,971.68  | 93,735.62  | 100,722.51  | 103,077.77  | 107,167.66                 |
| 10   | 87,303.19  | 95,235.03  | 102,333.82  | 104,676.36  | 108,881.95                 |
| 10.5   | 89,049.29  | 97,140.05  | 104,381.30  | 106,769.61  | 111,060.45                 |
| 11   | 90,563.92  | 98,790.75  | 106,155.35  | 108,530.95  | 112,947.68                 |
| 11.5   | 92,374.85  | 100,767.03 | 108,277.90  | 110,701.80  | 115,207.55                 |
| 12   | 94,915.80  | 103,538.12 | 111,256.26  | 113,746.33  | 118,375.45                 |
| 12.5   | 96,813.22  | 105,608.54 | 113,481.81  | 116,020.20  | 120,743.40                 |
| 13   | 99,481.26  | 109,315.55 | 116,607.70  | 119,217.53  | 124,069.31                 |
| 13.5   | 101,469.94 | 111,501.49 | 118,940.28  | 121,600.78  | 126,551.15                 |
| 14   | 104,271.02 | 115,416.14 | 122,221.95  | 124,958.24  | 130,043.53                 |

**APPENDIX A-4**

| <b>Salary Schedule NTA - Effective September 1, 2026</b> |            |            |             |             |                            |
|--|------------|------------|-------------|-------------|----------------------------|
| <b>3.25% COLA Increase all steps</b>                     |            |            |             |             |                            |
| Step   | LANES      |            |             |             |                            |
|  | Bachelors  | Masters    | Masters +30 | Masters +45 | Masters +60 /<br>Doctorate |
|  |            |            |             |             |                            |
| 1  | 63,619.00  | 69,160.00  | 74,317.00   | 76,428.00   | 79,071.00                  |
| 1.5  | 64,892.00  | 70,544.00  | 75,803.00   | 77,957.00   | 80,654.00                  |
| 2  | 66,839.00  | 72,660.00  | 78,077.00   | 80,218.00   | 83,072.00                  |
| 2.5  | 68,176.00  | 74,113.00  | 79,639.00   | 81,822.00   | 84,735.00                  |
| 3  | 69,403.00  | 75,484.00  | 81,112.00   | 83,296.00   | 86,302.00                  |
| 3.5  | 70,791.00  | 76,994.00  | 82,734.00   | 84,961.00   | 88,028.00                  |
| 4  | 71,888.00  | 78,226.00  | 84,057.00   | 86,236.00   | 89,437.00                  |
| 4.5  | 73,325.00  | 79,791.00  | 85,739.00   | 87,960.00   | 91,225.00                  |
| 5  | 74,463.00  | 81,067.00  | 87,111.00   | 89,279.00   | 92,685.00                  |
| 5.5  | 75,952.00  | 82,689.00  | 88,852.00   | 91,065.00   | 94,538.00                  |
| 6  | 77,053.00  | 83,928.00  | 90,185.00   | 92,431.00   | 95,956.00                  |
| 6.5  | 78,595.00  | 85,608.00  | 91,989.00   | 94,279.00   | 97,876.00                  |
| 7  | 80,952.00  | 88,176.00  | 94,749.00   | 97,108.00   | 100,812.00                 |
| 7.5  | 82,571.00  | 89,940.00  | 96,644.00   | 99,050.00   | 102,829.00                 |
| 8  | 84,016.00  | 91,559.00  | 98,384.00   | 100,734.00  | 104,679.00                 |
| 8.5  | 85,696.00  | 93,389.00  | 100,351.00  | 102,749.00  | 106,773.00                 |
| 9  | 87,025.00  | 94,883.00  | 101,957.00  | 104,341.00  | 108,481.00                 |
| 9.5  | 88,766.00  | 96,782.00  | 103,996.00  | 106,428.00  | 110,651.00                 |
| 10   | 90,141.00  | 98,330.00  | 105,660.00  | 108,078.00  | 112,421.00                 |
| 10.5   | 91,943.00  | 100,297.00 | 107,774.00  | 110,240.00  | 114,670.00                 |
| 11   | 93,507.00  | 102,001.00 | 109,605.00  | 112,058.00  | 116,618.00                 |
| 11.5   | 95,377.00  | 104,042.00 | 111,797.00  | 114,300.00  | 118,952.00                 |
| 12   | 98,001.00  | 106,903.00 | 114,872.00  | 117,443.00  | 122,223.00                 |
| 12.5   | 99,960.00  | 109,041.00 | 117,170.00  | 119,791.00  | 124,668.00                 |
| 13   | 102,714.00 | 112,868.00 | 120,397.00  | 123,092.00  | 128,102.00                 |
| 13.5   | 104,768.00 | 115,125.00 | 122,806.00  | 125,553.00  | 130,664.00                 |
| 14   | 107,660.00 | 119,167.00 | 126,194.00  | 129,019.00  | 134,270.00                 |

