

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

September 1, 2015 - August 31, 2018

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PREAMBLE

This Agreement made and entered into this 2nd day of October, 2015 by and between the School Committee of the City of Newton, Massachusetts (hereinafter referred to as the “Committee”) and the Newton Teachers Association, Inc./MTA/NEA (Unit B), (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 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 the responsibility for carrying out the policies so established; and
4. Each member of the professional staff who is a member of Unit B has the duty to perform his/her functions to the utmost of his/her ability.

ARTICLE 1

Recognition

Section 1: For purposes of collective bargaining with respect to wages, hours, and other conditions of employment and the negotiation of collective bargaining agreements, the Committee hereby recognizes Unit B of the Association as the exclusive collective bargaining representative and agent of all regularly appointed Assistant Principals, Directors, Assistant Directors, Senior High School Department Heads, Housemasters, Chairperson of Speech and Language Department, Head Social Workers, Administrative Assistants, Coordinators, Assistant Coordinators, Supervisors, and Assistant Supervisors.

Section 2: All other employees, including the Superintendent of Schools, the Assistant Superintendents, Psychologists, and the Principals, 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 maximum unless extended by mutual agreement in writing. All time limits shall be calendar days unless otherwise indicated. Calendar-day time limits shall not apply during any school holiday or school 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.

Section 8: **Step 1:**

An employee with a grievance will present it promptly to his/her Principal or Supervisor either directly or through the Association.

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 selection 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 provisions 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 which:
 - 1. violates or is 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;
 - 4. involves any matter wherein the Principal and/or Superintendent, or 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 employee or 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 provision 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;
- B. Matters that may be reviewed by Civil Service Commission, the Teachers' Retirement Board, or any matter involving the dismissal or demotion of a teacher or Unit B member.
- C. Dismissal of a probationary Unit B member.*
- D. The failure or refusal of the Superintendent and/or Principal, as the case may be, to renew the contract of, or reappoint, a probationary Unit B member; however, the parties agree that in the event the Superintendent fails to reappoint or renew the contract of a (probationary) Unit B member;
 - 1. Upon written request to the Superintendent by the Unit B member involved, the Superintendent or his/her designee will meet with the Unit B member to discuss the reason/s for such non-renewal or non-reappointment. Upon request of the Unit B member, 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 Unit B member will be filed with or attached to the Unit B member's personnel record.

* A probationary Unit B member is one who has not served in that particular Unit B position for more than three (3) consecutive years.

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, or if a grievance is filed after the end of the usual school year in June, such grievance shall be held in abeyance until the commencement of the school year the following September, at which time the time limitations set out herein shall continue to run.

Section 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 interference 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 an 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 five (5) of his or her fifteen (15) annual sick days for an immediate family member's illness or injury.
- Section 6:** Once a year, upon request, Unit B members will be furnished information showing the employee's sick leave accumulation.
- Section 7:** 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 8:** 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 9:** An individual who transfers from employment with the City of Newton without interruption in service to a position covered by this Agreement shall be credited with any sick leave credit earned by such employee while an employee of the City of Newton.
- Section 10:** 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 11:** **Sick Leave Bank**
- A. A sick leave bank for use by eligible teachers covered by this Agreement who have exhausted their own sick leave and who have serious illness was established on November 25, 1975.
- B. At the beginning of every school year, members of the professional staff covered by this Agreement shall each contribute one (1) day of their annual 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 Sick Leave Bank Committee to serve at its 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 Unit B member 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 purposes 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 Unit B member 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 Unit B member 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 Unit B member 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 Unit B member 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 as 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 for Personnel 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 or serious illness of a close family member or dear friend;

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

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

- B. Holy days;
- C. Court appearance by summons;
- D. Commencement exercises at which the employee or 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 is limited to the day of the accident only.)
- F. Up to two (2) days may be allowed if an employee's attendance is required by an educational institution (where the employee is enrolled for the purpose of educational advancement or achievement) prior to the end of the school year. Such employee 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 ground for leave. Subject to the foregoing and the approval of the Superintendent, and providing that no reasonable alternative course is available to the employee, an employee will be granted up to two (2) days' leave of absence for this purpose.
- G. Selective Service Examination.
- H. To attend the Massachusetts Teachers Association (MTA) Annual Meeting subject to:
1. A maximum of one (1) day per employee per year taken from their balance of their two (2) personal or four (4) other/family days from their total of six (6) personal days; and
 2. No more than a total of forty-five (45) days per school year may be used for this purpose, for all employees.

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

- Section 2:** From the six (6) paid absence days established primarily for death and illness in the immediate family, two (2) days shall be allowed, without requiring approval, for urgent personal business as judged by the employee that cannot possibly be done at any time other than during school hours. The following four items of explanation apply:
- A. Wherever possible, the employee should give reasonable advance notice of his/her intended absence to his/her supervisor.
 - B. The employee need not state the reason for the absence.
 - C. Though permission to be absent need not be requested, the employee may be required to complete a form certifying that the personal day has been taken.
 - D. The days may not be used to get an early start on or to intentionally lengthen a holiday, or vacation, or to simplify initial travel arrangements.

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

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

ARTICLE 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 non-probationary staff member who joins the Peace Corps, VISTA, or serves as an exchange staff member, and is a full-time participant in any of such programs. Upon return from such leave, a staff member will be considered as if he/she were actively employed by the District for increment purposes during the leave and will be placed in the salary schedule at the level he/she would have achieved if he/she had not been absent.

Section 2: A leave of absence without pay of up to two (2) years will be granted to a non-probationary staff member designated by the Association for the purpose of engaging in Association (local, state, or national) activities. Upon return from such leave, a staff member 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) staff members will be absent at any one time for such leave.

Section 3: As covered by applicable law, military leave of up to four (4) years will be granted to any staff member who is inducted or enlists in any branch of the armed forces of the United States. Upon return from such leave, a staff member will be placed on the salary schedule at the level that he/she would have achieved had he/she remained actively employed during the period of his/her absence up to a maximum increase of four (4) years.

Section 4: A leave of absence without pay or increment of up to one (1) year may be granted to non-probationary staff members for the purpose of caring for a sick member of his/her immediate family. Requests for such leave will be supported by appropriate medical evidence.

Section 5: A leave of absence without pay or increment of up to one (1) year may be granted to staff members for health reasons. Requests for such leave will be supported by appropriate medical evidence.

Section 6: A leave of absence without pay or increment of up to two (2) years may be granted to non-probationary staff members in order to campaign for elected office and/or serve in elected public office.

Section 7: A leave of absence without pay and without increment of up to one (1) year shall be granted by the Superintendent to staff members for the purpose of child care. Such leave will terminate at the start of the school year (September) immediately following such leave. Any subsequent requests by the same staff member 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 staff member 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 staff member to the same position that he/she held at the time the leave commenced. If such position is not available, then reasonable efforts will be made to assign the staff member 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 Committee to any non-probationary staff member for purposes of approved work, study, and/or travel. The decision of the Committee 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 Committee, whose decision shall be final and binding.

Section 3: An employee 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 report to work, with a deduction from said pay of any monies received for said jury service.

ARTICLE 10

Maternity Leave

Section 1: A staff member who is seeking a maternity leave shall notify the Assistant Superintendent for Human Resources, in writing, as soon as possible and shall request a leave of absence, specifying the dates requested for the beginning and end of the leave. The notification shall be provided as far in advance as possible, but at least two (2) weeks before the leave is to begin. The purpose of such notification is to provide the administration as much opportunity as possible to make suitable arrangements for continuity with respect to the staff member's assignments.

Section 2: A leave of absence granted to a staff member because of her pregnancy shall be without pay, except during the time of her disability. A staff member who is physically unable to work because of disability directly connected to pregnancy or termination of pregnancy may use accumulated personal sick leave to cover those days when she is disabled and unable to work. The Superintendent may require the staff member to submit adequate medical evidence of the period of disability. There will be a presumption that the staff member is disabled for a period of eight (8) calendar weeks from the beginning of her maternity leave.

Section 3:

- A. Employees requesting a maternity 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 maternity leave on or after April 15 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 April 15 and notifies the Superintendent or his/her designee that she intends to take the next school year off must take the next year off unless she notifies the Superintendent of her intention to return prior to June 1 preceding the next school year.
- D. Ordinarily, a staff member will not be allowed to return from leave within the school year unless the staff member wishes to return after a leave of

eight (8) calendar weeks or less or unless the teacher wishes to return immediately upon the termination of her disability. The Superintendent 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 maternity leave, the school administration will assign the staff member to the same or similar position that she held at the time the leave commenced.

Section 5:

- A. Beginning in August 2016, a total of \$35,000 per fiscal year will be added to the budget for changes described below for the Association across all units. This amount is in addition to any other amounts expended for maternity benefits.
- B. If an NTA member adopts or gives birth to a child towards the end of the school year or during the summer school vacation and receives less than twenty (20) days of paid maternity leave before the start of the following school year, and is not entitled to take twenty (20) days or more of paid maternity leave at the beginning of the following school year, the employee may receive a maximum payment of up to twenty (20) days of salary at their per diem rate of pay, subject to funding, provided that the sum of the days received under this benefit and the days the member is otherwise entitled to shall not be greater than twenty (20) days. This will be disbursed as a stipend payment at the end of October.
- C. These payments will be calculated on a pro-rata basis based on the amount available in the total pool and on the requests submitted as of August 31 of that year.
 - 1. If the amount requested under this clause totals less than \$35,000 based on requests submitted as of August 31 of that year, members will receive a stipend of up to twenty (20) days salary based on their per diem rate.
 - 2. If the amount requested under this clause totals more than \$35,000, members will receive a stipend of up to twenty (20) days salary based on their per diem rate, pro-rated based upon the total amount of requests and the funds available. Example: if \$40,000 were requested and approved, the pro-rated amount granted would be twenty (20) days of 7/8 of each member's per diem salary.
- D. This benefit will be paid upon return to work regardless of whether the employee returns to work at the beginning of the school year or the employee takes unpaid leave.

ARTICLE 11

Initial Staff Employment

- Section 1:** The Principal, with the approval of the Superintendent, or the Superintendent shall appoint Unit B members as provided in the General Laws of the Commonwealth.
- Section 2:** The minimum requirements for appointment as a member of the professional staff shall be those required from time to time by law; a Bachelor's Degree from an accredited institution; and certification or waiver of certification or vocational approval 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.
- Any offer to an employee to move to a Unit B position from a Unit A position must have the proposed salary provided at the time of offer and prior to the announcement.
- 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 experience, related experience, and Peace Corps work. Reasonable effort will be made to award such credit equitably for all new employees.

ARTICLE 12

Staff Assignment and Transfer

- Section 1:** Professional staff members will be notified by their Supervisors of the nature of their assignment for the coming year as soon as practicable and under normal circumstances not later than the first week of June.
- Section 2:** Any Unit B member may request of the Superintendent a transfer to another administrative position, school, or department. Application for transfer must be made in writing by March 15 of a given year.
- Section 3:** In making transfers, the convenience and wishes of the individual Unit B member will be considered to the extent that these do not conflict with the best interests of the school system and pupils.
- Section 4:** When involuntary transfers are necessary, a Unit B member's professional training, quality of performance, prior evaluation along with educational needs of the system will be considered in determining which Unit B member(s) is/are to be transferred. An involuntary transfer will be made only after a meeting between the Unit B member involved and the Superintendent (or his/her designee), at which time the Unit B member will be notified of the reasons for the transfer. However, a Unit B

member who has declared his/her intent to retire, in writing, shall not be transferred in the final year of employment, except for school closings.

Section 5: **For Unit B Members Who Teach**

For Unit B members who teach, in order to assure that pupils are taught by teaching Unit B members working within their areas of competence, teaching Unit B members 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 6: Notice of transfer will be given to Unit B members as soon as practicable and under normal circumstances not later than the last week of school.

Section 7: Unit B member assignments will be made without regard to race, creed, color, religion, nationality, sex, age, or marital status.

ARTICLE 13

Reduction in Force

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

Such decisions shall be final and binding except where specifically abridged or modified by this clause and/or by a term of this Agreement.

Section 2: **Non-Probationary Unit B Members**

- A. The Superintendent shall make every effort to notify a Unit B member affected by a reduction in staff by May 15, and in no event later than June 30 of the school year proceeding the school year in which the reduction is to be effected.
- B. 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 non-probationary Unit B member shall be laid off within a Job Title* while a probationary Unit B member is holding a job within the same Job Title that a non-probationary Unit B member is qualified to fill.

2. In determining the order in which non-probationary Unit B members shall be laid off within the Job Title, the Superintendent shall consider length of service within the Job Title, professional training, quality of administrative performance, prior evaluation, experience within a Job Title, and the needs of the system based on relevant educational criteria. In the event that the Superintendent determines that two or more non-probationary Unit B members are equal on the basis of these factors, the least senior non-probationary Unit B member within the Job Title shall be laid off. Within the Job Title presently held, continuous employment in the Newton Public Schools, including periods of approved paid leave granted by the Superintendent, commencing on the first day of employment (not hiring), shall be used to compute the length of service for the purposes of this Article.
3. The Superintendent will determine a list of non-probationary Unit B members to be laid off; a copy of this list of non-probationary Unit B members will be given to the President of the Association no later than June 15.
4. Non-probationary Unit B members who are designated to be laid off shall have no bumping rights within other Unit B Job Titles; however, a Unit B member who is laid off as a Unit B member shall retain all rights and benefits the Unit B member holds as a teacher, including all those described in the Unit A Agreement. To the extent practical, normal attrition will be used to accomplish any reduction in force.

While former non-probationary Unit B members covered by this Agreement are on recall, the Superintendent agrees not to fill vacancies in positions covered by this Agreement for which former non-probationary Unit B members on recall are qualified, certified, and have served in said Unit B Job Title. Any non-probationary Unit B members on layoff will have this right of recall as a Unit B member or as a teacher within his/her certification for two school years following the date of layoff notification. However, non-probationary Unit B members on layoff who have declined an offer to be rehired at a comparable Unit B position or who already hold a comparable Unit B position elsewhere, need not be contacted further nor rehired in the event of additional openings to be filled by either the Committee or the Association.

- * Job Title means the specific job classification, e.g.: Middle School Assistant Principal is a different job title from High School Assistant Principal or High School Principal or Elementary Principal; or Administrative Assistant to the Senior High Principal is a different

job title from Housemaster; or Director is a different job title from Department Head or Assistant Director; or etc. The concept 'Job Title' is to prevent vertical bumping within the different Unit B positions.

- C. The Superintendent will publish, system-wide, by posting in each building, a list of vacancies, as soon as possible after he learns of them. During the summer recess, should vacancies occur, a list will be sent to the President of the Association. Unit B members on recall shall be sent a copy of all such lists if they provide the Office of the Superintendent with a stamped, self-addressed envelope.
- D. Unit B members on layoff shall be given preference on the substitute list in the areas for which they are certified, if they so desire and so indicate in writing, subject to the established system policy on substitutes.

Section 3: Probationary Unit B Members

When a reduction in staff is necessary as determined by the Committee, the decision as to the reduction of probationary Unit B members 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 notify any probationary Unit B employee in writing on or before June 15th, whenever such person is not to be employed for the following school year. Such decision shall be final and not subject to arbitration.
- B. To the extent practical, normal attrition will be used to accomplish any reduction 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.
- D. Unit B employees who are laid off shall retain all rights and benefits the Unit B member holds as a teacher, including all those described in the Unit A Agreement.

Anything contained in this Section 3 to the contrary notwithstanding, the provisions of Section II, Paragraph C of the 1992-1994 collective bargaining agreement shall continue to apply to all probationary Unit B members who were employed as of December 1, 1994.

ARTICLE 14

Work Day - Work Year

Section 1: It is the intention of the Committee to maintain the existing practices with respect to total Unit B member 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, and the Committee will confer with the Administration and staff concerning the contemplated change. In making its decision, the Committee will attempt to reach a decision that is mutually satisfactory.

Section 2: Unit B members shall work at their assigned duties each day for whatever reasonable time may be necessary.

Section 3: Work Year

A. The Ten-Month Year

The ten-month year for Unit B members shall begin no earlier than September 1st and terminate no later than June 30th, but shall in no event be longer than five (5) days more than the number of days pupils are required to be in attendance by state law.

B. The Coordinators', Department Heads', Middle School Assistant Principals', and Housemasters' Work Year

Coordinators, Department Heads, Middle School Assistant Principals, and Housemasters may be required to work up to ten (10) additional days during the summer at their per diem rate. They may work more than the required ten (10) days on a voluntary basis at their per diem rate. Up to five (5) of these additional days may be scheduled by the Superintendent or designee by March 15th. The scheduling of any additional days not scheduled by March 15th will be by mutual agreement of the Principal or Superintendent (or designee) and the Unit B administrator.

C. The High School Vice Principals' Work Year

High School Assistant Principals shall now be designated High School Vice Principals. Vice Principals shall now be 11 month employees (see D below).