**APPENDIX A-5**

| <b>Salary Schedule NTA - Effective March 1, 2027</b> |            |            |             |             |                            |
|--|------------|------------|-------------|-------------|----------------------------|
| <b>0.75% COLA Increase all steps</b>                 |            |            |             |             |                            |
| Step   | LANES      |            |             |             |                            |
|  | Bachelors  | Masters    | Masters +30 | Masters +45 | Masters +60 /<br>Doctorate |
| 1  | 64,096.14  | 69,678.70  | 74,874.38   | 77,001.21   | 79,664.03                  |
| 1.5  | 65,378.69  | 71,073.08  | 76,371.52   | 78,541.68   | 81,258.91                  |
| 2  | 67,340.29  | 73,204.95  | 78,662.58   | 80,819.64   | 83,695.04                  |
| 2.5  | 68,687.32  | 74,668.85  | 80,236.29   | 82,435.67   | 85,370.51                  |
| 3  | 69,923.52  | 76,050.13  | 81,720.34   | 83,920.72   | 86,949.27                  |
| 3.5  | 71,321.93  | 77,571.46  | 83,354.51   | 85,598.21   | 88,688.21                  |
| 4  | 72,427.16  | 78,812.70  | 84,687.43   | 86,882.77   | 90,107.78                  |
| 4.5  | 73,874.94  | 80,389.43  | 86,382.04   | 88,619.70   | 91,909.19                  |
| 5  | 75,021.47  | 81,675.00  | 87,764.33   | 89,948.59   | 93,380.14                  |
| 5.5  | 76,521.64  | 83,309.17  | 89,518.39   | 91,747.99   | 95,247.04                  |
| 6  | 77,630.90  | 84,557.46  | 90,861.39   | 93,124.23   | 96,675.67                  |
| 6.5  | 79,184.46  | 86,250.06  | 92,678.92   | 94,986.09   | 98,610.07                  |
| 7  | 81,559.14  | 88,837.32  | 95,459.62   | 97,836.31   | 101,568.09                 |
| 7.5  | 83,190.28  | 90,614.55  | 97,368.83   | 99,792.88   | 103,600.22                 |
| 8  | 84,646.12  | 92,245.69  | 99,121.88   | 101,489.51  | 105,464.09                 |
| 8.5  | 86,338.72  | 94,089.42  | 101,103.63  | 103,519.62  | 107,573.80                 |
| 9  | 87,677.69  | 95,594.62  | 102,721.68  | 105,123.56  | 109,294.61                 |
| 9.5  | 89,431.75  | 97,507.87  | 104,775.97  | 107,226.21  | 111,480.88                 |
| 10   | 90,817.06  | 99,067.48  | 106,452.45  | 108,888.59  | 113,264.16                 |
| 10.5   | 92,632.57  | 101,049.23 | 108,582.31  | 111,066.80  | 115,530.03                 |
| 11   | 94,208.30  | 102,766.01 | 110,427.04  | 112,898.44  | 117,492.64                 |
| 11.5   | 96,092.33  | 104,822.32 | 112,635.48  | 115,157.25  | 119,844.14                 |
| 12   | 98,736.01  | 107,704.77 | 115,733.54  | 118,323.82  | 123,139.67                 |
| 12.5   | 100,709.70 | 109,858.81 | 118,048.78  | 120,689.43  | 125,603.01                 |
| 13   | 103,484.36 | 113,714.51 | 121,299.98  | 124,015.19  | 129,062.77                 |
| 13.5   | 105,553.76 | 115,988.44 | 123,727.05  | 126,494.65  | 131,643.98                 |
| 14   | 108,467.45 | 120,060.75 | 127,140.46  | 129,986.64  | 135,277.03                 |

**APPENDIX B-1**

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

**APPENDIX B-2**

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

**APPENDIX B-3**

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



**APPENDIX B-4**

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

**APPENDIX B-5**

| <b>Salary Schedule PSY - Effective March 1, 2027</b> |            |            |             |             |                            |
|--|------------|------------|-------------|-------------|----------------------------|
| <b>.75% COLA Increase</b>                            |            |            |             |             |                            |
| Step   | LANES      |            |             |             |                            |
|  | Bachelors  | Masters    | Masters +30 | Masters +45 | Masters +60 /<br>Doctorate |
| 1  | 89,684.18  | 96,040.79  | 101,243.81  | 103,281.05  | 106,444.17                 |
| 1.5  | 91,009.73  | 97,462.91  | 102,742.67  | 104,811.72  | 108,358.41                 |
| 2  | 92,446.43  | 99,001.43  | 104,367.21  | 106,467.98  | 110,307.05                 |
| 2.5  | 93,905.60  | 100,566.47 | 106,016.88  | 108,152.04  | 112,291.46                 |
| 3  | 95,592.31  | 102,373.57 | 107,923.19  | 110,098.05  | 114,312.83                 |
| 3.5  | 97,308.14  | 104,212.43 | 109,863.89  | 112,078.45  | 116,371.32                 |
| 4  | 99,057.02  | 106,085.65 | 111,840.33  | 114,094.56  | 118,465.46                 |
| 4.5  | 100,836.35 | 107,994.61 | 113,853.80  | 116,149.05  | 120,599.35                 |
| 5  | 102,650.03 | 109,862.57 | 115,901.66  | 118,239.24  | 122,770.22                 |
| 5.5  | 104,494.18 | 111,838.99 | 117,989.23  | 120,369.11  | 124,982.15                 |
| 6  | 106,374.04 | 113,851.17 | 120,113.85  | 122,536.06  | 127,233.71                 |
| 6.5  | 108,285.64 | 115,900.33 | 122,276.78  | 124,744.01  | 129,526.35                 |
| 7  | 110,234.28 | 117,986.60 | 124,479.44  | 126,991.64  | 131,861.31                 |
| 7.5  | 112,217.33 | 120,112.51 | 126,721.78  | 129,278.93  | 134,237.22                 |
| 8  | 114,237.42 | 122,274.12 | 129,006.43  | 131,609.93  | 136,658.16                 |
| 8.5  | 116,291.93 | 124,476.78 | 131,330.76  | 133,981.88  | 139,122.75                 |
| 9  | 118,386.10 | 126,720.47 | 133,697.50  | 136,396.23  | 141,630.97                 |
| 9.5  | 120,517.29 | 129,002.45 | 136,107.85  | 138,856.83  | 144,185.52                 |
| 10   | 123,606.93 | 132,308.85 | 139,593.56  | 142,411.30  | 147,876.91                 |
| 10.5   | 125,832.10 | 134,691.44 | 142,110.19  | 144,980.43  | 150,544.10                 |
| 11   | 129,044.49 | 138,134.10 | 145,745.47  | 148,691.22  | 154,400.09                 |