D. The Eleven-Month Year

The eleven-month year shall be defined as the ten-month year plus an additional calendar month of work, allowing for a one (1) calendar month vacation.

- E. Effective September 1, 2015, the contract year for all Unit B positions will be set to the following number of days. The salary schedules attached reflect the number of days for each position. All additional days included in the contract are to be worked after the end of the school year and replace former summer administrative days. There will be a limited pool of summer administrative days to be allocated at the discretion of the district in the summer months, which are not included in the new contractual days listed below. Any additional days paid beyond the contract amounts would be pre-approved by the district.

Category A

195 days: Director of Language Acquisition, Coordinator of Therapeutic Services.

215 days: Assistant Director of Student Services, Director of Elementary Special Education, Director of Early Childhood Education, Director of Out of District Placement, Supervisor of ABA Services, Grants Coordinator.

Category B

Phased out in 2015-16

Category C

190 days: Coordinators, Elementary Assistant Principals, Assistant Director of English Language Learning, Housemasters (FY16 only), Assistant Department Heads of Special Education for High School and Middle School.

195 days: High School Department Heads, Deans (FY17 and FY18 only), Middle School Assistant Principals and Middle School Assistant Principals of Student Services.

200 days: High School Special Education and Guidance Department Heads, Athletic Directors, Assistant Director of Elementary Special Education.

211 days: High School Vice-Principals.

METCO

211 days.

- F. All Unit B members who are working part-time in Unit A will be paid Unit B salaries for all days beyond 183 days, pro-rated, in an end of school-year payment.

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 of Massachusetts.

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. send a written communication to each member of the professional staff. Notices will be distributed through normal school routing channels;
- B. send a notice to the Newton Teachers Association. 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 Unit B vacancies will be sent to each member of Unit B of the Newton Teachers Association.

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: A Unit B opening will not be publicized to the entire membership of Unit B when in the judgment of the Superintendent it may be filled by a person on a leave of absence from the Newton Public Schools, or if it will be filled in accordance with R.I.F. provisions (Article 13) of this Agreement.

Section 6: The filling of vacancies, including advancements or promotions, shall be based upon the Superintendent/Principal or Superintendent's judgment as the case may be, as to what will best serve the interests of the students, and the Superintendent 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.

Whenever the above factors are equal in the judgment of the Superintendent, preference will be given to professionals already employed by the Newton School Committee. It is recognized that the final decision as to the filling of vacancies and

promotions must rest with the Superintendent. The Administration will continue its practice of discussing his/her application, on a confidential basis, with an individual upon his/her request.

Section 7: Nothing in this Agreement shall prevent the Administration from making acting appointments in the best interests 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 schedule commensurate with the permanent position.

ARTICLE 16

Evaluation

Section 1: The Newton Public Schools shall conduct evaluation of Unit B Personnel in accordance with Article 19, 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 B 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 17

Mileage

- Section 1:** A Unit B member 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 three dollars and fifty-cents (\$3.50) per day.
- Section 2:** However, if a Unit B member is presently receiving more than the \$3.50 stipend he/she will continue to receive the higher amount.
- Section 3:** The conveyance allowance for those who currently receive them will be set at \$60.00 per month.

ARTICLE 18

Tuition Cost

- 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:** Children of Unit B members or a child residing with the Unit B member shall be allowed to attend the Newton Public Schools on a space available basis at no cost to the member.
- Section 4:** The Committee agrees to budget and expend up to \$135,000 for the FY16 contract year with the following guidelines:
- A. The maximum amount of reimbursement is \$600 per individual per contract year.
 - B. Preference will be given to members seeking certification.
 - C. Written application must be made on a form provided by the School Department.
 - D. Decisions will be made by the school administration. The President of the Association will be given the opportunity to meet with the Director of Human Resources to review the decisions and to make recommendations, if any, before the applicants are notified.

ARTICLE 19

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.

ARTICLE 20

Staff Facilities

- Section 1:** Where the buildings and facilities furnished by the City of Newton make it 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 building in which Unit B members may store materials and supplies;
 2. A Unit B member's work area containing adequate equipment and supplies;
 3. An appropriately furnished room to be reserved for the exclusive use of staff members as a faculty lounge;
 4. Separate staff dining areas in all schools;
 5. Well-lighted and clean rest rooms; and
 6. A serviceable desk, chair, and file cabinet for each staff member.

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

ARTICLE 21

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 building without costs and at reasonable times for meetings, subject to safety requirements and availability, provided, however, that the Association will be required to pay for any additional custodial costs involved by reason of said meetings. 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 any additional custodial costs involved by reason of such use. 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.

ARTICLE 22

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 41, Section 100C.
- 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 to 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 liaisons between the employees, the police, and the courts.
- Section 4:** The Committee will reimburse employees for the following, providing it occurs in the proper performance of their employment and not as a result of the employee's negligence: any clothing or personal property damaged or destroyed.
- Section 5:** The Committee agrees that the following insurance will be provided:
- A. indemnity insurance;
 - B. liability for bodily injury to others;
 - C. liability for personal injury to others.
- Section 6:** The Committee will reimburse individuals covered by this Agreement for any loss or damage to eyeglasses or hearing aids caused by an assault on the individual during the work day.
- Section 7:** Individuals who are absent as a result of injuries suffered by assault during the work day shall not lose pay because of such absence. The parties agree that Sick Leave Bank days may be utilized for such purposes.
- Section 8:** The Committee agrees to reimburse eligible employees for the cost of co-pays for office visits, emergency room visits, and prescription drugs incurred due to physical injury to the employee arising out of and in the course of employment. The maximum reimbursement for such injuries under this section shall not exceed the aggregate total of \$10,000 per year. All NTA units will be included under this \$10,000 cap.

ARTICLE 23

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 the life insurance coverage, eighty percent (80%) of the cost of health insurance coverage and, effective January 1, 2002, fifty percent (50%) of the cost of dental insurance coverage for regular full-time employees covered by this Agreement.

- A. A five thousand dollar (\$5,000) term life insurance policy of the type presently in effect;
- B. 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
Employees who utilize a PPO plan will pay 30% of premium employee share/70% city share.

Section 6: Health Insurance Plan Design Changes

- A. Effective September 1, 2011
 - Deductibles up to \$250 for each individual and up to \$500 total for a family
 - Specialist co-pay of \$35
 - Office PCP co-pay, up \$5 from \$15 to \$20

- Outpatient day surgery co-pay \$150
- Emergency Room co-pay up \$50 from \$50 to \$100
- Prescription drugs co-pays:
 - Tier 1, up \$5 from \$10 to \$15
 - Tier 2, up \$5 from \$25 to \$30
 - Tier 3 up \$15 from \$35 to \$50

Section 7: **Health Insurance, Additional Provisions**

A. Effective September 1, 2011

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

ARTICLE 24

Professional Consultations

Section 1: In recognition of the professional standing of Unit B members and the fact that their 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 and place with the Association to consult about any 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, 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 the 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 at 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 25

Dues Deduction

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

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

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

Section 4: The dues authorization card in use during 1972-73 will be used during the term of this Agreement.

ARTICLE 26

Discipline - Discharge

Section 1: No staff member will be disciplined without just cause.

ARTICLE 27

Staff Rights to Personnel Folder, Files, Cards, and Records

Section 1: The staff member 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 staff member has the right to make copies of all of the above materials at a cost of five (5) cents per page.

Section 2: If a Unit B member intends to place material in a staff member'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 Unit B member is derogatory to his/her conduct, character, or personality, the staff member will have an opportunity to review the material. The staff member 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 staff member 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 28

Longevity and Enhanced Longevity

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

| | |
|---------------------------|---------|
| After 13 Years of Service | \$750 |
| After 19 Years of Service | \$1,000 |
| After 24 Years of Service | \$1,500 |
| After 27 Years of Service | \$3,000 |

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 28:

- 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 29

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/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: 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 30

Salaries

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

Effective September 1, 2015, Unit B, Category C members, including FY16 new hires, will remain on the same step on the new salary schedules.

Effective September 1, 2015 Unit B, Category A members on the salary schedule – 215 days, will be placed on the new salary schedule at least 5% above their current salary.

Effective September 1, 2015, any new Director of English Language Acquisition and new Coordinator of Therapeutic Services, will be on the Category A salary schedule at 195 days. The Category B salary schedule will be eliminated.

Effective September 1, 2015, Unit B members on the METCO salary schedule will crosswalk from their current step to the new FY16 METCO salary schedule.

The current Director of English Language Acquisition and the current Coordinator of Therapeutic Services will be grandfathered onto a salary schedule that is 3%

above the Category A salary schedule at 195 days, and will move to a step on the FY16 salary schedule at least 2.4% above their FY15 salary.

- Appendix A-1 Category C (BC2) 190-day Salary Schedule
Effective September 1, 2015
- Appendix A-2 Category C (BC2) 190-day Salary Schedule
Effective September 1, 2016
- Appendix A-3 Category C (BC2) 190-day Salary Schedule
Effective March 1, 2017
- Appendix A-4 Category C (BC2) 190-day Salary Schedule
Effective September 1, 2017
- Appendix A-5 Category C (BC2) 190-day Salary Schedule
Effective March 1, 2018
- Appendix A-6 Category C (BC3) 195-day Salary Schedule
Effective September 1, 2015
- Appendix A-7 Category C (BC3) 195-day Salary Schedule
Effective September 1, 2016
- Appendix A-8 Category C (BC3) 195-day Salary Schedule
Effective March 1, 2017
- Appendix A-9 Category C (BC3) 195-day Salary Schedule
Effective September 1, 2017
- Appendix A-10 Category C (BC3) 195-day Salary Schedule
Effective March 1, 2018
- Appendix A-11 Category C (BC4) 200-day Salary Schedule
Effective September 1, 2015
- Appendix A-12 Category C (BC4) 200-day Salary Schedule
Effective September 1, 2016
- Appendix A-13 Category C (BC4) 200-day Salary Schedule
Effective March 1, 2017
- Appendix A-14 Category C (BC4) 200-day Salary Schedule
Effective September 1, 2017

- Appendix A-15 Category C (BC4) 200-day Salary Schedule
Effective March 1, 2018
- Appendix A-16 Category C (BC5) 211-day Salary Schedule
Effective September 1, 2015
- Appendix A-17 Category C (BC5) 211-day Salary Schedule
Effective September 1, 2016
- Appendix A-18 Category C (BC5) 211-day Salary Schedule
Effective March 1, 2017
- Appendix A-19 Category C (BC5) 211-day Salary Schedule
Effective September 1, 2017
- Appendix A-20 Category C (BC5) 211-day Salary Schedule
Effective March 1, 2018
- Appendix B-1 Category A (BA1) 195-day Salary Schedule
Effective September 1, 2015
- Appendix B-2 Category A (BA1) 195-day Salary Schedule
Effective September 1, 2016
- Appendix B-3 Category A (BA1) 195-day Salary Schedule
Effective March 1, 2017
- Appendix B-4 Category A (BA1) 195-day Salary Schedule
Effective September 1, 2017
- Appendix B-5 Category A (BA1) 195-day Salary Schedule
Effective March 1, 2018
- Appendix B-6 Category A (BA2) 195-day Salary Schedule (Grandfathered)
Effective September 1, 2015
- Appendix B-7 Category A (BA2) 195-day Salary Schedule (Grandfathered)
Effective September 1, 2016
- Appendix B-8 Category A (BA2) 195-day Salary Schedule (Grandfathered)
Effective March 1, 2017
- Appendix B-9 Category A (BA2) 195-day Salary Schedule (Grandfathered)
Effective September 1, 2017

- Appendix B-10 Category A (BA2) 195-day Salary Schedule (Grandfathered)
Effective March 1, 2018
- Appendix B-11 Category A (BA3) 215-day Salary Schedule
Effective September 1, 2015
- Appendix B-12 Category A (BA3) 215-day Salary Schedule
Effective September 1, 2016
- Appendix B-13 Category A (BA3) 215-day Salary Schedule
Effective March 1, 2017
- Appendix B-14 Category A (BA3) 215-day Salary Schedule
Effective September 1, 2017
- Appendix B-15 Metco Directors' (MCD) Salary Schedule
Effective March 1, 2018
- Appendix C-1 Metco Directors' (MCD) Salary Schedule
Effective September 1, 2015
- Appendix C-2 Metco Directors' (MCD) Salary Schedule
Effective September 1, 2016
- Appendix C-3 Metco Directors' (MCD) Salary Schedule
Effective March 1, 2017
- Appendix C-4 Metco Directors' (MCD) Salary Schedule
Effective September 1, 2017
- Appendix C-5 Metco Directors' (MCD) Salary Schedule
Effective March 1, 2018
- Appendix D-1 Coaches Salary Schedule
Effective September 1, 2015
2.4% Cost of Living Adjustment (COLA)
- Appendix D-2 Coaches Salary Schedule
Effective September 1, 2016
1.65% Cost of Living Adjustment (COLA)
(plus adjustments from 5/15/17 MOA)
- Appendix D-3 Coaches Salary Schedule
Effective September 1, 2017
2.0% Cost of Living Adjustment (COLA)
(plus adjustments from 5/15/17 MOA)

- Appendix D-4 Coaches Salary Schedule
Effective August 31, 2017
0.35% Cost of Living Adjustment (COLA)
(plus adjustments from 5/15/17 MOA)
- Appendix E-1 Memorandum of Agreement – Stipends
- Appendix E-2 Stipended Positions Salary Schedule (All Units)
Effective September 1, 2015
2.4% Cost of Living Adjustment (COLA)
- Appendix E-3 Stipended Positions Salary Schedule (All Units)
Effective September 1, 2016
1.65% Cost of Living Adjustment (COLA)
- Appendix E-4 Stipended Positions Salary Schedule (All Units)
Effective September 1, 2017
2.0% Cost of Living Adjustment (COLA)
- Appendix E-5 Stipended Positions Salary Schedule (All Units)
Effective August 31, 2018
0.35% Cost of Living Adjustment (COLA)
- Appendix E-6 Stipended Positions Salary Schedule (All Units)
Theater and Music Performance Stipends
Effective September 1, 2015
2.4% Cost of Living Adjustment (COLA)
- Appendix E-7 Stipended Positions Salary Schedule (All Units)
Theater and Music Performance Stipends
Effective September 1, 2016
1.65% Cost of Living Adjustment (COLA)
- Appendix E-8 Stipended Positions Salary Schedule (All Units)
Theater and Music Performance Stipends
(High School and City-wide Music only)
Effective September 1, 2017
2.0% Cost of Living Adjustment (COLA)
- Appendix E-9 Stipended Positions Salary Schedule (All Units)
Theater and Music Performance Stipends
(High School and City-wide Music)
Effective August 31, 2018
0.35% Cost of Living Adjustment (COLA)

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

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

Section 2: A. Each member of the professional staff shall be paid on the fifteenth and the last day of each month throughout the calendar year. When either of these dates (the fifteenth or last day of the month) occurs on a holiday or weekend, the paycheck will be delivered to the School Department on the last working day preceding that date in sufficient time for each to receive the paycheck before the normal end of the work day. This shall not affect the date of said check. 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.

B. Subject to approval of the City Treasurer, any member of Unit B may have his/her pay deposited directly into a designated bank. The parties will mutually agree to the particular bank so designated.

The Committee will use its best efforts to convince the City Treasurer to arrange for more than one bank.

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

Section 4: March 1st is the anniversary date of step increases for all Unit B members.

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

Section 5: Effective September 1, 2016, a 1.3% Cost of living Adjustment (COLA) will be applied to the salary schedules.

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

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

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

Section 6: 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.

Effective September 1, 2015, a COLA in the amount of 2.4% will be applied to contractual stipend amounts.

Effective September 1, 2016, a COLA in the amount of 1.65% will be applied to contractual stipend amounts.

Effective September 1, 2017, a COLA in the amount of 2.0% will be applied to contractual stipend amounts to account for the current year's actual COLA impact and the unaccounted-for annualized impact of the previous year's COLA.

Effective August 31, 2018, an additional 0.35% COLA will be applied to contractual stipend amounts to account for the annualized impact of that year's COLA.

Section 7: Salary schedule increments may be withheld for just cause.

Section 8: 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 Masters 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 1st, 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 9: 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.

ARTICLE 31

Non-Administrative Duties

- Section 1:** The Committee and the Association acknowledge that a Unit B member's primary responsibility is to engage in professional activities and that his/her energies shall be utilized to this end.

ARTICLE 32

Agency Fee

Section 1: Commencing on September 1, 1983, every employee covered by this Agreement if and when not a member in good standing of the Association, shall pay or, by payroll deduction, shall have paid to the Association an agency service fee of 100% of the affiliated dues, provided, however, that in no case shall such condition arise before the thirtieth (30th) day next following the date of the beginning of the employee's employment or the effective date of this Agreement, whichever date shall be later. An employee paying the agency service fee to the Association as provided herein may obtain from the Association a rebate of a pro rata share of certain expenditures of the Association, said expenditures as defined in G.L. c. 150E, Section 12.