## APPENDIX-C-1

|  |                    | FY25      | FY25      | FY25      | FY25      | FY25      | FY25      |
|--|--------------------|-----------|-----------|-----------|-----------|-----------|-----------|
|  |                    | STEP 1    | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6    |
| <b>HIGH SCHOOLS</b>  |                    |           |           |           |           |           |           |
| <b>GROUP I</b>   |                    |           |           |           |           |           |           |
| 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,<br>Faculty & Equipment Manager per<br>week |                    | 257.85    |           |           |           |           |           |
|  |                    |           |           |           |           |           |           |
| <b>GROUP II</b>  |                    |           |           |           |           |           |           |
| 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<br>travel expense                              |                    | 110.87    |           |           |           |           |           |
|  |                    |           |           |           |           |           |           |
| <b>GROUP III</b>   |                    |           |           |           |           |           |           |
| 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   |
| <b>HIGH SCHOOLS, Cont.</b> |                   |          |          |          |          |          |          |
| <b>GROUP IV</b>            |                   |          |          |          |          |          |          |
| 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 |
|                            |                   |          |          |          |          |          |          |
| <b>GROUP V</b>             |                   |          |          |          |          |          |          |
| 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 |
|                            | 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 |
|                            | Varsity Assistant | 2,245.40 | 2,514.91 | 2,774.50 | 3,173.01 | 3,568.18 | 4,157.56 |
|                            |                   |          |          |          |          |          |          |
| Ultimate Frisbee           | Head Coach        | 3,968.31 | 4,236.18 | 4,494.12 | 4,885.98 | 5,287.78 | 5,904.12 |
|                            | Assistant Coach   | 2,245.40 | 2,514.91 | 2,774.50 | 3,173.01 | 3,568.18 | 4,157.56 |
|                            |                   |          |          |          |          |          |          |
| <b>GROUP VI</b>            |                   |          |          |          |          |          |          |
| 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.**

|                       |                   | FY25     | FY25     | FY25     | FY25     | FY25     | FY25     |
|-----------------------|-------------------|----------|----------|----------|----------|----------|----------|
|                       |                   | STEP 1   | STEP 2   | STEP 3   | STEP 4   | STEP 5   | STEP 6   |
| <b>MIDDLE SCHOOLS</b> |                   |          |          |          |          |          |          |
| 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    |
| <b>HIGH SCHOOLS</b>  |                    |           |           |           |           |           |           |
| <b>GROUP I</b>   |                    |           |           |           |           |           |           |
| 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,<br>Faculty & Equipment Manager per<br>week |                    | 265.58    |           |           |           |           |           |
|  |                    |           |           |           |           |           |           |
| <b>GROUP II</b>  |                    |           |           |           |           |           |           |
| 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<br>travel expense                              |                    | 114.20    |           |           |           |           |           |
|  |                    |           |           |           |           |           |           |
| <b>GROUP III</b>   |                    |           |           |           |           |           |           |
| 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   |
| <b>HIGH SCHOOLS, Cont.</b> |                   |          |          |          |          |          |          |
| <b>GROUP IV</b>            |                   |          |          |          |          |          |          |
| 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 |
|                            |                   |          |          |          |          |          |          |
| <b>GROUP V</b>             |                   |          |          |          |          |          |          |
| 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 |
|                            | 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 |
|                            | Varsity Assistant | 2,312.76 | 2,590.36 | 2,857.74 | 3,268.20 | 3,675.22 | 4,282.29 |
|                            |                   |          |          |          |          |          |          |
| Ultimate Frisbee           | Head Coach        | 4,087.36 | 4,363.27 | 4,628.95 | 5,032.56 | 5,446.41 | 6,081.25 |
|                            | Assistant Coach   | 2,312.76 | 2,590.36 | 2,857.74 | 3,268.20 | 3,675.22 | 4,282.29 |
|                            |                   |          |          |          |          |          |          |
| <b>GROUP VI</b>            |                   |          |          |          |          |          |          |
| 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   |
| <b>MIDDLE SCHOOLS</b> |                   |          |          |          |          |          |          |
| 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    |
| <b>HIGH SCHOOLS</b>  |                    |           |           |           |           |           |           |
| <b>GROUP I</b>   |                    |           |           |           |           |           |           |
| 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,<br>Faculty & Equipment Manager per<br>week |                    | 276.21    |           |           |           |           |           |
|  |                    |           |           |           |           |           |           |
| <b>GROUP II</b>  |                    |           |           |           |           |           |           |
| 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<br>travel expense                              |                    | 118.77    |           |           |           |           |           |
|  |                    |           |           |           |           |           |           |
| <b>GROUP III</b>   |                    |           |           |           |           |           |           |
| 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   |
| <b>HIGH SCHOOLS, Cont.</b> |                   |          |          |          |          |          |          |
| <b>GROUP IV</b>            |                   |          |          |          |          |          |          |
| 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 |
|                            |                   |          |          |          |          |          |          |
| <b>GROUP V</b>             |                   |          |          |          |          |          |          |
| 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 |
|                            | 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 |
|                            | Varsity Assistant | 2,405.27 | 2,693.97 | 2,972.05 | 3,398.93 | 3,822.23 | 4,453.58 |
|                            |                   |          |          |          |          |          |          |
| Ultimate Frisbee           | Head Coach        | 4,250.85 | 4,537.80 | 4,814.10 | 5,233.86 | 5,664.27 | 6,324.50 |
|                            | Assistant Coach   | 2,405.27 | 2,693.97 | 2,972.05 | 3,398.93 | 3,822.23 | 4,453.58 |
|                            |                   |          |          |          |          |          |          |
| <b>GROUP VI</b>            |                   |          |          |          |          |          |          |
| 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   |
| <b>MIDDLE SCHOOLS</b> |                   |          |          |          |          |          |          |
| 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 |

**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.

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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.