Section 2: Commencing on September 1, 1983, said agency fee requirement will apply to employees hired prior to that date except that any such employees who have been continuously employed thereafter shall not be subjected to dismissal by reason of their failure to pay said fee or cause it to be paid as stated above, but alternatively will be exposed to civil liability for payment. Collection of such delinquent agency service fees shall be solely the responsibility of the Association, and the Committee shall not be required to take any action in regard to the continued employment of said delinquent employees.

Section 3: For employees hired on or after September 1, 1983, payment of agency service fees shall constitute a condition of continued employment.

ARTICLE 33

Association Rights

Section 1: The Association recognizes the authority and responsibility of the Committee and/or its designee for disciplining or reprimanding a Unit B member for delinquency of professional performance or infraction of outstanding rules and regulations. If a Unit B member 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 Unit B member'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.

ARTICLE 34

Joint Professional Development Committee

Section 1: The Committee and the Association agree to institute a committee composed of an equal number of Unit B members and Committee appointees to recommend the content and scheduling and to recommend funding of Unit B in-service workshops, conferences and university courses.

Section 2: During the first 5 years of employment, all new administrators may be required to attend a set of professional development workshops or course(s). These will be for up to 45 PDP's or 3 in-service credits over the 5 years at no cost to the teacher. Further, the Committee and the Administration will endeavor to provide courses for administrators during their first 5 years of employment, which will give them the opportunity to obtain graduate credits.

ARTICLE 35

Sub-Contracting

Section 1: If the Committee considers engaging outside services to perform services presently performed by Unit B personnel, the Committee will negotiate with the Association over the decision.

ARTICLE 36

Inclusion of Specifically Designated Students

Section 1: Review

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

- A. The involvement, if and when feasible, of the receiving teacher in the placement decision making process.
- B. Adequate and appropriate training of the receiving teacher.

- C. The balance, where appropriate, in student assignments and grade/class placement.
- D. Physical transportation of handicapped students in emergency situations.

Section 2: **Goals**

- A. To foster for certain specifically designated students, as determined by the Superintendent, an appropriate learning environment when they are placed in the regular education classroom environment.
- B. To foster, when said designated students are so placed, an appropriate learning environment for all other students in the regular education classroom environment.
- C. To foster for the teaching Unit B member (“receiving teacher”) while said designated students are so placed in his/her classroom, an appropriate teaching environment.

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

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

In addition, the following procedure shall be established:

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

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

Section 5: This Article is subject to the terms and conditions of M.G.L. Chapter 71B, the Chapter 766 Regulations of the Department of Education, including without limitation, rules of confidentiality and privacy, and other applicable state and federal laws.

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

ARTICLE 37

Duration

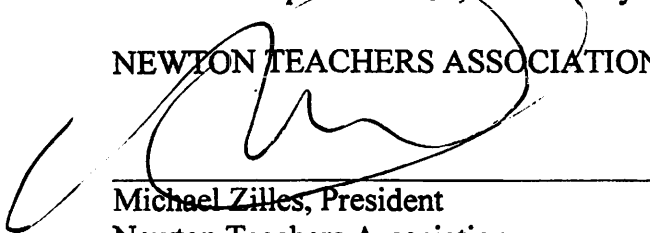
Section 1: This Agreement shall become effective as of September 1, 2015 and shall continue and remain in full force and effect until August 31, 2018.

Section 2: Effective September 1, 2015 salaries will be adjusted as provided in Article 30, or as set forth in the appendices.

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

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

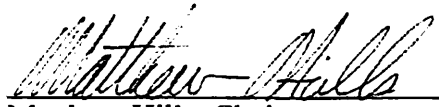
NEWTON TEACHERS ASSOCIATION



Michael Zilles, President
Newton Teachers Association

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

NEWTON SCHOOL COMMITTEE



Matthew Hills, Chairperson
Newton School Committee

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

APPENDIX A-1

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY C 190-DAY SALARY SCHEDULE
Effective September 1, 2015

Coordinators, Housemasters, Elementary Assistant Principals, Assistant Director of English Language Learning, High and Middle School Assistant Department Heads for Special Education

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 69,625 | 74,560 | 78,599 | 80,181 | 82,637 |
| 1.5 | 70,654 | 75,664 | 79,763 | 81,369 | 84,123 |
| 2 | 71,770 | 76,859 | 81,024 | 82,655 | 85,636 |
| 2.5 | 72,902 | 78,074 | 82,305 | 83,963 | 87,176 |
| 3 | 74,212 | 79,476 | 83,785 | 85,473 | 88,745 |
| 3.5 | 75,544 | 80,904 | 85,292 | 87,011 | 90,343 |
| 4 | 76,902 | 82,358 | 86,826 | 88,576 | 91,969 |
| 4.5 | 78,283 | 83,840 | 88,389 | 90,171 | 93,626 |
| 5 | 79,691 | 85,290 | 89,979 | 91,794 | 95,311 |
| 5.5 | 81,123 | 86,825 | 91,600 | 93,447 | 97,028 |
| 6 | 82,582 | 88,387 | 93,249 | 95,129 | 98,776 |
| 6.5 | 84,066 | 89,978 | 94,928 | 96,844 | 100,556 |
| 7 | 85,579 | 91,597 | 96,638 | 98,588 | 102,369 |
| 7.5 | 87,119 | 93,248 | 98,379 | 100,364 | 104,213 |
| 8 | 88,687 | 94,926 | 100,153 | 102,174 | 106,093 |
| 8.5 | 90,282 | 96,636 | 101,957 | 104,015 | 108,006 |
| 9 | 91,908 | 98,378 | 103,794 | 105,890 | 109,954 |
| 9.5 | 93,562 | 100,150 | 105,666 | 107,800 | 111,937 |
| 10 | 95,249 | 101,955 | 107,572 | 109,743 | 113,957 |
| 10.5 | 96,964 | 103,793 | 109,511 | 111,724 | 116,014 |
| 11 | 98,711 | 105,664 | 111,486 | 113,739 | 118,106 |

APPENDIX A-2

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY C 190-DAY SALARY SCHEDULE
Effective September 1, 2016

Coordinators, Elementary Assistant Principals, Assistant Director of English Language Learning, High and Middle School Assistant Department Heads for Special Education

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 70,530 | 75,529 | 79,621 | 81,223 | 83,711 |
| 1.5 | 71,573 | 76,648 | 80,800 | 82,427 | 85,216 |
| 2 | 72,703 | 77,858 | 82,078 | 83,730 | 86,749 |
| 2.5 | 73,850 | 79,089 | 83,375 | 85,054 | 88,309 |
| 3 | 75,177 | 80,510 | 84,874 | 86,584 | 89,899 |
| 3.5 | 76,526 | 81,956 | 86,400 | 88,142 | 91,518 |
| 4 | 77,901 | 83,429 | 87,955 | 89,727 | 93,165 |
| 4.5 | 79,301 | 84,930 | 89,538 | 91,343 | 94,843 |
| 5 | 80,727 | 86,399 | 91,149 | 92,987 | 96,550 |
| 5.5 | 82,177 | 87,954 | 92,790 | 94,662 | 98,290 |
| 6 | 83,656 | 89,536 | 94,461 | 96,366 | 100,060 |
| 6.5 | 85,159 | 91,148 | 96,162 | 98,102 | 101,863 |
| 7 | 86,692 | 92,788 | 97,894 | 99,870 | 103,700 |
| 7.5 | 88,251 | 94,460 | 99,658 | 101,669 | 105,568 |
| 8 | 89,840 | 96,160 | 101,455 | 103,502 | 107,472 |
| 8.5 | 91,456 | 97,892 | 103,283 | 105,367 | 109,410 |
| 9 | 93,102 | 99,657 | 105,144 | 107,266 | 111,383 |
| 9.5 | 94,778 | 101,451 | 107,039 | 109,201 | 113,392 |
| 10 | 96,487 | 103,280 | 108,970 | 111,170 | 115,438 |
| 10.5 | 98,224 | 105,143 | 110,935 | 113,177 | 117,522 |
| 11 | 99,994 | 107,037 | 112,935 | 115,218 | 119,641 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY C 190-DAY SALARY SCHEDULE
Effective March 1, 2017

Coordinators, Elementary Assistant Principals, Assistant Director of English Language Learning, High and Middle School Assistant Department Heads for Special Education

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 71,024 | 76,058 | 80,179 | 81,792 | 84,297 |
| 1.5 | 72,074 | 77,184 | 81,366 | 83,004 | 85,813 |
| 2 | 73,212 | 78,403 | 82,652 | 84,316 | 87,356 |
| 2.5 | 74,367 | 79,642 | 83,959 | 85,649 | 88,928 |
| 3 | 75,703 | 81,073 | 85,468 | 87,191 | 90,528 |
| 3.5 | 77,062 | 82,530 | 87,005 | 88,759 | 92,159 |
| 4 | 78,447 | 84,013 | 88,570 | 90,356 | 93,817 |
| 4.5 | 79,856 | 85,525 | 90,165 | 91,983 | 95,507 |
| 5 | 81,292 | 87,004 | 91,787 | 93,638 | 97,226 |
| 5.5 | 82,753 | 88,569 | 93,440 | 95,325 | 98,978 |
| 6 | 84,241 | 90,163 | 95,122 | 97,041 | 100,761 |
| 6.5 | 85,755 | 91,786 | 96,835 | 98,789 | 102,576 |
| 7 | 87,298 | 93,438 | 98,580 | 100,569 | 104,426 |
| 7.5 | 88,869 | 95,121 | 100,355 | 102,381 | 106,307 |
| 8 | 90,469 | 96,833 | 102,165 | 104,227 | 108,224 |
| 8.5 | 92,096 | 98,578 | 104,006 | 106,105 | 110,176 |
| 9 | 93,754 | 100,354 | 105,880 | 108,017 | 112,163 |
| 9.5 | 95,442 | 102,162 | 107,789 | 109,966 | 114,186 |
| 10 | 97,162 | 104,003 | 109,733 | 111,948 | 116,246 |
| 10.5 | 98,912 | 105,879 | 111,711 | 113,969 | 118,345 |
| 11 | 100,694 | 107,787 | 113,726 | 116,024 | 120,479 |

APPENDIX A-4

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY C 190-DAY SALARY SCHEDULE
Effective September 1, 2017

Coordinators, Elementary Assistant Principals, Assistant Director of English Language Learning, High and Middle School Assistant Department Heads for Special Education

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 71,947 | 77,047 | 81,221 | 82,855 | 85,393 |
| 1.5 | 73,011 | 78,188 | 82,423 | 84,083 | 86,928 |
| 2 | 74,163 | 79,422 | 83,727 | 85,412 | 88,492 |
| 2.5 | 75,334 | 80,677 | 85,050 | 86,763 | 90,084 |
| 3 | 76,687 | 82,127 | 86,579 | 88,324 | 91,705 |
| 3.5 | 78,064 | 83,602 | 88,136 | 89,913 | 93,357 |
| 4 | 79,467 | 85,105 | 89,722 | 91,530 | 95,037 |
| 4.5 | 80,894 | 86,637 | 91,337 | 93,178 | 96,748 |
| 5 | 82,349 | 88,135 | 92,980 | 94,855 | 98,490 |
| 5.5 | 83,828 | 89,721 | 94,655 | 96,564 | 100,264 |
| 6 | 85,337 | 91,335 | 96,359 | 98,302 | 102,071 |
| 6.5 | 86,870 | 92,979 | 98,094 | 100,073 | 103,910 |
| 7 | 88,433 | 94,652 | 99,861 | 101,877 | 105,783 |
| 7.5 | 90,024 | 96,358 | 101,660 | 103,712 | 107,689 |
| 8 | 91,645 | 98,092 | 103,493 | 105,582 | 109,631 |
| 8.5 | 93,293 | 99,859 | 105,358 | 107,484 | 111,609 |
| 9 | 94,973 | 101,659 | 107,256 | 109,421 | 113,621 |
| 9.5 | 96,683 | 103,490 | 109,190 | 111,395 | 115,670 |
| 10 | 98,425 | 105,355 | 111,160 | 113,403 | 117,758 |
| 10.5 | 100,198 | 107,255 | 113,163 | 115,450 | 119,883 |
| 11 | 102,003 | 109,188 | 115,204 | 117,533 | 122,045 |

APPENDIX A-5

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY C 190-DAY SALARY SCHEDULE
Effective March 1, 2018

Coordinators, Elementary Assistant Principals, Assistant Director of English Language Learning, High and Middle School Assistant Department Heads for Special Education

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 72,451 | 77,586 | 81,789 | 83,435 | 85,991 |
| 1.5 | 73,522 | 78,735 | 83,000 | 84,672 | 87,537 |
| 2 | 74,682 | 79,978 | 84,313 | 86,010 | 89,111 |
| 2.5 | 75,861 | 81,242 | 85,645 | 87,370 | 90,714 |
| 3 | 77,224 | 82,702 | 87,185 | 88,942 | 92,347 |
| 3.5 | 78,610 | 84,188 | 88,753 | 90,542 | 94,010 |
| 4 | 80,023 | 85,701 | 90,350 | 92,171 | 95,702 |
| 4.5 | 81,460 | 87,243 | 91,976 | 93,831 | 97,426 |
| 5 | 82,925 | 88,752 | 93,631 | 95,519 | 99,179 |
| 5.5 | 84,415 | 90,349 | 95,317 | 97,240 | 100,966 |
| 6 | 85,934 | 91,974 | 97,033 | 98,990 | 102,785 |
| 6.5 | 87,478 | 93,630 | 98,781 | 100,774 | 104,637 |
| 7 | 89,052 | 95,315 | 100,560 | 102,590 | 106,524 |
| 7.5 | 90,654 | 97,032 | 102,372 | 104,438 | 108,443 |
| 8 | 92,286 | 98,779 | 104,217 | 106,321 | 110,399 |
| 8.5 | 93,946 | 100,558 | 106,095 | 108,237 | 112,390 |
| 9 | 95,638 | 102,371 | 108,007 | 110,187 | 114,416 |
| 9.5 | 97,359 | 104,214 | 109,954 | 112,175 | 116,480 |
| 10 | 99,114 | 106,093 | 111,938 | 114,197 | 118,582 |
| 10.5 | 100,899 | 108,006 | 113,955 | 116,259 | 120,723 |
| 11 | 102,717 | 109,952 | 116,011 | 118,355 | 122,899 |

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

**CATEGORY C 195-DAY SALARY SCHEDULE
Effective September 1, 2015**

High School Department Heads, Middle School Assistant Principals, High School Department Heads, Middle School Assistant Principals

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 71,457 | 76,522 | 80,668 | 82,291 | 84,811 |
| 1.5 | 72,514 | 77,655 | 81,862 | 83,511 | 86,337 |
| 2 | 73,658 | 78,881 | 83,156 | 84,830 | 87,889 |
| 2.5 | 74,821 | 80,128 | 84,471 | 86,172 | 89,470 |
| 3 | 76,165 | 81,568 | 85,990 | 87,723 | 91,081 |
| 3.5 | 77,532 | 83,033 | 87,536 | 89,301 | 92,721 |
| 4 | 78,925 | 84,526 | 89,111 | 90,907 | 94,389 |
| 4.5 | 80,343 | 86,047 | 90,715 | 92,544 | 96,090 |
| 5 | 81,788 | 87,535 | 92,347 | 94,209 | 97,819 |
| 5.5 | 83,258 | 89,110 | 94,010 | 95,906 | 99,582 |
| 6 | 84,755 | 90,713 | 95,703 | 97,633 | 101,376 |
| 6.5 | 86,279 | 92,346 | 97,426 | 99,392 | 103,202 |
| 7 | 87,831 | 94,008 | 99,181 | 101,183 | 105,063 |
| 7.5 | 89,411 | 95,702 | 100,968 | 103,005 | 106,956 |
| 8 | 91,021 | 97,424 | 102,788 | 104,863 | 108,885 |
| 8.5 | 92,658 | 99,179 | 104,640 | 106,752 | 110,849 |
| 9 | 94,326 | 100,967 | 106,526 | 108,676 | 112,847 |
| 9.5 | 96,024 | 102,785 | 108,446 | 110,637 | 114,882 |
| 10 | 97,755 | 104,638 | 110,403 | 112,631 | 116,956 |
| 10.5 | 99,515 | 106,525 | 112,393 | 114,664 | 119,067 |
| 11 | 101,308 | 108,444 | 114,420 | 116,732 | 121,214 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY C 195-DAY SALARY SCHEDULE
Effective September 1, 2016

High School Department Heads, High School Deans, Middle School Assistant Principals, High School Department Heads, Middle School Assistant Principals