7. 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 5<sup>th</sup> 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)
8. 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
  9. 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 15<sup>th</sup>. The parties will then review the study and if any additional stipends emerge, then they will be added to the Stipend Appendix E.
  10. 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**

| <b>HIGH SCHOOL STIPENDS</b> |             |             |             |
|-----------------------------|-------------|-------------|-------------|
| <b>Group A</b>              | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
| Club Advisor                | \$403       | \$415       | \$432       |

| <b>Group B</b>   | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
|--|-------------|-------------|-------------|
| 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     |

| <b>Group C</b>                                | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
|---|-------------|-------------|-------------|
| 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     |
| Web Design Specialist                         | \$1,182     | \$1,217     | \$1,266     |

**APPENDIX D-3**

| <b>Group D</b>   | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
|--|-------------|-------------|-------------|
| 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     |
| Wellness Coordinator                                       | \$1,737     | \$1,789     | \$1,861     |
|  |             |             |             |

| <b>Group E</b>                               | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
|--|-------------|-------------|-------------|
| 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     |

| <b>Group F</b>    | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
|-------------------|-------------|-------------|-------------|
| Newspaper Advisor | \$3,581     | \$3,689     | \$3,836     |
| Yearbook Advisor  | \$3,581     | \$3,689     | \$3,836     |

| <b>OTHER HIGH SCHOOL STIPENDS</b>   | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
|---|-------------|-------------|-------------|
| 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**

| <b>CITYWIDE STIPENDS</b>   | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
|--|-------------|-------------|-------------|
| Citywide Crisis Manager  | \$2,389     | \$2,461     | \$2,559     |
| Psychologist Leader--Elementary  | \$2,389     | \$2,461     | \$2,559     |
| Psychologist Leader--Secondary   | \$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)<br>(Subject to COLA in future contract - see 15-18 Contract Article 38, Section 16) (NEW<br>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<br>the Ed Center, 2 in each MS, 4 in each HS) (HS Group B rate)  | \$944       | \$972       | \$1,011     |

| <b>MIDDLE SCHOOL STIPENDS</b>                     | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
|---|-------------|-------------|-------------|
| 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       |

| <b>ELEMENTARY &amp; PRE-K STIPENDS</b>   | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
|--|-------------|-------------|-------------|
| 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<br>(TBD Annually by principal and staff based on committee participation, eg Scheduling<br>Committee, Principal Advisory Committee, etc)<br>(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**

|                            |  | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
|----------------------------|--|-------------|-------------|-------------|
| <b>HIGH SCHOOL</b>         |  |             |             |             |
| <b>Theater Productions</b> |  |             |             |             |
| 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.**

|                            |  | <b>FY25</b> | <b>FY26</b> | <b>FY27</b> |
|----------------------------|--|-------------|-------------|-------------|
| <b>Musical Productions</b> |  |             |             |             |
| 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.**

|                                    |                 | <b>FY25</b>  | <b>FY26</b>  | <b>FY27</b>  |
|------------------------------------|-----------------|--------------|--------------|--------------|
| <b>MIDDLE SCHOOL</b>               |                 |              |              |              |
| <b>Full Length Musical/Cabaret</b> |                 |              |              |              |
| 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        |
|                                    |                 |              |              |              |
| <b>Full Length Non-Musical</b>     |                 |              |              |              |
| 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                    |                 | <b>\$347</b> | <b>\$357</b> | <b>\$371</b> |

**APPENDIX D-5, cont.**

|  |                 |         |         |         |
|--|-----------------|---------|---------|---------|
| <b>One-Act Play or Small Musical</b>         |                 |         |         |         |
| 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   |
| <b>ELEMENTARY</b>                            |                 |         |         |         |
| 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   |
| <b>CITY-WIDE MUSIC PROGRAMS (ALL-CITY)</b>   |                 |         |         |         |
|  |                 |         |         |         |
| <b>10 or Less Rehearsals per Year</b>        |                 |         |         |         |
| 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 |
|  |                 |         |         |         |
| <b>11 to 29 Rehearsals per Year</b>          |                 |         |         |         |
| 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 |
|  |                 |         |         |         |
| <b>30 or More Rehearsals per Year</b>        |                 |         |         |         |
| 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**

### **TIME AND LEARNING AGREEMENT**

#### **PREAMBLE**

The Newton School Committee (the Committee) and the Newton Teachers Association (the Association) acknowledge that the Time and Learning regulations issued by the Department of Education pursuant to its mandate under the Education Reform Act of 1993 warrant a change in the existing practices with respect to total teacher hours of employment, length of school day, and work load. In an effort to develop mutually satisfactory changes in the afore-mentioned existing practices, the parties hereby agree on the following Time and Learning changes\*:

#### **ELEMENTARY SCHOOLS**

One of the goals of the Elementary School Day Working Group is to increase the weekly preparation time for all Elementary educators to 220 minutes per five **(5) day** week. Should the Elementary School Day Working Group jointly agree to a proposal increasing elementary prep time to at least 220 minutes per five **(5) day** week, the parties agree to reopen negotiations on the Elementary portion of the Time & Learning Agreement and Article 44 of the CBA in order to negotiate over incorporating said agreements.