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 72,386 | 77,517 | 81,716 | 83,361 | 85,914 |
| 1.5 | 73,456 | 78,665 | 82,926 | 84,596 | 87,459 |
| 2 | 74,616 | 79,907 | 84,237 | 85,933 | 89,032 |
| 2.5 | 75,794 | 81,170 | 85,569 | 87,292 | 90,633 |
| 3 | 77,155 | 82,628 | 87,108 | 88,863 | 92,265 |
| 3.5 | 78,540 | 84,113 | 88,674 | 90,461 | 93,926 |
| 4 | 79,951 | 85,624 | 90,269 | 92,089 | 95,617 |
| 4.5 | 81,388 | 87,165 | 91,894 | 93,747 | 97,339 |
| 5 | 82,852 | 88,673 | 93,547 | 95,434 | 99,091 |
| 5.5 | 84,340 | 90,268 | 95,232 | 97,153 | 100,876 |
| 6 | 85,857 | 91,892 | 96,947 | 98,902 | 102,694 |
| 6.5 | 87,400 | 93,546 | 98,693 | 100,684 | 104,544 |
| 7 | 88,973 | 95,230 | 100,471 | 102,498 | 106,429 |
| 7.5 | 90,574 | 96,946 | 102,280 | 104,344 | 108,346 |
| 8 | 92,204 | 98,691 | 104,124 | 106,226 | 110,300 |
| 8.5 | 93,862 | 100,468 | 106,000 | 108,140 | 112,290 |
| 9 | 95,552 | 102,279 | 107,911 | 110,089 | 114,314 |
| 9.5 | 97,273 | 104,121 | 109,856 | 112,075 | 116,376 |
| 10 | 99,026 | 105,998 | 111,838 | 114,095 | 118,476 |
| 10.5 | 100,809 | 107,910 | 113,854 | 116,155 | 120,615 |
| 11 | 102,625 | 109,854 | 115,907 | 118,250 | 122,790 |

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

**CATEGORY C 195-DAY SALARY SCHEDULE
Effective March 1, 2017**

High School Department Heads, High School Deans, Middle School Assistant Principals, High School Department Heads, Middle School Assistant Principals

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 72,893 | 78,060 | 82,289 | 83,944 | 86,515 |
| 1.5 | 73,971 | 79,216 | 83,507 | 85,188 | 88,071 |
| 2 | 75,138 | 80,466 | 84,827 | 86,535 | 89,655 |
| 2.5 | 76,324 | 81,738 | 86,168 | 87,903 | 91,268 |
| 3 | 77,695 | 83,207 | 87,717 | 89,485 | 92,911 |
| 3.5 | 79,090 | 84,701 | 89,295 | 91,095 | 94,584 |
| 4 | 80,511 | 86,224 | 90,901 | 92,733 | 96,286 |
| 4.5 | 81,957 | 87,775 | 92,538 | 94,403 | 98,020 |
| 5 | 83,431 | 89,294 | 94,202 | 96,102 | 99,785 |
| 5.5 | 84,930 | 90,900 | 95,899 | 97,833 | 101,582 |
| 6 | 86,458 | 92,535 | 97,626 | 99,594 | 103,412 |
| 6.5 | 88,012 | 94,201 | 99,384 | 101,389 | 105,276 |
| 7 | 89,596 | 95,897 | 101,174 | 103,216 | 107,174 |
| 7.5 | 91,208 | 97,625 | 102,996 | 105,075 | 109,105 |
| 8 | 92,849 | 99,381 | 104,853 | 106,969 | 111,072 |
| 8.5 | 94,519 | 101,172 | 106,742 | 108,897 | 113,076 |
| 9 | 96,221 | 102,995 | 108,666 | 110,860 | 115,114 |
| 9.5 | 97,954 | 104,850 | 110,625 | 112,859 | 117,191 |
| 10 | 99,719 | 106,740 | 112,621 | 114,894 | 119,305 |
| 10.5 | 101,515 | 108,665 | 114,651 | 116,968 | 121,459 |
| 11 | 103,344 | 110,623 | 116,718 | 119,078 | 123,649 |

APPENDIX A-9

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY C 195-DAY SALARY SCHEDULE
Effective September 1, 2017

High School Department Heads, High School Deans, Middle School Assistant Principals, High School Department Heads, Middle School Assistant Principals

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 73,841 | 79,074 | 83,358 | 85,036 | 87,640 |
| 1.5 | 74,932 | 80,245 | 84,592 | 86,296 | 89,216 |
| 2 | 76,115 | 81,512 | 85,930 | 87,660 | 90,820 |
| 2.5 | 77,316 | 82,801 | 87,288 | 89,046 | 92,454 |
| 3 | 78,705 | 84,288 | 88,858 | 90,648 | 94,119 |
| 3.5 | 80,118 | 85,802 | 90,456 | 92,279 | 95,813 |
| 4 | 81,558 | 87,345 | 92,083 | 93,939 | 97,538 |
| 4.5 | 83,023 | 88,916 | 93,741 | 95,630 | 99,294 |
| 5 | 84,516 | 90,454 | 95,427 | 97,351 | 101,082 |
| 5.5 | 86,034 | 92,082 | 97,145 | 99,105 | 102,903 |
| 6 | 87,582 | 93,738 | 98,895 | 100,889 | 104,757 |
| 6.5 | 89,156 | 95,426 | 100,676 | 102,707 | 106,644 |
| 7 | 90,761 | 97,143 | 102,489 | 104,558 | 108,567 |
| 7.5 | 92,393 | 98,894 | 104,335 | 106,441 | 110,523 |
| 8 | 94,056 | 100,673 | 106,216 | 108,360 | 112,516 |
| 8.5 | 95,748 | 102,487 | 108,130 | 110,313 | 114,546 |
| 9 | 97,472 | 104,334 | 110,079 | 112,301 | 116,611 |
| 9.5 | 99,227 | 106,213 | 112,063 | 114,327 | 118,714 |
| 10 | 101,015 | 108,128 | 114,085 | 116,387 | 120,856 |
| 10.5 | 102,834 | 110,078 | 116,141 | 118,489 | 123,038 |
| 11 | 104,687 | 112,061 | 118,236 | 120,626 | 125,257 |

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

**CATEGORY C 195-DAY SALARY SCHEDULE
Effective March 1, 2018**

High School Department Heads, High School Deans, Middle School Assistant Principals, High School Department Heads, Middle School Assistant Principals

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 74,358 | 79,628 | 83,942 | 85,631 | 88,253 |
| 1.5 | 75,457 | 80,807 | 85,184 | 86,900 | 89,841 |
| 2 | 76,648 | 82,083 | 86,531 | 88,273 | 91,456 |
| 2.5 | 77,858 | 83,380 | 87,899 | 89,669 | 93,101 |
| 3 | 79,256 | 84,878 | 89,480 | 91,283 | 94,777 |
| 3.5 | 80,679 | 86,403 | 91,089 | 92,925 | 96,484 |
| 4 | 82,129 | 87,956 | 92,727 | 94,596 | 98,220 |
| 4.5 | 83,604 | 89,539 | 94,397 | 96,300 | 99,990 |
| 5 | 85,108 | 91,088 | 96,095 | 98,033 | 101,789 |
| 5.5 | 86,637 | 92,726 | 97,825 | 99,799 | 103,623 |
| 6 | 88,195 | 94,395 | 99,587 | 101,595 | 105,490 |
| 6.5 | 89,780 | 96,094 | 101,380 | 103,426 | 107,391 |
| 7 | 91,396 | 97,823 | 103,207 | 105,289 | 109,327 |
| 7.5 | 93,040 | 99,586 | 105,066 | 107,186 | 111,297 |
| 8 | 94,715 | 101,378 | 106,960 | 109,118 | 113,304 |
| 8.5 | 96,418 | 103,204 | 108,887 | 111,085 | 115,347 |
| 9 | 98,155 | 105,065 | 110,849 | 113,087 | 117,427 |
| 9.5 | 99,922 | 106,957 | 112,848 | 115,127 | 119,545 |
| 10 | 101,723 | 108,885 | 114,883 | 117,202 | 121,702 |
| 10.5 | 103,554 | 110,848 | 116,954 | 119,318 | 123,899 |
| 11 | 105,420 | 112,846 | 119,063 | 121,470 | 126,134 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY C 200-DAY SALARY SCHEDULE
Effective September 1, 2015

*High School Special Education and Guidance Department Heads, Athletic Directors, Assistant
 Director of Elementary Special Education*

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 73,290 | 78,484 | 82,736 | 84,401 | 86,986 |
| 1.5 | 74,373 | 79,646 | 83,961 | 85,652 | 88,550 |
| 2 | 75,547 | 80,904 | 85,289 | 87,005 | 90,143 |
| 2.5 | 76,739 | 82,183 | 86,637 | 88,382 | 91,764 |
| 3 | 78,118 | 83,659 | 88,195 | 89,972 | 93,416 |
| 3.5 | 79,520 | 85,162 | 89,781 | 91,590 | 95,098 |
| 4 | 80,949 | 86,693 | 91,396 | 93,238 | 96,810 |
| 4.5 | 82,403 | 88,253 | 93,041 | 94,917 | 98,554 |
| 5 | 83,885 | 89,779 | 94,715 | 96,625 | 100,328 |
| 5.5 | 85,392 | 91,395 | 96,421 | 98,365 | 102,135 |
| 6 | 86,929 | 93,039 | 98,157 | 100,136 | 103,975 |
| 6.5 | 88,491 | 94,714 | 99,924 | 101,941 | 105,849 |
| 7 | 90,083 | 96,418 | 101,724 | 103,777 | 107,757 |
| 7.5 | 91,704 | 98,156 | 103,557 | 105,646 | 109,698 |
| 8 | 93,355 | 99,922 | 105,424 | 107,551 | 111,677 |
| 8.5 | 95,034 | 101,722 | 107,323 | 109,490 | 113,691 |
| 9 | 96,745 | 103,556 | 109,257 | 111,463 | 115,741 |
| 9.5 | 98,486 | 105,421 | 111,227 | 113,474 | 117,828 |
| 10 | 100,262 | 107,321 | 113,234 | 115,519 | 119,955 |
| 10.5 | 102,067 | 109,256 | 115,275 | 117,604 | 122,120 |
| 11 | 103,906 | 111,225 | 117,354 | 119,725 | 124,322 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY C 200-DAY SALARY SCHEDULE
Effective September 1, 2016

*High School Special Education and Guidance Department Heads, Athletic Directors, Assistant
 Director of Elementary Special Education*

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 74,243 | 79,505 | 83,812 | 85,498 | 88,117 |
| 1.5 | 75,340 | 80,682 | 85,053 | 86,765 | 89,701 |
| 2 | 76,529 | 81,956 | 86,397 | 88,136 | 91,315 |
| 2.5 | 77,737 | 83,251 | 87,763 | 89,531 | 92,957 |
| 3 | 79,133 | 84,747 | 89,341 | 91,142 | 94,631 |
| 3.5 | 80,554 | 86,269 | 90,948 | 92,781 | 96,335 |
| 4 | 82,002 | 87,820 | 92,584 | 94,450 | 98,068 |
| 4.5 | 83,474 | 89,400 | 94,251 | 96,151 | 99,835 |
| 5 | 84,976 | 90,947 | 95,946 | 97,881 | 101,632 |
| 5.5 | 86,503 | 92,583 | 97,674 | 99,644 | 103,463 |
| 6 | 88,059 | 94,248 | 99,433 | 101,438 | 105,327 |
| 6.5 | 89,641 | 95,945 | 101,223 | 103,266 | 107,225 |
| 7 | 91,254 | 97,672 | 103,047 | 105,126 | 109,158 |
| 7.5 | 92,896 | 99,432 | 104,903 | 107,020 | 111,124 |
| 8 | 94,568 | 101,221 | 106,794 | 108,950 | 113,129 |
| 8.5 | 96,269 | 103,045 | 108,718 | 110,913 | 115,169 |
| 9 | 98,003 | 104,902 | 110,678 | 112,912 | 117,245 |
| 9.5 | 99,767 | 106,791 | 112,673 | 114,949 | 119,360 |
| 10 | 101,565 | 108,716 | 114,706 | 117,021 | 121,514 |
| 10.5 | 103,394 | 110,677 | 116,773 | 119,133 | 123,708 |
| 11 | 105,257 | 112,671 | 118,879 | 121,282 | 125,938 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY C 200-DAY SALARY SCHEDULE
Effective March 1, 2017

*High School Special Education and Guidance Department Heads, Athletic Directors, Assistant
 Director of Elementary Special Education*

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 74,762 | 80,061 | 84,398 | 86,097 | 88,734 |
| 1.5 | 75,867 | 81,247 | 85,648 | 87,373 | 90,329 |
| 2 | 77,065 | 82,529 | 87,002 | 88,753 | 91,954 |
| 2.5 | 78,281 | 83,834 | 88,377 | 90,157 | 93,608 |
| 3 | 79,687 | 85,340 | 89,967 | 91,780 | 95,293 |
| 3.5 | 81,118 | 86,873 | 91,584 | 93,430 | 97,009 |
| 4 | 82,576 | 88,435 | 93,232 | 95,111 | 98,755 |
| 4.5 | 84,059 | 90,026 | 94,910 | 96,824 | 100,534 |
| 5 | 85,571 | 91,583 | 96,618 | 98,566 | 102,343 |
| 5.5 | 87,108 | 93,231 | 98,358 | 100,342 | 104,187 |
| 6 | 88,675 | 94,908 | 100,129 | 102,148 | 106,064 |
| 6.5 | 90,269 | 96,616 | 101,932 | 103,989 | 107,975 |
| 7 | 91,893 | 98,356 | 103,768 | 105,862 | 109,922 |
| 7.5 | 93,546 | 100,128 | 105,637 | 107,769 | 111,902 |
| 8 | 95,230 | 101,930 | 107,542 | 109,712 | 113,920 |
| 8.5 | 96,943 | 103,766 | 109,479 | 111,689 | 115,975 |
| 9 | 98,689 | 105,636 | 111,452 | 113,702 | 118,066 |
| 9.5 | 100,465 | 107,539 | 113,462 | 115,753 | 120,195 |
| 10 | 102,276 | 109,477 | 115,508 | 117,840 | 122,365 |
| 10.5 | 104,118 | 111,451 | 117,591 | 119,967 | 124,574 |
| 11 | 105,994 | 113,459 | 119,711 | 122,131 | 126,820 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY C 200-DAY SALARY SCHEDULE
Effective September 1, 2017

*High School Special Education and Guidance Department Heads, Athletic Directors, Assistant
 Director of Elementary Special Education*

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 75,734 | 81,102 | 85,496 | 87,216 | 89,887 |
| 1.5 | 76,853 | 82,303 | 86,761 | 88,509 | 91,504 |
| 2 | 78,067 | 83,602 | 88,133 | 89,907 | 93,149 |
| 2.5 | 79,299 | 84,924 | 89,526 | 91,329 | 94,825 |
| 3 | 80,723 | 86,450 | 91,136 | 92,973 | 96,532 |
| 3.5 | 82,172 | 88,003 | 92,775 | 94,645 | 98,270 |
| 4 | 83,649 | 89,584 | 94,444 | 96,348 | 100,039 |
| 4.5 | 85,152 | 91,196 | 96,144 | 98,082 | 101,840 |
| 5 | 86,683 | 92,774 | 97,874 | 99,848 | 103,674 |
| 5.5 | 88,240 | 94,443 | 99,636 | 101,646 | 105,542 |
| 6 | 89,828 | 96,142 | 101,431 | 103,476 | 107,443 |
| 6.5 | 91,442 | 97,872 | 103,257 | 105,340 | 109,379 |
| 7 | 93,088 | 99,634 | 105,117 | 107,238 | 111,351 |
| 7.5 | 94,762 | 101,429 | 107,011 | 109,170 | 113,357 |
| 8 | 96,468 | 103,255 | 108,940 | 111,138 | 115,401 |
| 8.5 | 98,203 | 105,115 | 110,903 | 113,141 | 117,483 |
| 9 | 99,972 | 107,009 | 112,901 | 115,180 | 119,601 |
| 9.5 | 101,771 | 108,937 | 114,937 | 117,258 | 121,758 |
| 10 | 103,606 | 110,900 | 117,010 | 119,372 | 123,955 |
| 10.5 | 105,471 | 112,900 | 119,119 | 121,527 | 126,193 |
| 11 | 107,371 | 114,934 | 121,268 | 123,719 | 128,469 |

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

**CATEGORY C 200-DAY SALARY SCHEDULE
Effective March 1, 2018**

*High School Special Education and Guidance Department Heads, Athletic Directors, Assistant
Director of Elementary Special Education*

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 76,264 | 81,670 | 86,094 | 87,827 | 90,516 |
| 1.5 | 77,391 | 82,879 | 87,369 | 89,128 | 92,144 |
| 2 | 78,613 | 84,187 | 88,750 | 90,537 | 93,801 |
| 2.5 | 79,854 | 85,518 | 90,153 | 91,969 | 95,489 |
| 3 | 81,288 | 87,055 | 91,774 | 93,623 | 97,208 |
| 3.5 | 82,747 | 88,619 | 93,424 | 95,308 | 98,958 |
| 4 | 84,235 | 90,211 | 95,105 | 97,022 | 100,739 |
| 4.5 | 85,748 | 91,835 | 96,817 | 98,769 | 102,553 |
| 5 | 87,290 | 93,423 | 98,559 | 100,546 | 104,399 |
| 5.5 | 88,858 | 95,104 | 100,334 | 102,358 | 106,280 |
| 6 | 90,457 | 96,815 | 102,141 | 104,200 | 108,195 |
| 6.5 | 92,082 | 98,558 | 103,980 | 106,078 | 110,145 |
| 7 | 93,739 | 100,332 | 105,853 | 107,989 | 112,130 |
| 7.5 | 95,426 | 102,139 | 107,760 | 109,934 | 114,151 |
| 8 | 97,143 | 103,978 | 109,702 | 111,916 | 116,209 |
| 8.5 | 98,891 | 105,851 | 111,679 | 113,933 | 118,305 |
| 9 | 100,671 | 107,759 | 113,692 | 115,986 | 120,438 |
| 9.5 | 102,484 | 109,699 | 115,741 | 118,079 | 122,610 |
| 10 | 104,331 | 111,677 | 117,829 | 120,207 | 124,823 |
| 10.5 | 106,209 | 113,690 | 119,953 | 122,377 | 127,076 |
| 11 | 108,123 | 115,739 | 122,116 | 124,585 | 129,368 |

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

**CATEGORY C 211-DAY SALARY SCHEDULE
Effective September 1, 2015**

High School Vice Principals

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 77,321 | 82,801 | 87,287 | 89,043 | 91,770 |
| 1.5 | 78,463 | 84,027 | 88,579 | 90,363 | 93,421 |
| 2 | 79,702 | 85,353 | 89,980 | 91,791 | 95,101 |
| 2.5 | 80,960 | 86,703 | 91,402 | 93,243 | 96,811 |
| 3 | 82,414 | 88,261 | 93,045 | 94,920 | 98,554 |
| 3.5 | 83,894 | 89,846 | 94,718 | 96,628 | 100,329 |
| 4 | 85,401 | 91,461 | 96,422 | 98,366 | 102,134 |
| 4.5 | 86,935 | 93,107 | 98,158 | 100,137 | 103,974 |
| 5 | 88,499 | 94,717 | 99,924 | 101,939 | 105,846 |
| 5.5 | 90,089 | 96,421 | 101,724 | 103,776 | 107,753 |
| 6 | 91,710 | 98,156 | 103,555 | 105,644 | 109,694 |
| 6.5 | 93,358 | 99,923 | 105,420 | 107,547 | 111,670 |
| 7 | 95,038 | 101,721 | 107,319 | 109,485 | 113,683 |
| 7.5 | 96,747 | 103,554 | 109,252 | 111,457 | 115,732 |
| 8 | 98,489 | 105,418 | 111,222 | 113,467 | 117,819 |
| 8.5 | 100,260 | 107,317 | 113,226 | 115,512 | 119,944 |
| 9 | 102,066 | 109,251 | 115,266 | 117,593 | 122,106 |
| 9.5 | 103,903 | 111,219 | 117,345 | 119,715 | 124,309 |
| 10 | 105,776 | 113,224 | 119,461 | 121,872 | 126,552 |
| 10.5 | 107,681 | 115,265 | 121,615 | 124,073 | 128,837 |
| 11 | 109,621 | 117,342 | 123,808 | 126,310 | 131,160 |

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

**CATEGORY C 211-DAY SALARY SCHEDULE
Effective September 1, 2016**

High School Vice Principals

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 78,326 | 83,877 | 88,421 | 90,201 | 92,963 |
| 1.5 | 79,484 | 85,119 | 89,730 | 91,537 | 94,635 |
| 2 | 80,738 | 86,463 | 91,149 | 92,984 | 96,337 |
| 2.5 | 82,013 | 87,830 | 92,590 | 94,455 | 98,070 |
| 3 | 83,486 | 89,408 | 94,255 | 96,154 | 99,835 |
| 3.5 | 84,984 | 91,014 | 95,950 | 97,884 | 101,633 |
| 4 | 86,512 | 92,650 | 97,676 | 99,645 | 103,462 |
| 4.5 | 88,066 | 94,317 | 99,434 | 101,439 | 105,326 |
| 5 | 89,650 | 95,949 | 101,223 | 103,264 | 107,222 |
| 5.5 | 91,260 | 97,675 | 103,046 | 105,125 | 109,153 |
| 6 | 92,902 | 99,432 | 104,902 | 107,017 | 111,120 |
| 6.5 | 94,571 | 101,222 | 106,791 | 108,945 | 113,122 |
| 7 | 96,273 | 103,044 | 108,714 | 110,908 | 115,161 |
| 7.5 | 98,005 | 104,900 | 110,673 | 112,906 | 117,236 |
| 8 | 99,769 | 106,788 | 112,668 | 114,942 | 119,351 |
| 8.5 | 101,564 | 108,712 | 114,698 | 117,013 | 121,503 |
| 9 | 103,393 | 110,672 | 116,765 | 119,122 | 123,694 |
| 9.5 | 105,254 | 112,665 | 118,870 | 121,271 | 125,925 |
| 10 | 107,151 | 114,696 | 121,014 | 123,457 | 128,197 |
| 10.5 | 109,081 | 116,764 | 123,196 | 125,686 | 130,511 |
| 11 | 111,046 | 118,868 | 125,417 | 127,952 | 132,865 |

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

**CATEGORY C 211-DAY SALARY SCHEDULE
Effective March 1, 2017**

High School Vice Principals

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 78,874 | 84,465 | 89,040 | 90,832 | 93,614 |
| 1.5 | 80,040 | 85,715 | 90,359 | 92,178 | 95,297 |
| 2 | 81,303 | 87,068 | 91,787 | 93,635 | 97,011 |
| 2.5 | 82,587 | 88,445 | 93,238 | 95,116 | 98,756 |
| 3 | 84,070 | 90,034 | 94,915 | 96,827 | 100,534 |
| 3.5 | 85,579 | 91,651 | 96,621 | 98,569 | 102,345 |
| 4 | 87,117 | 93,299 | 98,360 | 100,342 | 104,186 |
| 4.5 | 88,682 | 94,978 | 100,130 | 102,149 | 106,063 |
| 5 | 90,277 | 96,620 | 101,931 | 103,987 | 107,972 |
| 5.5 | 91,899 | 98,358 | 103,767 | 105,860 | 109,917 |
| 6 | 93,552 | 100,128 | 105,636 | 107,766 | 111,898 |
| 6.5 | 95,233 | 101,930 | 107,538 | 109,708 | 113,914 |
| 7 | 96,947 | 103,765 | 109,475 | 111,685 | 115,967 |
| 7.5 | 98,691 | 105,635 | 111,447 | 113,696 | 118,057 |
| 8 | 100,468 | 107,536 | 113,457 | 115,746 | 120,186 |
| 8.5 | 102,275 | 109,473 | 115,501 | 117,832 | 122,354 |
| 9 | 104,116 | 111,446 | 117,582 | 119,956 | 124,560 |
| 9.5 | 105,991 | 113,453 | 119,702 | 122,120 | 126,806 |
| 10 | 107,901 | 115,499 | 121,861 | 124,321 | 129,095 |
| 10.5 | 109,844 | 117,581 | 124,058 | 126,565 | 131,425 |
| 11 | 111,823 | 119,700 | 126,295 | 128,848 | 133,795 |

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

**CATEGORY C 211-DAY SALARY SCHEDULE
Effective September 1, 2017**

High School Vice Principals

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 79,899 | 85,563 | 90,198 | 92,013 | 94,831 |
| 1.5 | 81,080 | 86,830 | 91,533 | 93,377 | 96,536 |
| 2 | 82,360 | 88,200 | 92,981 | 94,852 | 98,272 |
| 2.5 | 83,660 | 89,594 | 94,450 | 96,352 | 100,040 |
| 3 | 85,163 | 91,204 | 96,149 | 98,086 | 101,841 |
| 3.5 | 86,692 | 92,843 | 97,878 | 99,850 | 103,675 |
| 4 | 88,250 | 94,512 | 99,638 | 101,647 | 105,541 |
| 4.5 | 89,835 | 96,212 | 101,432 | 103,477 | 107,442 |
| 5 | 91,451 | 97,876 | 103,257 | 105,339 | 109,376 |
| 5.5 | 93,094 | 99,637 | 105,116 | 107,237 | 111,346 |
| 6 | 94,768 | 101,430 | 107,009 | 109,167 | 113,352 |
| 6.5 | 96,471 | 103,255 | 108,936 | 111,134 | 115,395 |
| 7 | 98,208 | 105,114 | 110,898 | 113,137 | 117,475 |
| 7.5 | 99,974 | 107,008 | 112,896 | 115,174 | 119,592 |
| 8 | 101,774 | 108,934 | 114,932 | 117,251 | 121,748 |
| 8.5 | 103,604 | 110,896 | 117,002 | 119,364 | 123,944 |
| 9 | 105,470 | 112,895 | 119,111 | 121,515 | 126,179 |
| 9.5 | 107,369 | 114,928 | 121,258 | 123,707 | 128,455 |
| 10 | 109,304 | 117,000 | 123,446 | 125,937 | 130,773 |
| 10.5 | 111,272 | 119,110 | 125,671 | 128,211 | 133,134 |
| 11 | 113,277 | 121,256 | 127,937 | 130,523 | 135,534 |

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

**CATEGORY C 211-DAY SALARY SCHEDULE
Effective March 1, 2018**

High School Vice Principals

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 80,459 | 86,161 | 90,829 | 92,657 | 95,495 |
| 1.5 | 81,648 | 87,437 | 92,174 | 94,030 | 97,212 |
| 2 | 82,937 | 88,818 | 93,631 | 95,516 | 98,960 |
| 2.5 | 84,246 | 90,222 | 95,111 | 97,027 | 100,741 |
| 3 | 85,759 | 91,843 | 96,822 | 98,773 | 102,554 |
| 3.5 | 87,298 | 93,493 | 98,563 | 100,549 | 104,401 |
| 4 | 88,867 | 95,173 | 100,336 | 102,358 | 106,279 |
| 4.5 | 90,464 | 96,886 | 102,142 | 104,201 | 108,194 |
| 5 | 92,091 | 98,561 | 103,979 | 106,076 | 110,141 |
| 5.5 | 93,745 | 100,335 | 105,852 | 107,987 | 112,126 |
| 6 | 95,432 | 102,140 | 107,758 | 109,931 | 114,146 |
| 6.5 | 97,147 | 103,978 | 109,699 | 111,912 | 116,203 |
| 7 | 98,895 | 105,850 | 111,675 | 113,929 | 118,297 |
| 7.5 | 100,674 | 107,757 | 113,686 | 115,981 | 120,429 |
| 8 | 102,486 | 109,696 | 115,736 | 118,072 | 122,601 |
| 8.5 | 104,329 | 111,672 | 117,821 | 120,200 | 124,812 |
| 9 | 106,208 | 113,685 | 119,945 | 122,366 | 127,062 |
| 9.5 | 108,120 | 115,733 | 122,107 | 124,573 | 129,354 |
| 10 | 110,069 | 117,819 | 124,310 | 126,819 | 131,688 |
| 10.5 | 112,051 | 119,943 | 126,551 | 129,108 | 134,066 |
| 11 | 114,070 | 122,105 | 128,833 | 131,437 | 136,483 |

APPENDIX B-1

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 195-DAY SALARY SCHEDULE
Effective September 1, 2015

Director of Language Acquisition, Coordinator of Therapeutic Services

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 74,673 | 79,965 | 84,298 | 85,994 | 88,628 |
| 1.5 | 75,777 | 81,149 | 85,546 | 87,268 | 90,221 |
| 2 | 76,973 | 82,431 | 86,899 | 88,648 | 91,844 |
| 2.5 | 78,188 | 83,734 | 88,272 | 90,050 | 93,497 |
| 3 | 79,592 | 85,238 | 89,859 | 91,670 | 95,180 |
| 3.5 | 81,021 | 86,770 | 91,476 | 93,319 | 96,893 |
| 4 | 82,477 | 88,330 | 93,121 | 94,998 | 98,637 |
| 4.5 | 83,959 | 89,919 | 94,797 | 96,708 | 100,413 |
| 5 | 85,468 | 91,474 | 96,503 | 98,448 | 102,221 |
| 5.5 | 87,005 | 93,120 | 98,241 | 100,222 | 104,063 |
| 6 | 88,569 | 94,795 | 100,009 | 102,026 | 105,938 |
| 6.5 | 90,162 | 96,502 | 101,811 | 103,865 | 107,846 |
| 7 | 91,784 | 98,239 | 103,645 | 105,736 | 109,791 |
| 7.5 | 93,435 | 100,008 | 105,511 | 107,641 | 111,769 |
| 8 | 95,117 | 101,809 | 107,413 | 109,581 | 113,785 |
| 8.5 | 96,828 | 103,643 | 109,349 | 111,556 | 115,836 |
| 9 | 98,571 | 105,510 | 111,319 | 113,567 | 117,925 |
| 9.5 | 100,346 | 107,411 | 113,327 | 115,615 | 120,053 |
| 10 | 102,154 | 109,346 | 115,371 | 117,700 | 122,218 |
| 10.5 | 103,993 | 111,318 | 117,451 | 119,824 | 124,424 |
| 11 | 105,867 | 113,325 | 119,569 | 121,985 | 126,669 |

APPENDIX B-2

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 195-DAY SALARY SCHEDULE
Effective September 1, 2016

Director of Language Acquisition, Coordinator of Therapeutic Services

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 75,644 | 81,005 | 85,393 | 87,112 | 89,780 |
| 1.5 | 76,762 | 82,204 | 86,658 | 88,403 | 91,394 |
| 2 | 77,973 | 83,502 | 88,028 | 89,800 | 93,038 |
| 2.5 | 79,204 | 84,822 | 89,420 | 91,221 | 94,712 |
| 3 | 80,627 | 86,346 | 91,027 | 92,861 | 96,417 |
| 3.5 | 82,074 | 87,898 | 92,665 | 94,532 | 98,153 |
| 4 | 83,549 | 89,478 | 94,332 | 96,233 | 99,919 |
| 4.5 | 85,051 | 91,088 | 96,030 | 97,965 | 101,719 |
| 5 | 86,579 | 92,664 | 97,757 | 99,728 | 103,550 |
| 5.5 | 88,136 | 94,331 | 99,518 | 101,524 | 105,416 |
| 6 | 89,720 | 96,027 | 101,310 | 103,353 | 107,315 |
| 6.5 | 91,334 | 97,756 | 103,134 | 105,215 | 109,248 |
| 7 | 92,977 | 99,516 | 104,992 | 107,111 | 111,218 |
| 7.5 | 94,649 | 101,308 | 106,883 | 109,040 | 113,222 |
| 8 | 96,353 | 103,132 | 108,810 | 111,006 | 115,264 |
| 8.5 | 98,086 | 104,990 | 110,770 | 113,006 | 117,342 |
| 9 | 99,853 | 106,882 | 112,766 | 115,043 | 119,458 |
| 9.5 | 101,650 | 108,807 | 114,800 | 117,118 | 121,613 |
| 10 | 103,482 | 110,768 | 116,870 | 119,230 | 123,807 |
| 10.5 | 105,345 | 112,765 | 118,977 | 121,381 | 126,042 |
| 11 | 107,243 | 114,798 | 121,123 | 123,571 | 128,316 |

APPENDIX B-3

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 195-DAY SALARY SCHEDULE
Effective March 1, 2017

Director of Language Acquisition, Coordinator of Therapeutic Services

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 76,173 | 81,572 | 85,991 | 87,722 | 90,408 |
| 1.5 | 77,300 | 82,780 | 87,265 | 89,022 | 92,034 |
| 2 | 78,519 | 84,087 | 88,644 | 90,429 | 93,690 |
| 2.5 | 79,758 | 85,416 | 90,046 | 91,859 | 95,375 |
| 3 | 81,191 | 86,951 | 91,665 | 93,511 | 97,092 |
| 3.5 | 82,649 | 88,513 | 93,313 | 95,194 | 98,840 |
| 4 | 84,134 | 90,104 | 94,992 | 96,907 | 100,619 |
| 4.5 | 85,646 | 91,726 | 96,702 | 98,651 | 102,431 |
| 5 | 87,185 | 93,312 | 98,442 | 100,426 | 104,275 |
| 5.5 | 88,753 | 94,991 | 100,215 | 102,235 | 106,154 |
| 6 | 90,348 | 96,700 | 102,019 | 104,076 | 108,066 |
| 6.5 | 91,973 | 98,440 | 103,856 | 105,951 | 110,013 |
| 7 | 93,628 | 100,212 | 105,727 | 107,860 | 111,997 |
| 7.5 | 95,312 | 102,018 | 107,631 | 109,804 | 114,015 |
| 8 | 97,028 | 103,854 | 109,571 | 111,783 | 116,071 |
| 8.5 | 98,773 | 105,725 | 111,546 | 113,797 | 118,164 |
| 9 | 100,552 | 107,630 | 113,556 | 115,849 | 120,295 |
| 9.5 | 102,362 | 109,569 | 115,604 | 117,938 | 122,465 |
| 10 | 104,206 | 111,543 | 117,689 | 120,065 | 124,674 |
| 10.5 | 106,083 | 113,555 | 119,810 | 122,231 | 126,924 |
| 11 | 107,994 | 115,601 | 121,971 | 124,436 | 129,214 |