1. Student arrival begins at 8:10. Teachers shall take attendance at 8:20am daily. Students will be dismissed at 2:50pm daily, except on the weekly short day (Wednesday) when they are dismissed at 12:20pm.
2. The regular work day for elementary teachers will begin 10 minutes before student arrival time. The regular work day shall conclude at the same time daily, which shall be 10 minutes after the student dismissal time on a regular school day.
3. The Newton Public Schools will provide citywide professional development during the regular school day. Teachers will be released from their regular teaching duties and the district will provide appropriate coverage.
4. The schedule below shall serve as the plan for the time after the weekly student short-day release (Wednesday), which is designated for professional collaboration and meetings under the direction of the principal/designee (e.g. staff meetings, PLC meetings, Department meetings), and personal planning time. This schedule creates a predictable structure to the Wednesday afternoon early release time. It is understood that the principal/designee may, on occasion, make alterations to the plan below with regard to meeting type or structure as necessary to respond to building and/or District needs.

- a. One (1) staff meeting per month from 1:05pm-3:00pm



- b. Three (3) meetings of Professional Learning Communities (PLCs) per month or four (4) in a month containing five (5) weekly short days
  - c. One (1) Department meeting per month (Specialists [e.g. Library, Art, Music, PE teachers), ELL teachers, Special Educators [e.g. Special Education teachers, SW/Psych, Speech Language pathologists]
  - d. Three (3) hours of personal planning time per month (four (4) hours in a month that has five (5) weekly short days), one (1) hour on each early release Wednesday when there is not a staff meeting.
  - e. The district reserves the right to use four (4) hours per year from this personal planning time for urgent, unexpected, or mandated district-wide staff training or professional development.
  - f. Specialists, Special Educators, and ELL teacher schedules shall include the equivalent of the additional weekly short day personal planning time (180 minutes of planning time per month; 240 minutes in a month with five (5) weekly short days). Such time for specialists and ELL teachers may occur on weekly short day afternoons and/or during the regular school day.
  - g. Instructional coaches will develop their schedules to allow for the equivalent of the weekly short day planning time during the school day so that they can dedicate weekly short day afternoons to professional collaboration and consulting with colleagues.
  - h. Teachers will continue to use the weekly short day afternoons adjacent to the two District-wide early release teacher discretion days at their discretion (e.g., planning and preparation, meetings, etc).
5. The Elementary Oversight Committee, with an equal number of members appointed by the Committee and the Association, will convene as needed when either party requests for the purpose of overseeing implementation of the Agreement and resolving related problems.
  6. The district will schedule up to and including six (6) District-wide early release days per year. Of these six (6), four (4) may be used for district or building based professional development or training, and two shall continue to be used at the teachers' discretion during the elementary conference periods.
  7. The Committee will have the option to permanently change the weekly short day dismissal time by extending the dismissal time by fifteen (15) minutes.

If the Committee exercises this option, all work days for elementary teachers will remain the same length, even with contact time increasing by fifteen (15) minutes on the weekly short days. The thirty (30) minute duty free lunch time, as well as allocation of adequate travel time for teachers, would remain in effect.

## **MIDDLE SCHOOL TIME AND LEARNING AGREEMENT**

### **BIGELOW, DAY, AND OAK HILL MIDDLE SCHOOLS**

1. The week shall consist of four (4) days of 6.5 hours and one (1) day of 5.75 hours, for a total of 31.75 hours (1905 minutes) per week. The goal is to minimize the spread in the start/stop time among the 4 schools.
2. The regular work day will begin 10 minutes before students are expected to report to their classroom/homeroom for attendance purposes. The regular work day will end 10 minutes after the students are dismissed from school, except for weekly student short days when the regular work day for teachers will end 90 minutes after the dismissal of students.
3. There may be up to and including five (5) special early release days during the year when students are dismissed after at least 3 hours of instructional time. Professional Development occurring on these special early release days shall last for three (3) hours.
4. Teachers will have up to 1215 minutes/week of contact time with students.
5. On weekly student short days, professional development meetings will begin 10 minutes after the students are dismissed from school and last no longer than 80 minutes.
- 5A. Teachers may be assigned up to two duties per six-day cycle (which include advisory as an option).
6. Teachers will have one (1) duty-free lunch period/day based on the building schedule.
7. Team teachers will have up to five (5) periods every two (2) cycles for scheduled team and Grade Level Department meetings.
8. Teachers (e.g., SPED teachers) who are regularly scheduled for more than two (2) meetings per cycle will be compensated with additional preparation time for scheduled meetings above the two (2) per cycle.
9. LEFT INTENTINOALLY BLANK.
10. All teachers will have an average of nine and one half (9.5) preparation periods/cycle or fifty-seven (57) preparation periods over a six (6)-cycle period. Preparation time is defined as time during which the teacher has no direct service time with students, and is valued by all parties as an important part of the professional work day. It is the goal of the Committee and the Association to balance the teaching load of all teachers equitably.
11. Homeroom, lunch and passing time are not counted as part of 1215 minutes/week.
12. Effective September 1, 2024, team teachers will have up to 24 teaching periods in their

core subject per cycle. Multi team teachers will teach up to 28 periods per cycle. Team teachers will have up to and including 4 additional periods working with students..

13. LEFT INENTIONALLY BLANK.-
14. The Committee and the Administration will consult the Association prior to any significant changes being made to the split between core contact time and OSLT/Academic Responsibilities.
15. The Middle School Oversight Committee, with an equal number of members appointed by the Committee and the Association, will convene as needed when requested by either party for the purpose of overseeing implementation of the Agreement and resolving related problems.

### **BROWN MIDDLE SCHOOL**

1. The week shall consist of four (4) days of 6.5 hours and one (1) day of 5.75 hours, for a total of 31.75 hours (1905 minutes) per week. The goal is to minimize the spread in the start/stop time among the 4 schools.
2. The regular work day for will begin 10 minutes before students are expected to report to their classroom/homeroom for attendance purposes. The regular work day will end 10 minutes after the students are dismissed from school, except for weekly student short days when the regular work day for teachers will end 90 minutes after the dismissal of students.
3. There may be up to five (5) special early release days during the year when students are dismissed after at least 3 hours of instructional work time. Professional Development occurring on these special early release days shall last for three (3) hours.
4. Teachers will have up to 1215 minutes/week of contact time with students.
5. On weekly student short days, professional development meetings will begin 10 minutes after the students are dismissed from school and last no longer than 80 minutes.
- 5A. Teachers may be assigned up to two duties per six(6)-day cycle (which include advisory as an option).
6. Teachers will have one (1) duty-free lunch period/day based on the building schedule.
7. Team teachers will have up to four (4) periods every two (2) cycles for scheduled team and Grade Level Department meetings.

8. Teachers (e.g., SPED teachers) who are regularly scheduled for more than two (2) meetings per cycle will be compensated with additional preparation time for scheduled meetings above the two (2) per cycle.
9. . INTENIONALLY LEFT BLANK.
10. All teachers will have an average of nine and a half (9.5) preparation periods/cycle or forty-eight (57) preparation periods over a six-cycle period. Preparation time is defined as time during which the teacher has no direct service time with students, and is valued by all parties as an important part of the professional work day. It is the goal of the Committee and the Association to balance the teaching load of all teachers equitably.
11. Homeroom, lunch and passing time are not counted as part of 1215 minutes/week.
12. Effective September 1, 2024, team teachers will have up to 20 teaching periods in their core subject per cycle. Multi-team teachers will teach up to 24 periods per cycle. Team teachers will have up to and including 4 additional periods working with students.
13. LEFT INTENTIONALLY BLANK.
14. The Committee and the Administration will consult the Association prior to any significant changes being made to the split between core contact time and OSLT/Academic Responsibilities.
15. The Middle School Oversight Committee, with an equal number of members appointed by the Committee and the Association, will convene when requested by either party to meet for the purpose of overseeing implementation of the Agreement and resolving related problems.

## HIGH SCHOOL TIME AND LEARNING AGREEMENT

The following agreement allows that minor changes may be made to the current high school schedule developed by a joint committee of educators from Newton North, Newton South and the Newton Public Schools and completed during the 2018-19 school year, to allow for unanticipated contingencies, such as accommodation to bus schedules, response to faculty feedback, etc., by the High School Joint Oversight Committee.

1. The High School Joint Oversight Committee will convene when requested by either party for the purpose of overseeing implementation of this Agreement and resolving related problems. The Association and Superintendent will appoint an equal number of representatives to the High School Joint Oversight Committee. Both the Association and the School Committee may appoint members of Unit B as their respective representatives, but for purposes of tallying the number of members appointed by the Association and the Superintendent, a Unit B member shall count either as a representative of the Association or as a representative of the Superintendent.

The High School Joint Oversight Committee shall:

- Review the impact of a new schedule and assess its implementation, including the organization and administration of flexible learning time, effectiveness of professional development offered, and other impacts, and make recommendations for changes, when needed.
  - Make recommendations to the Committee and the Association about any changes to the start and end time for the high school day.
  - Make recommendations to the Committee and the Association should any need arise for significant changes to the schedule for the two high schools. Any changes to the high school schedules other than those contemplated in this agreement shall be subject to bargaining and ratification by the parties.
2. The Committee recognizes its obligation to bargain with the Association over mandatory subjects of collective bargaining, including the provisions of this High School Time and Learning Agreement.
  3. LEFT INTENTIONALLY BLANK.
  4. Teachers of English, English Language Learners, History and Social Science, Mathematics, Science, Engineering, and World Language shall be required to teach four (4) year-long classes or the equivalent. Special education teachers teaching a full load of courses or supporting students in the above subject areas will also teach four (4) classes or the equivalent. All other teachers shall teach five (5) classes or the equivalent.
  5. Teachers shall not be assigned traditional duties. Teachers who teach four (4) classes may be assigned academic duties with a maximum requirement of two (2) duties/week depending on teacher workload.

Teachers who teach five (5) classes may not be assigned duties. Unit B members may not be assigned regularly occurring duties.

Academic duties may include but are not limited to administering student assessments, including IEP related testing, and attending or leading IEP team meetings.

Teachers may volunteer in writing, on a yearly basis, preferably prior to the close of the school year each June, to exchange up to two (2) academic duties for up to two (2) voluntary traditional duties.

Traditional duties shall be defined as hall duty, cafeteria duty, and detention duty.

Teachers who volunteer for traditional duties will send the signed form to the Principal/Vice Principal for assignment.