APPENDIX B-4

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

**CATEGORY A 195-DAY SALARY SCHEDULE
Effective September 1, 2017**

Director of Language Acquisition, Coordinator of Therapeutic Services

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 77,163 | 82,632 | 87,109 | 88,862 | 91,584 |
| 1.5 | 78,305 | 83,856 | 88,399 | 90,179 | 93,230 |
| 2 | 79,540 | 85,180 | 89,797 | 91,605 | 94,908 |
| 2.5 | 80,795 | 86,526 | 91,216 | 93,053 | 96,615 |
| 3 | 82,246 | 88,081 | 92,856 | 94,727 | 98,354 |
| 3.5 | 83,723 | 89,664 | 94,527 | 96,431 | 100,125 |
| 4 | 85,228 | 91,276 | 96,227 | 98,167 | 101,927 |
| 4.5 | 86,759 | 92,918 | 97,959 | 99,933 | 103,762 |
| 5 | 88,319 | 94,525 | 99,721 | 101,732 | 105,631 |
| 5.5 | 89,906 | 96,226 | 101,517 | 103,564 | 107,534 |
| 6 | 91,523 | 97,957 | 103,345 | 105,429 | 109,471 |
| 6.5 | 93,169 | 99,720 | 105,206 | 107,329 | 111,443 |
| 7 | 94,845 | 101,515 | 107,102 | 109,262 | 113,453 |
| 7.5 | 96,551 | 103,344 | 109,031 | 111,231 | 115,497 |
| 8 | 98,289 | 105,204 | 110,996 | 113,236 | 117,580 |
| 8.5 | 100,057 | 107,099 | 112,996 | 115,277 | 119,700 |
| 9 | 101,859 | 109,029 | 115,032 | 117,355 | 121,858 |
| 9.5 | 103,692 | 110,993 | 117,107 | 119,471 | 124,057 |
| 10 | 105,561 | 112,993 | 119,219 | 121,625 | 126,295 |
| 10.5 | 107,462 | 115,031 | 121,368 | 123,820 | 128,574 |
| 11 | 109,398 | 117,104 | 123,557 | 126,053 | 130,894 |

APPENDIX B-5

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 195-DAY SALARY SCHEDULE
Effective March 1, 2018

Director of Language Acquisition, Coordinator of Therapeutic Services

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|----------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 77,704 | 83,211 | 87,719 | 89,484 | 92,225 |
| 1.5 | 78,853 | 84,443 | 89,018 | 90,810 | 93,883 |
| 2 | 80,097 | 85,776 | 90,425 | 92,246 | 95,572 |
| 2.5 | 81,361 | 87,132 | 91,855 | 93,705 | 97,291 |
| 3 | 82,822 | 88,698 | 93,506 | 95,390 | 99,043 |
| 3.5 | 84,309 | 90,292 | 95,188 | 97,106 | 100,825 |
| 4 | 85,824 | 91,915 | 96,901 | 98,854 | 102,640 |
| 4.5 | 87,367 | 93,568 | 98,645 | 100,633 | 104,489 |
| 5 | 88,937 | 95,187 | 100,419 | 102,444 | 106,370 |
| 5.5 | 90,536 | 96,899 | 102,228 | 104,289 | 108,287 |
| 6 | 92,164 | 98,642 | 104,068 | 106,167 | 110,237 |
| 6.5 | 93,821 | 100,418 | 105,943 | 108,080 | 112,223 |
| 7 | 95,509 | 102,226 | 107,851 | 110,027 | 114,247 |
| 7.5 | 97,227 | 104,067 | 109,794 | 112,010 | 116,305 |
| 8 | 98,977 | 105,940 | 111,773 | 114,028 | 118,403 |
| 8.5 | 100,757 | 107,849 | 113,787 | 116,084 | 120,538 |
| 9 | 102,572 | 109,793 | 115,837 | 118,176 | 122,711 |
| 9.5 | 104,418 | 111,770 | 117,926 | 120,308 | 124,925 |
| 10 | 106,300 | 113,784 | 120,053 | 122,477 | 127,179 |
| 10.5 | 108,214 | 115,836 | 122,217 | 124,687 | 129,474 |
| 11 | 110,163 | 117,924 | 124,422 | 126,936 | 131,810 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 195-DAY GRANDFATHERED SALARY SCHEDULE
Effective September 1, 2015

Director of Language Acquisition, Coordinator of Therapeutic Services
The current employees in these positions are grandfathered at a 3% increase over the
Category A (195 days) schedule.

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 76,913 | 82,364 | 86,827 | 88,574 | 91,287 |
| 1.5 | 78,050 | 83,583 | 88,112 | 89,886 | 92,928 |
| 2 | 79,282 | 84,904 | 89,506 | 91,307 | 94,599 |
| 2.5 | 80,534 | 86,246 | 90,920 | 92,752 | 96,302 |
| 3 | 81,980 | 87,795 | 92,555 | 94,420 | 98,035 |
| 3.5 | 83,452 | 89,373 | 94,220 | 96,119 | 99,800 |
| 4 | 84,951 | 90,980 | 95,915 | 97,848 | 101,596 |
| 4.5 | 86,478 | 92,617 | 97,641 | 99,609 | 103,425 |
| 5 | 88,032 | 94,218 | 99,398 | 101,401 | 105,288 |
| 5.5 | 89,615 | 95,914 | 101,188 | 103,229 | 107,185 |
| 6 | 91,226 | 97,639 | 103,009 | 105,087 | 109,116 |
| 6.5 | 92,867 | 99,397 | 104,865 | 106,981 | 111,081 |
| 7 | 94,538 | 101,186 | 106,754 | 108,908 | 113,085 |
| 7.5 | 96,238 | 103,008 | 108,676 | 110,870 | 115,122 |
| 8 | 97,971 | 104,863 | 110,635 | 112,868 | 117,199 |
| 8.5 | 99,733 | 106,752 | 112,629 | 114,903 | 119,311 |
| 9 | 101,528 | 108,675 | 114,659 | 116,974 | 121,463 |
| 9.5 | 103,356 | 110,633 | 116,727 | 119,083 | 123,655 |
| 10 | 105,219 | 112,626 | 118,832 | 121,231 | 125,885 |
| 10.5 | 107,113 | 114,658 | 120,975 | 123,419 | 128,157 |
| 11 | 109,043 | 116,725 | 123,156 | 125,645 | 130,469 |

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

**CATEGORY A 195-DAY GRANDFATHERED SALARY SCHEDULE
Effective September 1, 2016**

*Director of Language Acquisition, Coordinator of Therapeutic Services
The current employees in these positions are grandfathered at a 3% increase over the
Category A (195 days) schedule.*

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 77,913 | 83,435 | 87,955 | 89,725 | 92,473 |
| 1.5 | 79,065 | 84,671 | 89,258 | 91,055 | 94,136 |
| 2 | 80,313 | 86,007 | 90,669 | 92,494 | 95,830 |
| 2.5 | 81,580 | 87,367 | 92,102 | 93,957 | 97,554 |
| 3 | 83,045 | 88,937 | 93,758 | 95,647 | 99,310 |
| 3.5 | 84,536 | 90,535 | 95,445 | 97,368 | 101,097 |
| 4 | 86,056 | 92,162 | 97,162 | 99,120 | 102,917 |
| 4.5 | 87,602 | 93,821 | 98,911 | 100,904 | 104,770 |
| 5 | 89,177 | 95,444 | 100,690 | 102,720 | 106,657 |
| 5.5 | 90,780 | 97,161 | 102,504 | 104,570 | 108,579 |
| 6 | 92,412 | 98,908 | 104,349 | 106,453 | 110,534 |
| 6.5 | 94,074 | 100,689 | 106,228 | 108,371 | 112,526 |
| 7 | 95,766 | 102,501 | 108,142 | 110,324 | 114,555 |
| 7.5 | 97,489 | 104,348 | 110,090 | 112,312 | 116,619 |
| 8 | 99,244 | 106,226 | 112,074 | 114,336 | 118,722 |
| 8.5 | 101,029 | 108,140 | 114,093 | 116,396 | 120,863 |
| 9 | 102,848 | 110,088 | 116,149 | 118,495 | 123,042 |
| 9.5 | 104,700 | 112,071 | 118,244 | 120,632 | 125,262 |
| 10 | 106,586 | 114,091 | 120,377 | 122,807 | 127,521 |
| 10.5 | 108,506 | 116,148 | 122,547 | 125,023 | 129,823 |
| 11 | 110,460 | 118,242 | 124,757 | 127,278 | 132,165 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 195-DAY GRANDFATHERED SALARY SCHEDULE
Effective March 1, 2017
+0.7%

Director of Language Acquisition, Coordinator of Therapeutic Services
The current employees in these positions are grandfathered at a 3% increase over the
Category A (195 days) schedule.

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 78,458 | 84,019 | 88,571 | 90,353 | 93,120 |
| 1.5 | 79,619 | 85,263 | 89,883 | 91,692 | 94,795 |
| 2 | 80,875 | 86,610 | 91,304 | 93,142 | 96,500 |
| 2.5 | 82,151 | 87,978 | 92,747 | 94,615 | 98,237 |
| 3 | 83,627 | 89,559 | 94,415 | 96,317 | 100,005 |
| 3.5 | 85,128 | 91,169 | 96,113 | 98,049 | 101,805 |
| 4 | 86,658 | 92,808 | 97,842 | 99,814 | 103,637 |
| 4.5 | 88,215 | 94,477 | 99,603 | 101,611 | 105,504 |
| 5 | 89,801 | 96,112 | 101,395 | 103,439 | 107,403 |
| 5.5 | 91,415 | 97,841 | 103,221 | 105,302 | 109,339 |
| 6 | 93,059 | 99,601 | 105,079 | 107,198 | 111,308 |
| 6.5 | 94,732 | 101,394 | 106,972 | 109,130 | 113,313 |
| 7 | 96,436 | 103,219 | 108,899 | 111,096 | 115,357 |
| 7.5 | 98,171 | 105,078 | 110,860 | 113,098 | 117,435 |
| 8 | 99,938 | 106,970 | 112,858 | 115,136 | 119,553 |
| 8.5 | 101,736 | 108,897 | 114,892 | 117,211 | 121,709 |
| 9 | 103,568 | 110,859 | 116,962 | 119,324 | 123,903 |
| 9.5 | 105,432 | 112,856 | 119,072 | 121,476 | 126,139 |
| 10 | 107,332 | 114,890 | 121,219 | 123,666 | 128,414 |
| 10.5 | 109,265 | 116,961 | 123,405 | 125,898 | 130,732 |
| 11 | 111,234 | 119,069 | 125,630 | 128,169 | 133,090 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 195-DAY GRANDFATHERED SALARY SCHEDULE
Effective September 1, 2017

Director of Language Acquisition, Coordinator of Therapeutic Services
The current employees in these positions are grandfathered at a 3% increase over the
Category A (195 days) schedule.

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 79,478 | 85,111 | 89,722 | 91,528 | 94,331 |
| 1.5 | 80,654 | 86,372 | 91,051 | 92,884 | 96,027 |
| 2 | 81,926 | 87,735 | 92,491 | 94,353 | 97,755 |
| 2.5 | 83,219 | 89,122 | 93,953 | 95,845 | 99,514 |
| 3 | 84,714 | 90,724 | 95,642 | 97,569 | 101,305 |
| 3.5 | 86,235 | 92,354 | 97,362 | 99,324 | 103,128 |
| 4 | 87,785 | 94,014 | 99,114 | 101,112 | 104,984 |
| 4.5 | 89,362 | 95,706 | 100,898 | 102,931 | 106,875 |
| 5 | 90,968 | 97,361 | 102,713 | 104,784 | 108,800 |
| 5.5 | 92,604 | 99,113 | 104,563 | 106,671 | 110,760 |
| 6 | 94,269 | 100,895 | 106,445 | 108,592 | 112,755 |
| 6.5 | 95,964 | 102,712 | 108,363 | 110,549 | 114,786 |
| 7 | 97,690 | 104,561 | 110,315 | 112,540 | 116,856 |
| 7.5 | 99,448 | 106,444 | 112,301 | 114,568 | 118,962 |
| 8 | 101,238 | 108,360 | 114,325 | 116,633 | 121,107 |
| 8.5 | 103,059 | 110,312 | 116,386 | 118,735 | 123,291 |
| 9 | 104,915 | 112,300 | 118,483 | 120,875 | 125,514 |
| 9.5 | 106,803 | 114,323 | 120,620 | 123,056 | 127,778 |
| 10 | 108,728 | 116,383 | 122,795 | 125,274 | 130,083 |
| 10.5 | 110,686 | 118,482 | 125,009 | 127,535 | 132,432 |
| 11 | 112,680 | 120,617 | 127,263 | 129,835 | 134,821 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 195-DAY GRANDFATHERED SALARY SCHEDULE
Effective March 1, 2018

Director of Language Acquisition, Coordinator of Therapeutic Services
The current employees in these positions are grandfathered at a 3% increase over the
Category A (195 days) schedule.

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 80,035 | 85,707 | 90,350 | 92,169 | 94,991 |
| 1.5 | 81,218 | 86,976 | 91,689 | 93,535 | 96,700 |
| 2 | 82,500 | 88,350 | 93,138 | 95,013 | 98,439 |
| 2.5 | 83,802 | 89,746 | 94,611 | 96,516 | 100,210 |
| 3 | 85,307 | 91,359 | 96,311 | 98,252 | 102,014 |
| 3.5 | 86,838 | 93,000 | 98,044 | 100,019 | 103,850 |
| 4 | 88,399 | 94,672 | 99,808 | 101,819 | 105,719 |
| 4.5 | 89,988 | 96,376 | 101,604 | 103,652 | 107,623 |
| 5 | 91,605 | 98,043 | 103,432 | 105,517 | 109,561 |
| 5.5 | 93,252 | 99,806 | 105,295 | 107,418 | 111,535 |
| 6 | 94,928 | 101,602 | 107,190 | 109,352 | 113,545 |
| 6.5 | 96,635 | 103,431 | 109,121 | 111,323 | 115,590 |
| 7 | 98,374 | 105,292 | 111,087 | 113,328 | 117,674 |
| 7.5 | 100,144 | 107,189 | 113,088 | 115,370 | 119,795 |
| 8 | 101,946 | 109,119 | 115,126 | 117,449 | 121,955 |
| 8.5 | 103,780 | 111,084 | 117,200 | 119,566 | 124,154 |
| 9 | 105,649 | 113,086 | 119,312 | 121,722 | 126,393 |
| 9.5 | 107,551 | 115,123 | 121,464 | 123,917 | 128,673 |
| 10 | 109,489 | 117,198 | 123,655 | 126,151 | 130,994 |
| 10.5 | 111,460 | 119,311 | 125,884 | 128,427 | 133,359 |
| 11 | 113,468 | 121,462 | 128,154 | 130,744 | 135,764 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 215-DAY SALARY SCHEDULE
Effective September 1, 2015

*Assistant Director of Student Services, Director of Early Childhood, Director of Elementary
Special Education, Director of Out-of-District Placement, Supervisor of ABA, Grants
Coordinator*

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 82,332 | 88,167 | 92,943 | 94,814 | 97,718 |
| 1.5 | 83,549 | 89,473 | 94,320 | 96,219 | 99,475 |
| 2 | 84,867 | 90,885 | 95,811 | 97,740 | 101,264 |
| 2.5 | 86,207 | 92,322 | 97,326 | 99,286 | 103,086 |
| 3 | 87,755 | 93,981 | 99,076 | 101,072 | 104,942 |
| 3.5 | 89,331 | 95,669 | 100,858 | 102,890 | 106,831 |
| 4 | 90,936 | 97,389 | 102,672 | 104,742 | 108,753 |
| 4.5 | 92,570 | 99,142 | 104,520 | 106,627 | 110,712 |
| 5 | 94,234 | 100,856 | 106,400 | 108,546 | 112,706 |
| 5.5 | 95,928 | 102,671 | 108,317 | 110,501 | 114,736 |
| 6 | 97,653 | 104,518 | 110,267 | 112,490 | 116,803 |
| 6.5 | 99,409 | 106,399 | 112,253 | 114,518 | 118,907 |
| 7 | 101,197 | 108,314 | 114,275 | 116,581 | 121,051 |
| 7.5 | 103,018 | 110,266 | 116,333 | 118,681 | 123,233 |
| 8 | 104,872 | 112,250 | 118,430 | 120,820 | 125,455 |
| 8.5 | 106,759 | 114,273 | 120,564 | 122,998 | 127,717 |
| 9 | 108,681 | 116,332 | 122,736 | 125,215 | 130,020 |
| 9.5 | 110,637 | 118,427 | 124,950 | 127,473 | 132,366 |
| 10 | 112,631 | 120,561 | 127,204 | 129,772 | 134,753 |
| 10.5 | 114,659 | 122,735 | 129,497 | 132,113 | 137,186 |
| 11 | 116,725 | 124,948 | 131,832 | 134,496 | 139,661 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 215-DAY SALARY SCHEDULE
Effective September 1, 2016

*Assistant Director of Student Services, Director of Early Childhood, Director of Elementary
 Special Education, Director of Out-of-District Placement, Supervisor of ABA, Grants
 Coordinator*

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 83,402 | 89,313 | 94,152 | 96,046 | 98,988 |
| 1.5 | 84,635 | 90,636 | 95,546 | 97,470 | 100,768 |
| 2 | 85,971 | 92,067 | 97,057 | 99,011 | 102,581 |
| 2.5 | 87,327 | 93,522 | 98,591 | 100,577 | 104,426 |
| 3 | 88,896 | 95,202 | 100,364 | 102,386 | 106,306 |
| 3.5 | 90,492 | 96,913 | 102,169 | 104,227 | 108,220 |
| 4 | 92,118 | 98,655 | 104,007 | 106,103 | 110,167 |
| 4.5 | 93,774 | 100,430 | 105,879 | 108,013 | 112,151 |
| 5 | 95,459 | 102,168 | 107,784 | 109,957 | 114,171 |
| 5.5 | 97,175 | 104,006 | 109,725 | 111,937 | 116,228 |
| 6 | 98,922 | 105,876 | 111,700 | 113,953 | 118,322 |
| 6.5 | 100,701 | 107,782 | 113,712 | 116,006 | 120,453 |
| 7 | 102,513 | 109,722 | 115,761 | 118,096 | 122,625 |
| 7.5 | 104,357 | 111,699 | 117,846 | 120,224 | 124,835 |
| 8 | 106,235 | 113,710 | 119,969 | 122,391 | 127,086 |
| 8.5 | 108,147 | 115,758 | 122,131 | 124,597 | 129,377 |
| 9 | 110,094 | 117,844 | 124,332 | 126,843 | 131,711 |
| 9.5 | 112,076 | 119,967 | 126,574 | 129,131 | 134,087 |
| 10 | 114,095 | 122,129 | 128,857 | 131,459 | 136,505 |
| 10.5 | 116,150 | 124,331 | 131,180 | 133,831 | 138,969 |
| 11 | 118,242 | 126,572 | 133,546 | 136,244 | 141,476 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 215-DAY SALARY SCHEDULE
Effective March 1, 2017

*Assistant Director of Student Services, Director of Early Childhood, Director of Elementary
 Special Education, Director of Out-of-District Placement, Supervisor of ABA, Grants
 Coordinator*

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 83,986 | 89,938 | 94,811 | 96,719 | 99,681 |
| 1.5 | 85,228 | 91,270 | 96,215 | 98,152 | 101,473 |
| 2 | 86,573 | 92,711 | 97,736 | 99,704 | 103,299 |
| 2.5 | 87,939 | 94,176 | 99,281 | 101,281 | 105,157 |
| 3 | 89,518 | 95,869 | 101,066 | 103,102 | 107,050 |
| 3.5 | 91,125 | 97,592 | 102,884 | 104,957 | 108,977 |
| 4 | 92,763 | 99,346 | 104,735 | 106,846 | 110,938 |
| 4.5 | 94,430 | 101,133 | 106,620 | 108,769 | 112,936 |
| 5 | 96,128 | 102,883 | 108,538 | 110,727 | 114,970 |
| 5.5 | 97,855 | 104,734 | 110,493 | 112,721 | 117,042 |
| 6 | 99,615 | 106,618 | 112,482 | 114,750 | 119,150 |
| 6.5 | 101,406 | 108,537 | 114,508 | 116,818 | 121,296 |
| 7 | 103,230 | 110,491 | 116,571 | 118,923 | 123,483 |
| 7.5 | 105,088 | 112,481 | 118,670 | 121,066 | 125,709 |
| 8 | 106,979 | 114,506 | 120,809 | 123,248 | 127,976 |
| 8.5 | 108,904 | 116,568 | 122,986 | 125,469 | 130,283 |
| 9 | 110,865 | 118,669 | 125,202 | 127,731 | 132,633 |
| 9.5 | 112,860 | 120,807 | 127,460 | 130,034 | 135,025 |
| 10 | 114,894 | 122,984 | 129,759 | 132,379 | 137,461 |
| 10.5 | 116,963 | 125,201 | 132,098 | 134,768 | 139,942 |
| 11 | 119,070 | 127,458 | 134,481 | 137,198 | 142,467 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

CATEGORY A 215-DAY SALARY SCHEDULE
Effective September 1, 2017

*Assistant Director of Student Services, Director of Early Childhood, Director of Elementary
 Special Education, Director of Out-of-District Placement, Supervisor of ABA, Grants
 Coordinator*

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 85,078 | 91,107 | 96,043 | 97,976 | 100,977 |
| 1.5 | 86,336 | 92,457 | 97,466 | 99,428 | 102,793 |
| 2 | 87,698 | 93,916 | 99,007 | 101,000 | 104,642 |
| 2.5 | 89,082 | 95,401 | 100,572 | 102,597 | 106,524 |
| 3 | 90,682 | 97,115 | 102,380 | 104,443 | 108,442 |
| 3.5 | 92,310 | 98,860 | 104,222 | 106,321 | 110,394 |
| 4 | 93,969 | 100,637 | 106,096 | 108,235 | 112,381 |
| 4.5 | 95,658 | 102,448 | 108,006 | 110,183 | 114,405 |
| 5 | 97,377 | 104,220 | 109,949 | 112,166 | 116,465 |
| 5.5 | 99,127 | 106,095 | 111,929 | 114,186 | 118,563 |
| 6 | 100,910 | 108,004 | 113,944 | 116,242 | 120,699 |
| 6.5 | 102,724 | 109,948 | 115,997 | 118,337 | 122,873 |
| 7 | 104,572 | 111,927 | 118,086 | 120,469 | 125,089 |
| 7.5 | 106,454 | 113,943 | 120,213 | 122,639 | 127,343 |
| 8 | 108,370 | 115,994 | 122,380 | 124,850 | 129,639 |
| 8.5 | 110,319 | 118,084 | 124,585 | 127,100 | 131,977 |
| 9 | 112,306 | 120,212 | 126,830 | 129,391 | 134,357 |
| 9.5 | 114,327 | 122,377 | 129,117 | 131,725 | 136,780 |
| 10 | 116,387 | 124,582 | 131,446 | 134,100 | 139,248 |
| 10.5 | 118,483 | 126,829 | 133,816 | 136,520 | 141,761 |
| 11 | 120,618 | 129,115 | 136,229 | 138,982 | 144,319 |

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

**CATEGORY A 215-DAY SALARY SCHEDULE
Effective March 1, 2018**

*Assistant Director of Student Services, Director of Early Childhood, Director of Elementary
Special Education, Director of Out-of-District Placement, Supervisor of ABA, Grants
Coordinator*

| Step | LANES | | | | |
|------|-----------|---------|-------------|-------------|-------------------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 85,673 | 91,745 | 96,716 | 98,662 | 101,684 |
| 1.5 | 86,940 | 93,104 | 98,148 | 100,124 | 103,512 |
| 2 | 88,312 | 94,574 | 99,700 | 101,707 | 105,374 |
| 2.5 | 89,706 | 96,069 | 101,276 | 103,315 | 107,270 |
| 3 | 91,317 | 97,795 | 103,097 | 105,174 | 109,201 |
| 3.5 | 92,956 | 99,552 | 104,951 | 107,066 | 111,167 |
| 4 | 94,627 | 101,342 | 106,839 | 108,993 | 113,167 |
| 4.5 | 96,327 | 103,165 | 108,762 | 110,954 | 115,205 |
| 5 | 98,059 | 104,950 | 110,719 | 112,951 | 117,280 |
| 5.5 | 99,821 | 106,838 | 112,713 | 114,985 | 119,393 |
| 6 | 101,616 | 108,760 | 114,742 | 117,056 | 121,544 |
| 6.5 | 103,444 | 110,718 | 116,809 | 119,165 | 123,733 |
| 7 | 105,304 | 112,710 | 118,913 | 121,312 | 125,964 |
| 7.5 | 107,199 | 114,741 | 121,055 | 123,498 | 128,234 |
| 8 | 109,128 | 116,806 | 123,236 | 125,724 | 130,547 |
| 8.5 | 111,092 | 118,910 | 125,457 | 127,990 | 132,901 |
| 9 | 113,092 | 121,053 | 127,718 | 130,297 | 135,297 |
| 9.5 | 115,128 | 123,234 | 130,021 | 132,647 | 137,738 |
| 10 | 117,202 | 125,454 | 132,366 | 135,038 | 140,223 |
| 10.5 | 119,313 | 127,717 | 134,752 | 137,475 | 142,754 |
| 11 | 121,462 | 130,019 | 137,183 | 139,955 | 145,329 |

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

**METCO DIRECTORS' SALARY SCHEDULE
Effective September 1, 2015**

| Step | LANES | | | |
|-------------|----------------|--------------------|--------------------|------------------------------------|
| | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 78,087 | 82,821 | 84,063 | 86,165 |
| 1.5 | 79,896 | 84,740 | 86,011 | 88,161 |
| 2 | 81,747 | 86,703 | 88,004 | 90,204 |
| 2.5 | 83,641 | 88,712 | 90,043 | 92,294 |
| 3 | 85,579 | 90,767 | 92,129 | 94,432 |
| 3.5 | 87,562 | 92,870 | 94,263 | 96,620 |
| 4 | 89,591 | 95,022 | 96,447 | 98,859 |
| 4.5 | 91,667 | 97,223 | 98,682 | 101,149 |
| 5 | 93,791 | 99,475 | 100,968 | 103,492 |
| 5.5 | 95,964 | 101,780 | 103,307 | 105,890 |
| 6 | 98,187 | 104,138 | 105,700 | 108,343 |
| 6.5 | 100,462 | 106,551 | 108,149 | 110,853 |
| 7 | 102,790 | 109,020 | 110,655 | 113,421 |
| 7.5 | 105,171 | 111,546 | 113,219 | 116,049 |
| 8 | 107,608 | 114,130 | 115,842 | 118,738 |
| 8.5 | 110,101 | 116,774 | 118,526 | 121,489 |
| 9 | 112,652 | 119,479 | 121,272 | 124,304 |
| 9.5 | 115,262 | 122,247 | 124,082 | 127,184 |
| 10 | 117,932 | 125,079 | 126,957 | 130,131 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

METCO DIRECTORS' SALARY SCHEDULE
Effective September 1, 2016

| Step | LANES | | | |
|-------------|----------------|--------------------|--------------------|------------------------------------|
| | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 79,102 | 83,898 | 85,156 | 87,285 |
| 1.5 | 80,935 | 85,842 | 87,129 | 89,307 |
| 2 | 82,810 | 87,830 | 89,148 | 91,377 |
| 2.5 | 84,728 | 89,865 | 91,214 | 93,494 |
| 3 | 86,692 | 91,947 | 93,327 | 95,660 |
| 3.5 | 88,700 | 94,077 | 95,488 | 97,876 |
| 4 | 90,756 | 96,257 | 97,701 | 100,144 |
| 4.5 | 92,859 | 98,487 | 99,965 | 102,464 |
| 5 | 95,010 | 100,768 | 102,281 | 104,837 |
| 5.5 | 97,212 | 103,103 | 104,650 | 107,267 |
| 6 | 99,463 | 105,492 | 107,074 | 109,751 |
| 6.5 | 101,768 | 107,936 | 109,555 | 112,294 |
| 7 | 104,126 | 110,437 | 112,094 | 114,895 |
| 7.5 | 106,538 | 112,996 | 114,691 | 117,558 |
| 8 | 109,007 | 115,614 | 117,348 | 120,282 |
| 8.5 | 111,532 | 118,292 | 120,067 | 123,068 |
| 9 | 114,116 | 121,032 | 122,849 | 125,920 |
| 9.5 | 116,760 | 123,836 | 125,695 | 128,837 |
| 10 | 119,465 | 126,705 | 128,607 | 131,823 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

METCO DIRECTORS' SALARY SCHEDULE
Effective March 1, 2017

| Step | LANES | | | |
|-------------|----------------|--------------------|--------------------|------------------------------------|
| | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 79,656 | 84,485 | 85,752 | 87,896 |
| 1.5 | 81,501 | 86,443 | 87,739 | 89,932 |
| 2 | 83,389 | 88,445 | 89,772 | 92,016 |
| 2.5 | 85,321 | 90,494 | 91,852 | 94,148 |
| 3 | 87,298 | 92,591 | 93,980 | 96,329 |
| 3.5 | 89,321 | 94,736 | 96,157 | 98,561 |
| 4 | 91,391 | 96,931 | 98,385 | 100,845 |
| 4.5 | 93,509 | 99,176 | 100,665 | 103,181 |
| 5 | 95,675 | 101,474 | 102,997 | 105,571 |
| 5.5 | 97,892 | 103,825 | 105,383 | 108,017 |
| 6 | 100,160 | 106,230 | 107,824 | 110,520 |
| 6.5 | 102,480 | 108,692 | 110,322 | 113,080 |
| 7 | 104,855 | 111,210 | 112,878 | 115,700 |
| 7.5 | 107,284 | 113,787 | 115,494 | 118,381 |
| 8 | 109,770 | 116,423 | 118,169 | 121,124 |
| 8.5 | 112,313 | 119,120 | 120,907 | 123,930 |
| 9 | 114,915 | 121,879 | 123,708 | 126,801 |
| 9.5 | 117,578 | 124,703 | 126,575 | 129,739 |
| 10 | 120,301 | 127,592 | 129,508 | 132,745 |

APPENDIX C-4

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

**METCO DIRECTORS' SALARY SCHEDULE
Effective September 1, 2017**

| Step | LANES | | | |
|------|---------|-------------|-------------|----------------------------|
| | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 80,691 | 85,583 | 86,867 | 89,039 |
| 1.5 | 82,561 | 87,566 | 88,880 | 91,101 |
| 2 | 84,473 | 89,595 | 90,939 | 93,213 |
| 2.5 | 86,431 | 91,671 | 93,046 | 95,372 |
| 3 | 88,433 | 93,794 | 95,202 | 97,582 |
| 3.5 | 90,482 | 95,967 | 97,407 | 99,842 |
| 4 | 92,579 | 98,191 | 99,664 | 102,156 |
| 4.5 | 94,724 | 100,466 | 101,973 | 104,523 |
| 5 | 96,919 | 102,793 | 104,335 | 106,944 |
| 5.5 | 99,165 | 105,175 | 106,753 | 109,422 |
| 6 | 101,462 | 107,611 | 109,225 | 111,956 |
| 6.5 | 103,813 | 110,105 | 111,756 | 114,550 |
| 7 | 106,218 | 112,656 | 114,346 | 117,204 |
| 7.5 | 108,679 | 115,266 | 116,995 | 119,919 |
| 8 | 111,197 | 117,936 | 119,706 | 122,698 |
| 8.5 | 113,773 | 120,669 | 122,479 | 125,541 |
| 9 | 116,409 | 123,464 | 125,317 | 128,450 |
| 9.5 | 119,106 | 126,324 | 128,220 | 131,426 |
| 10 | 121,865 | 129,251 | 131,191 | 134,471 |

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

METCO DIRECTORS' SALARY SCHEDULE
Effective March 1, 2018

| Step | LANES | | | |
|-------------|----------------|--------------------|--------------------|------------------------------------|
| | Masters | Masters +30 | Masters +45 | Masters +60 / Doctorate |
| 1 | 81,256 | 86,182 | 87,475 | 89,662 |
| 1.5 | 83,139 | 88,179 | 89,502 | 91,739 |
| 2 | 85,065 | 90,222 | 91,576 | 93,865 |
| 2.5 | 87,036 | 92,312 | 93,697 | 96,040 |
| 3 | 89,052 | 94,451 | 95,868 | 98,265 |
| 3.5 | 91,116 | 96,639 | 98,089 | 100,541 |
| 4 | 93,227 | 98,879 | 100,361 | 102,871 |
| 4.5 | 95,387 | 101,169 | 102,687 | 105,254 |
| 5 | 97,598 | 103,512 | 105,066 | 107,692 |
| 5.5 | 99,859 | 105,911 | 107,500 | 110,188 |
| 6 | 102,172 | 108,365 | 109,990 | 112,740 |
| 6.5 | 104,539 | 110,875 | 112,538 | 115,352 |
| 7 | 106,962 | 113,445 | 115,146 | 118,024 |
| 7.5 | 109,439 | 116,073 | 117,814 | 120,759 |
| 8 | 111,975 | 118,762 | 120,544 | 123,557 |
| 8.5 | 114,570 | 121,513 | 123,336 | 126,420 |
| 9 | 117,224 | 124,328 | 126,194 | 129,349 |
| 9.5 | 119,940 | 127,208 | 129,118 | 132,346 |
| 10 | 122,718 | 130,155 | 132,110 | 135,412 |

APPENDIX D-1

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

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

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

APPENDIX D-1 (Cont.)