6. Flexible learning blocks in the schedule will be used for student flexible learning time facilitated by teachers, as well as teacher collaboration time, as specified below:
  - The schedule will include no more than 260 minutes of flexible learning time per 5-day week;
  - Teachers may be assigned to work with students during flexible learning time up to three hundred and forty (340) minutes every two (2) 5-day weeks;
  - Educators (with exceptions noted below) shall be assigned at least 100 minutes of teacher collaboration time during flexible learning time every two 5-day weeks; educators may elect to work up to fifty minutes more every two (2) weeks with students, taken from collaboration time.
  - Counselors and psychologists shall be assigned 100 minutes of collaboration time every two (2) 5-day weeks; collaboration time for counselors and psychologists may be assigned during teaching blocks rather than flexible learning blocks in order to maximize counselor and psychologist availability for students during flexible learning time. This time for collaboration is in addition to Tuesday meeting time or professional half days.
  - Educators shall not be assigned more than 10 flexible learning blocks, including student flexible learning time and collaboration time, every two (2) 5-day weeks.
  - Flexible learning blocks may be used to assign Unit C members collaboration and/or planning time.
  - Unit B members will be fully engaged during flexible learning blocks. They will participate in supporting student learning and faculty collaboration during flexible learning blocks on a floating basis.
  - Part-time staff will be assigned responsibilities proportional to their FTEs and respecting

their part-time schedule.

7. High school students will have a minimum of 990 hours of time on learning via traditional and flexible learning time.
8. Beginning with the 2023-2024 school year, the parties agree that all full-time high school English teachers will be capped at 264 students (22 students average class size) over a three(3)-year period. The calculation of the three(3) -year total shall start in the 2023-2024 school year, and every three years a calculation of the total number of students each English teacher has taught during the past three (3) years shall be provided to the Association by March of the third year (2026,2029, etc). The district will include all relevant information the Association needs to ascertain compliance with the cap when it provides this calculation, including, but not limited to, faculty FTEs during the three-year period, any hire, leave, or resignation/retirement dates relevant to the calculation etc.

The cap will be applied pro-rata for part-time teachers working at least 75% time. The cap will be applied pro-rata for teachers who have not worked a total of three (3) years when a calculation of the cap limit is computed with an additional variance of two (2) students per class on average for each year less than three completed. Any FTE reductions resulting from the increase in the cap will be achieved through attrition and not through a Reduction in Force (RIF).

9. The current practice of scheduling at least one (1) high school conference time between 4:30 pm and 7:30 pm will continue.
10. For the 2023-24 school year, faculty meetings and weekly professional development meetings will take place 10 minutes after the last class on the shorter student day each week and will be no longer than one (1) hour and 20 minutes in length. During the 2024-25 school year, a shift of these meetings from after school to before school will be piloted. Starting in the fall of 2024, faculty meetings and weekly professional development meetings will begin no earlier than 7:40 a.m., end 15 minutes before the first class each Tuesday, and will be no longer than one (1) hour and 15 minutes in length. The High School Joint Oversight Committee shall evaluate whether to continue the pilot considering staff attendance, on-time start, quality of professional learning overall in before-school meetings as compared with after-school meetings, and staff feedback (including a vote of the staff). The High School Joint Oversight Committee members shall then vote and the majority shall decide whether to make the pilot permanent. In the event of a tie, the decision shall be made in accordance with the faculty vote. The Superintendent shall notify high school staff members by email or similar method by March 31, 2025 of this decision.

**Side Letter of Agreement Concerning Mental Health Supports  
Executed February 2, 2024.**

The Newton Public Schools (NPS) and the Newton Teachers Association (NTA) (collectively the "Parties") share a commitment to address students' social-emotional well-being. Our students' social-emotional needs are greater than ever. The Parties agree that supporting students' social-emotional, mental health, and behavioral (SE/MH/B) needs is critical to fostering their academic success and overall well-being. Therefore, the Parties agree as follows:

1. Developing strong and responsive systems of support requires professionals with specialized training and skills. Social workers, school counselors/guidance counselors, psychologists, and other SEL professionals serve as invaluable support systems for students that enhance the overall well-being of our classrooms and our school community. These professionals possess unique skill sets and training focused on addressing the social and emotional aspects of a student's life. These professionals provide a variety of direct support for students, addressing a myriad of family issues, social-emotional, mental health and behavioral concerns, and other challenges. Their insights and expertise are also critical for building and sustaining effective tiered systems of support in our schools, particularly at the Tier 2 and Tier 3 levels. The Newton Public Schools 2022 District Curriculum Accommodation Plan (DCAP) identifies the need to provide students with these supports to provide the necessary tiered instruction and intervention.
2. **NECP and Elementary School Social Worker Deployment.** The Superintendent of Schools has secured a commitment from the City of Newton for funds to hire five (5) additional social workers for the 2024-2025 school year. The Superintendent of Schools sent a letter to the school community dated January 28, 2024 that reads: *"5. 7 social workers to be added to the elementary level-resulting in 50% of the district having a social worker added to schools for the upcoming school year (24-25) and guaranteed/or the length of this 4-year contract."* The Superintendent agrees that she will continue to prioritize funds to maintain or increase the social worker staffing levels set forth in her January 28, 2024 letter to the community with the goal of adding additional social workers, school counselors, guidance counselors, and/or psychologists, such that by the end of the 2026-2027 school year there shall be additional FTE in elementary schools and NECP in this category beyond the staffing in the 2024-2025 school year.
3. **Middle School Mental Health Professional Deployment.** The Superintendent of Schools and School Committee will, as in NECP and elementary schools above, prioritize an increase to the total allocation of social workers, counselors, and/or psychologists in the middle schools no later than the start of the 2025-2026 school



year such that by the end of the 2026-2027 school year there shall be additional FTEs in middle schools in this category beyond the staffing in the 2024-2025 school year. The Superintendent agrees to continue to prioritize funds for mental health professionals to meet the needs of students in middle schools.

4. **Committee on Mental Health Support for Students ("CMHSS").** The Superintendent shall establish a Committee on social-emotional, mental and behavioral health support for students in grades preK-12 no later than December 1, 2024. The CMHSS will consist of three (3) members appointed by the Superintendent, and three (3) members appointed by the NTA. The parties may jointly agree to increase the number of members in equal proportion. The CMHSS will meet at least four (4) times each school year to review supports for student mental health and make recommendations to the School Committee for ways to improve the supports. The Parties do not waive any bargaining, enforcement, or management rights on account of the recommendations made by the Committee. At the end of the 2026-2027 school year, the CMHSS shall assess progress to determine whether to disband or continue to meet.
5. **Community Forums.** During the 2025-2026 school year, the NTA and NPS will host at least two community forums for parents to provide an overview of current programming and to solicit input on the mental health supports the district may provide in the future. The first community forum shall take place no later than January 15, and the second community forum shall take place no later than May on dates agreed to by the NPS and NTA. The Parties will jointly plan, run, and publicize the meetings. The purpose of the meeting shall be to gather public input in order to make recommendations for improvements to the supports and programming.

(See signature page below.)

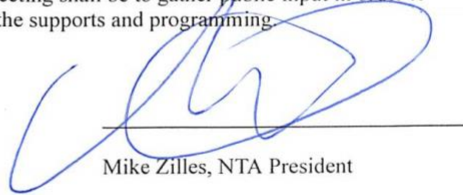
progress to determine whether to disband or continue to meet.

5. **Community Forums.** During the 2025-2026 school year, the NTA and NPS will host at least two community forums for parents to provide an overview of current programming and to solicit input on the mental health supports the district may provide in the future. The first community forum shall take place no later than January 15, and the second community forum shall take place no later than May on dates agreed to by the NPS and NTA. The Parties will jointly plan, run, and publicize the meetings. The purpose of the meeting shall be to gather public input in order to make recommendations for improvements to the supports and programming.



Anna Nolin, Superintendent of Schools

Date: 2-2-24



Mike Zilles, NTA President

Date: 2-2-2024

Chris Brezski, School Committee Chair



Date: 2/2/24

**Side Letter of Agreement on High School Class Sizes  
Executed February 2, 2024**

The Newton Public Schools (NPS) and the Newton Teachers Association (NTA) (collectively the “Parties”) share a commitment to provide improved high school class sizes. Therefore, the Parties share the following goals:

- 1. High School Class Sizes in FY25.** The Superintendent of Schools has committed to securing the funds to increase the number of instructional FTE allocated to the high school level by at least 10.0 FTE total for the 2024-25 school year, holding constant for adjustments based on enrollment and program needs in special education or ELL programs.
- 2. High School Joint Oversight Committee.** Class sizes of high school courses should be appropriately sized to provide quality learning environments for all students. Class sizes may vary depending on the needs of students enrolled, the subject of the course, and the grade and content covered. It is the role of the high school leadership teams to allocate staffing to create the best possible class sizes given the resources. To create and maintain class sizes that support excellent instruction for all students and the unique challenges of each subject area, the HSJOC shall meet to develop a proposal to replace the English cap with a revised class size cap program. If the proposed cap program requires new contract language, the plan must be approved by the School Committee and the NTA Executive Committee.

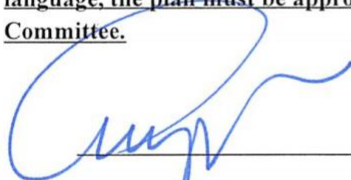
Side Letter on High School Class Sizes

to be incorporated into the appendices of the collective bargaining agreements.

The Newton Public Schools (NPS) and the Newton Teachers Association (NTA) (collectively the "Parties") share a commitment to provide improved high school class sizes. Therefore, the Parties share the following goals:


**High School Class Sizes in FY25.** The Superintendent of Schools has committed to securing the funds to increase the number of instructional FTE allocated to the high school level by at least 10.0 FTE total for the 2024-25 school year, holding constant for adjustments based on enrollment and program needs in special education or ELL programs.

**High School Joint Oversight Committee.** Class sizes of high school courses should be appropriately sized to provide quality learning environments for all students. Class sizes may vary depending on the needs of students enrolled, the subject of the course, and the grade and content covered. It is the role of the high school leadership teams to allocate staffing to create the best possible class sizes given the resources. ~~The HSJOC shall meet for the purpose of developing a proposal for replacing the English cap with a plan to create and maintain equitable class sizes based on the needs of students enrolled, the subject of the course, and the grade and content covered. If the proposal would require new contract language, the plan must be approved by the School Committee and the NTA Executive Committee.~~ **To create and maintain class sizes that support excellent instruction for all students and the unique challenges of each subject area, the HSJOC shall meet to develop a proposal to replace the English cap with a revised class size cap program. If the proposed cap program requires new contract language, the plan must be approved by the School Committee and the NTA Executive Committee.**

  
\_\_\_\_\_  
Anna Nolin, Superintendent of Schools

Date: \_\_\_\_\_

2-2-24

  
\_\_\_\_\_  
Mike Zilles, NTA President

Date: \_\_\_\_\_

2-2-2024

\_\_\_\_\_  
Chris Brezski, School Committee Chair

Date: \_\_\_\_\_