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

APPENDIX D-1 (Cont.)

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

APPENDIX D-1 (Cont.)

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

APPENDIX D-2

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

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

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

APPENDIX D-2 (Cont.)

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

APPENDIX D-2 (Cont.)

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

APPENDIX D-2 (Cont.)

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

APPENDIX D-3

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

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

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

APPENDIX D-3 (Cont.)

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

APPENDIX D-3 (Cont.)

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

APPENDIX D-3 (Cont.)

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

APPENDIX D-4

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

COACHES SALARY SCHEDULE**Effective August 31, 2018**

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

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

APPENDIX D-4 (Cont.)

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

APPENDIX D-4 (Cont.)

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

APPENDIX D-4 (Cont.)

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

MEMORANDUM OF AGREEMENT – STIPENDS

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

Units A and B

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

2. **Acting Principal – Not Teaching**

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

Acting Principal – Teaching

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

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

- A. **Excerpt or Small Production/Limited Rehearsals**

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

- B. **Full Production/Standard Rehearsals**

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

C. Major Production/Extended Rehearsals

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

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

MIDDLE SCHOOL THEATRE AND MUSICAL PERFORMANCE STIPENDS

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

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

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

Explanation for Major and Minor stipend levels for Production roles:

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

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

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

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

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

Roles & Responsibilities

Director:

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

Musical Director:

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

Assistant Director:

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

Producer:

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

Set Design:

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

Costumer:

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

Choreographer, movement specialist, stage combat:

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

APPENDIX D-1 (Cont.)

Technical Director:

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

Stage Manager:

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

Faculty Advisor:

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

ELEMENTARY SCHOOL THEATRE AND MUSICAL PRODUCTION STIPENDS

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

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

Roles & Responsibilities

Director:

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

APPENDIX D-1 (Cont.)

Co-Directors:

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

Production Assistants:

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

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

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

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

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

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

Unit C

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

APPENDIX E-2

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

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

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

APPENDIX E-2 (Cont.)

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

APPENDIX E-3

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

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

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

APPENDIX E-3 (Cont.)

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

APPENDIX E-3 (Cont.)

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

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

APPENDIX E-4

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

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

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

APPENDIX E-4 (Cont.)

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

APPENDIX E-4 (Cont.)

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

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

APPENDIX E-5

NEWTON PUBLIC SCHOOLS
100 Walnut Street, Newtonville, MA 02460

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

+0.35%

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

APPENDIX E-5 (Cont.)

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

APPENDIX E-5 (Cont.)

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

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

Newton Public Schools
100 Walnut Street
Newtonville, MA 02460
STIPENDED POSITIONS SALARY SCHEDULE – UNITS A, B, AND C

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

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

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

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

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

ELEMENTARY SCHOOL MUSICAL AND THEATER PRODUCTIONS

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

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

CITY-WIDE MUSIC PROGRAMS

Meetings With Student Group Per School Year

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

Newton Public Schools
100 Walnut Street
Newtonville, MA 02460

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

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

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

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

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

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

ELEMENTARY SCHOOL MUSICAL AND THEATER PRODUCTIONS

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

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

CITY-WIDE MUSIC PROGRAMS

Meetings With Student Group Per School Year

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

Newton Public Schools
100 Walnut Street
Newtonville, MA 02460
STIPENDED POSITIONS SALARY SCHEDULE – UNITS A, B, AND C

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

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

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

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

Newton Public Schools
100 Walnut Street
Newtonville, MA 02460
STIPENDED POSITIONS SALARY SCHEDULE – UNITS A, B, AND C

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

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

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

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

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

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

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

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

APPENDIX E-10 (Cont.)

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

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

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

Middle School and Elementary Theatre and Music Performance Stipends

Effective August 31, 2018

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

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

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

APPENDIX E-11 (Cont.)

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

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

1. Thursdays will be a regularly scheduled day, eliminating the “Thursday Afternoon Program.”
2. The Newton Public Schools will offer citywide professional development during the regular school day in either a half or full day timeframe. Teachers will be released from their regular teaching duties during this time, and the district will provide appropriate coverage.
3. Tuesday afternoon release time will be used as follows:
 - Building principals may schedule one staff meeting per month from 1:15 to 3:20.
 - The parties agree to set aside three (3) or four (4) Tuesday afternoons per month (three when there are four Tuesdays in a month and four when there are five) for one hour of Professional Learning Community (PLC) time and one hour of personal planning time.
 - The district reserves the right to use 4 hours per year from this personal planning time for urgent, unexpected, or mandated district-wide staff training or professional development.
 - Beginning in the 2017-2018 school year, Special Education Teachers, ELL Teachers, and special area teachers have an average of 4 hours per month unassigned on Tuesday afternoons. Special Education Teachers and ELL Teachers act as consultants for grade level PLC teams and attend those meetings as needed up to 1 hour per month, with the remaining 3 hours being reserved for personal planning.
 - Specialists, ELL teachers and Special Education Teachers (e.g., SW/Psych, OT, Learning Center, Speech/Language, PE, Art, Music, Library etc.) may have up to one Tuesday meeting per month with members of their respective departments in addition to the building staff meetings.
 - Special Education Teachers and ELL Teachers will have an average of three (3) hours of personal planning time each month, with flexibility from month to month. They

may participate in PLC's on the remaining Tuesdays. While on occasion building or other administrators may request and/or require that these educators attend a particular PLC, the professional judgment of the educator concerning when and how to most effectively participate in PLC's should be respected.

- Social Workers and Psychologist and Specialist teachers will continue to reserve one Tuesday per month to use as a job alike PLC.
 - Instructional coaches will modify their schedules to allow for the equivalent of the Tuesday planning time during the school day so that they can attend the maximum number of PLCs.
 - Teachers will continue to use the Tuesday afternoons adjacent to the two early release teacher discretion Thursdays at their discretion. (See the replacement language below for section 11 of the Elementary Section of the Time and Learning Agreement.)
4. The Elementary Oversight Committee with an equal number of members appointed by the Committee and the Association will continue to meet for the purpose of overseeing implementation of the Agreement and resolving related problems.

A joint subcommittee of the Elementary Oversight Committee will be established for the express purpose of overseeing the Thursday Afternoon Program.

5. There will be one (1) faculty meeting per month.
6. The hours for students will be four (4) days (M, W, Th, F) from 8:35 AM to 3:00 PM, and one (1) day (Tuesday) from 8:35 AM to 12:30 PM.
7. The district will schedule six (6) early release Thursdays per year at approximately six (6) week intervals. Of these six, four 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.
8. The Committee will have the option, beginning with the 2016-2017 school year, to permanently change the Tuesday elementary dismissal time to 12:45 pm from 12:30 pm. If the Committee exercises this option and if the terms of the Memorandum of Agreement (MOA) dated April 27, 2015, which changed the start time to 8:25 am are no longer being observed, then the restriction on the use of additional time for social and emotional learning purposes will remain in effect through the 2017-2018 school year as described in the MOA.

If the Committee exercises this option, preparation time for all elementary school teachers will, at the same time, increase to a minimum of 180 minutes per week. This increase will be effective concurrent with the change in the elementary dismissal time. The Tuesday elementary school day for teachers will remain the same length, even with contact time increasing by fifteen (15) minutes. The thirty (30) minute duty free lunch time, as well as allocation of adequate travel time for teachers, remains in effect.

The School Committee and the Association acknowledge that there may be recommendations from a Joint Committee to be established during the 2015-2016 school year (pursuant to the clause “Elementary/Middle School Time Issues: Thursday Afternoon Program”) that may lead to changes in this Committee option. Any such changes are subject to approval by the Committee and the Association.

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. There will be up to four (4) special early release days during the year when students are dismissed at 11:30 AM.
3. Teachers will have up to 1,215 minutes/week of contact time with students.
4. Teachers will have one (1) duty-free lunch period/day based on the building schedule.
5. Team teachers will have up to two (2) periods/week for scheduled cluster/team meetings.
9. Teachers (e.g., SPED teachers) who are regularly scheduled for more than two (2) meetings per week will be compensated with additional preparation time for scheduled meetings above the two (2) per week.
10. Homeroom will continue to be a school-based decision.
11. All teachers will have an average of eight (8) preparation periods/week or forty (40) preparation periods over a five-week period. Preparation time is defined as time during which the teacher has no direct service time with students. It is the goal of the Committee and the Association to balance the teaching load of all teachers equitably.
12. Homeroom, lunch and passing time are not counted as part of 1,215 minutes/week.
13. Team teachers will have up to 4 sections in their core subject. Non-team teachers will teach up to 25 periods/week.
14. The Committee and Administration do not intend to make any significant changes in the split between core contact time and other student learning time (OSLT/Academic Responsibilities) beyond what is in the proposed schedules for 2001-2002.
15. 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. The Committee recognizes its obligation to bargain with the Association over mandatory subjects of collective bargaining.

16. The Middle School Oversight Committee, with an equal number of members appointed by the Committee and the Association, will continue to meet for the purpose of overseeing implementation of the Agreement and resolving related problems.
17. The Middle School Joint Oversight Committee will meet and determine changes to the Middle School conference schedules. Topics to consider:
 - Inclusiveness of parent conferences for parents of children who have historically underachieved.
 - Flexibility of schedule for parents and teachers, by scheduling two (2) of the four (4) conferences between 4:30 pm and 7:30 pm; and
 - Equity of secondary school parent conference.

HIGH SCHOOLS

1. Teachers will teach no more than two (2) consecutive elongated blocks.
2. The High School Oversight Committee, with an equal number of members appointed by the Committee and the Association, will continue to meet for the purpose of overseeing implementation of the Agreement and resolving related problems.
3. The Committee and the Administration will consult with the Association prior to any significant changes being made to schedules for the high schools. The Committee recognizes its obligation to bargain with the Association over mandatory subjects of collective bargaining.
4. Homeroom will continue to be a school-based decision.
5. Course meeting time will be 240 minutes/week. Elongated blocks of up to 90 minutes/week may be scheduled on a once/week/course basis for appropriate courses.
6. Teachers released from traditional duties will pick up OSLT/Academic Responsibilities duties with a maximum requirement of three (3) duties/week depending on teacher work load. Teachers may volunteer in writing on a yearly basis, preferably prior to the close of the school year each June to exchange up to three (3) OSLT/Academic Responsibilities duties for up to three (3) 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/Assistant Principal for assignment.

7. Beginning with the 2016-2017 school year, the parties agree that all full-time High School English teachers will be capped at 255 students. The cap will be applied pro-rata for part-time teachers. Any FTE reductions resulting from the increase in the cap will be achieved through attrition and not through a Reduction in Force (RIF).
8. No teacher of a major subject will be required to carry more than 4.0 sections.
9. It is the intent of the Committee and Administration that high school students will have a minimum of 864 hours in direct course offerings and an additional 140 hours of OSLT.
10. It is the goal of the Committee and the Administration that minor subject teachers will have no traditional duties. If it becomes necessary to assign OSLT/Academic Responsibilities duties to minor subject teachers, they will be treated on an equitable basis with major subject teachers re: work load.
7. It is the goal of the Committee and the Administration that Unit B members who teach will have no traditional duties or non-departmental co-curricular OSLT/Academic Responsibilities duties.
8. Beginning with the 2015-2016 school year, both Newton North High School (NNHS) and Newton South High School (NSHS) will, subject to the discretion of administration, have at least one of their two conference times between 4:30 pm and 7:30 pm.

** While agreeing to all the above changes, the parties also agree that neither has waived any of their legal or contractual rights.*

**SIDE LETTERS
UNIT B
2015-2018**

Smaller Learning Communities

PRINCIPLE 1: The Committee acknowledges its obligation to bargain over wages, hours, and conditions of employment. It is not the intent of the administration and/or the Committee to unilaterally implement contractual changes without negotiating with the Association.

PRINCIPLE 2: The Association and the Committee believe Smaller Learning Communities could enhance the High School experience for students and make the Newton educational experience better.

To these ends, the Newton Teachers Association and the Newton School Committee agree to form a joint committee of eight (8) members, four (4) appointed by each side, that will immediately meet to devise a plan for implementation of the Smaller Learning Communities grant consistent with the above principles. This Committee will complete its work and present its plan to the Superintendent by April 30, 2005. Any issues of implementation that have contractual implications will be reported to the parties and take effect only after approval and ratification by the Committee and the Association.

Elementary/Middle School Time Issue

A one year pilot program will commence in the 2006-2007 school year, which may be extended or revised after one year in order to assure its success. At the elementary level, three (3) Tuesday release afternoons will be reserved for use at each teacher's discretion. In addition, there will be one (1) additional (a sixth) Thursday early release afternoon that could be used for various professional purposes (e.g. class planning and preparation, teacher-determined professional development, parent conferences, etc.).

A one year pilot program will commence in the 2007-2008 school year, which may be extended or revised after one year in order to assure its success. At the middle school level, parent conferences will be scheduled on four (4) Tuesday release afternoons. On two (2) of these afternoons, conferences will be scheduled for one (1) hour and thirty (30) minutes each day. On the other two (2) Tuesday afternoons, students will be released one (1) hour earlier than the regular Tuesday release time and conferences will be scheduled for two (2) hours on each of those days. On the two (2) Tuesdays when conferences are scheduled for two (2) hours, teachers may leave after the last scheduled conference. One goal of the pilot program will be to provide the option of individual or team-based parent conferences.

The Committee agrees to a joint study committee/committees with an equal number of members designated by the Committee and the Association for the purpose of studying the effectiveness of

the one year pilot program, as well as any additional efforts which could address the issue of time for elementary and middle school teachers. The joint committee will begin their work in the 2006-2007 school year and will make recommendations to the parties. If any of these recommendations require a change in the collective bargaining agreement, then the parties will present such changes to their constituencies for ratification.

The Joint Instructional Committee or a special committee formed for the purpose, and comprising of members of the NTA and NPS, will meet during the 2015-2016 school year to make recommendations to the Committee and the Association regarding Tuesday and Thursday elementary schedules beginning in the 2016-2017 school year. The School Department has proposed that the Thursday Afternoon Program (TAP) be eliminated to allow for more flexibility regarding scheduling, instructional practices, collaboration, coordination, planning and delivery of professional development.

Elementary Preparation Time

The Committee and the Association agree on a one-year side letter that will be in effect for the 2006-2007 school year only and will expire on June 30, 2007, unless the parties agree otherwise. The side letter will read as follows:

Side Letter - Elementary Preparation Time

Effective for the 2006-2007 school year only, each elementary teacher will be scheduled for a minimum of 165 minutes of preparation time per week, which is to be scheduled in meaningful units. In addition, the Committee will make reasonable efforts to provide, subject to economic factors, 180 minutes of preparation time per week.

Elementary Teacher Discretion Days

An Elementary Side Letter will be in effect for the 2009-2010 and 2010-2011 school years that will expire on June 30, 2011. The letter will state that, at the elementary level, five (5) Tuesday afternoons will be reserved for use at each teacher's discretion, not the current 3. The Administration agrees to designate three (3) release times within a 2-week period during each of the parent conference time frames (Oct/Nov and Mar/Apr). The parties agree that this is not meant to limit parent conferences to only these times.

Pre-K to 12 Professional Development Issues

The Joint Instructional Committee will meet during the 2015-2016 school year to make recommendations to the Committee and the Association regarding possible scheduling changes to the elementary, middle and high schools, for the 2016-2017 school year. Specific areas of focus will include, but not be limited to, the possibility of: a) changing some of the early release days from Thursday to Friday; and b) switching the classroom time with the professional development time (i.e., having PD at the beginning of the day and starting class time later in the day).

Unit B Subgroup

The parties agree that a Unit B subgroup of three (3) members from the Association and three (3) members of the Committee/Administration will meet identify and clarify any problem areas associated with certain job titles, job descriptions and job responsibilities of unit members. Any changes recommended by the subgroup will be recommended to both the Committee and the Association by March 15, 2008 and will if ratified by the parties become effective for the 2008-2009 school year.

Unit B – Part-Time Administrators Who Teach – Side Letter, 2009-2010

A joint committee consisting of 6 members, three (3) appointed by each side, will be established to explore eliminating the provision in the Unit B contract that requires part-time administrators who also teach part-time to be paid as full-time administrators. The joint committee will develop an alternative compensation system for employees who do a small amount of supervision and/or evaluation, including a review of the Inclusion Facilitator's job in this context. Any recommendations of the joint committee that require a change in the contract must be approved by both parties at the bargaining table before being implemented.