

**A G R E E M E N T**  
**B E T W E E N**  
**S C H O O L C O M M I T T E E O F T H E C I T Y O F N E W T O N**  
**A N D**  
**N E W T O N T E A C H E R S A S S O C I A T I O N**  
**U N I T E**

**September 1, 2015 - August 31, 2018**

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## PREAMBLE

This agreement made and entered into this 2<sup>nd</sup> 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 E, (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 educational staff of Newton is essential to achievement of that purpose, we, the undersigned parties to this Agreement, declare that:

1. Under the Laws of Massachusetts, the Committee, elected by the citizens of Newton, has final responsibility for establishing the educational 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 which 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 Unit E 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 negotiations of collective bargaining agreements, the Committee hereby recognizes Unit E of the Association as the exclusive collective bargaining representative and agent of all regularly appointed full and part-time employees in the following positions: Administrative Technology Specialist, Network Specialist, Research Assistant, Student Information Systems Specialist, Business Information Systems Specialist, Administrative Information Specialist/Trainer, Financial Analyst, Transportation Assistant, Director of Transportation, Purchasing Manager, Theater Technical Assistant, Children’s Program Coordinator, Senior Adult Program Coordinator, Adult/ESL Program Coordinator, Newton Community Education Administrative Assistant, Lifetime Learning Program Coordinator, School Information Specialist, Production Center

Manager, Support Services Project Assistant, Instructional Technology Support Specialist, Technology Support Assistant, Student Information Specialist Assistant, and Creative Arts Committee Coordinator.

All other employees, including the Superintendent of Schools and the Assistant Superintendents 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 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 and not subject to the grievance procedure of this Agreement.

**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, which it exercises under provisions of state and federal 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 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 between September and June.

**Section 3:** The purpose of the procedure set forth hereinafter is to produce prompt and equitable solutions to the grievances of 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 procedural 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 had 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 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 or his/her designee 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 expires.

**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 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 in accordance with the rules and regulations of the American Arbitration Association.
- 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 of arbitration unless it involves the interpretation or application of a specific term or provision of this Agreement.
- D. The arbitrator will be without power or authority to alter, add to, or subtract 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 which by law or under the terms of this Agreement is within the exclusive authority of the Principal and/or Superintendent or the Committee.
- E. The arbitrator's fee, including per diem expenses, if any, 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-work 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 which occurred or failed to occur prior to the effective date of this Agreement;
- B. Matters which may be reviewed by the Civil Service Commission, the Teachers' Retirement Board, the City of Newton Retirement Board, or any matter involving the dismissal or demotion of a Unit E member.
- C. Dismissal of a probationary\* Unit E 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 E member; however, the parties agree to the following in the event that the Superintendent fails to reappoint or renew the contract of a probationary Unit E member:
  - 1. Upon written request to the Superintendent by the Unit E member involved, the Superintendent or his/her designee will meet with the Unit E member to discuss the reason/s for such non-renewal or non-reappointment. Upon request of the Unit E member, the Association President or his/her designee will be present.
  - 2. Any written response to the Superintendent's action by the Unit E member will be filed with or attached to the Unit E member's personnel record.

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

**Section 11:** If, in the judgment of the Association, a grievance cannot be appropriately addressed at Step One, said grievance shall commence at Step Two.

**Section 12:** 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.

- \* A probationary Unit E member is one who has not served in a Unit E position for more than two (2) years from the date of appointment.

## 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 Newton 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, in their 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 employee 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, Unit E members will be furnished information showing each employee's sick leave accumulation.

**Section 7:** An employee will earn and receive credit for fifteen (15) days' sick leave in a particular year upon reporting for work and performing a minimum of one full day's service at the beginning of that year.

**Section 8:** Effective September 1, 2014, upon the retirement or death of an employee covered by this Agreement, said Unit E 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 of the employee was receiving at the time of death or retirement.

**Section 9:** Except upon 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 employee or Unit E member rehired after termination in service.

**Section 10:** An individual who transfers from employment with the City of Newton without interruption in service to a position covered by this Agreement shall be credited with any sick leave credit earned by such employee while an employee of the City of Newton.

**Section 11: Sick Leave Bank**

- A. A sick leave bank for use by eligible Unit E members 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 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 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 Unit E member's annual fifteen (15) days of sick leave.
- H. The decision of the Sick Leave Bank Committee with respect to eligibility and entitlement shall be final and binding and not subject to appeal.
- \* The Sick Leave Bank referred to above is a consolidated bank consisting of contributions from Units A, B, C and E members and is designed for the benefit of all these members.

## ARTICLE 6

### Leaves of Absence With Pay

**Section 1:** A full-time employee 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) 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. 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 which cannot possibly be done at any time other than during work 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 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 a required court appearance in connection with school business or the Unit E member's employment. This section shall not apply to situations involving an employee's court appearance in connection with work stoppages, real or threatened, in violation of law or this Agreement.

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

## **ARTICLE 7**

### **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 which 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 their 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 may be granted by the Committee to staff members for the purpose of child care.

**Section 8:** With respect to leaves under Sections 4, 5, 6, and 7 herein, the decision of the Committee shall be final and binding.

**Section 9:** Three (3) months before the termination of his/her leave, the staff member shall notify the Superintendent or designee of his/her intention to return to work. All requests for extensions or renewals of leave must be applied for in writing three (3) months before the leave expires. Decisions on such requests will be confirmed in writing within thirty (30) days after receipt of the request.

**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. If the reason for the requested extended leave of absence is prolonged illness or recovery from injuries, the application shall be supported by a physician's certificate setting forth the nature of the illness or injury and stating that the absence is medically necessary; and, in such case, the Committee may require the employee to undergo a physical examination by a physician designated and paid for by the Committee.

**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 which 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 8**

**Other Leaves**

**Section 1:** A leave of absence without pay of up to one (1) year may be granted at the exclusive discretion of the Superintendent to any non-probationary Unit E member. The decision of the Superintendent shall be final and binding.

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

**ARTICLE 9**

**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, which 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, 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. 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 10**

### **Initial Staff Employment**

- Section 1:** The Principal, with the approval of the Superintendent, or the Superintendent shall appoint Unit E members as provided in the General Laws of the Commonwealth.
- Section 2:** The minimum requirements for appointment as a member of this bargaining unit shall be those required from time to time by law; a statement of good health, signed by a physician approved by the Committee; and any other certification and/or qualification as the job description/position may require.
- Section 3:** Initial placement on the salary schedule shall be based on training and/or experience.
- Section 4:** With respect to initial placement, the Committee shall determine, based on reasonable criteria, the amount of credit which 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.

**Section 5:** Any Unit E unit member who has previously transferred or who subsequently transfers into this bargaining unit directly from a similar position with the City of Newton shall carry over into the Unit E position all years of service (for purposes of longevity) and all unused sick leave that the Unit E member had earned with the City as of the date of transfer. The first year that this provision will apply to Unit E members shall be the 2005-2006 school year. This provision shall not apply retroactively to any year prior to the 2005-2006 school year.

## **ARTICLE 11**

### **Staff Assignment and Transfer**

**Section 1:** Any Unit E member may request of the Superintendent a transfer to another position for which he/she may be qualified. Application for a transfer must be made in writing by March 15 of a given year.

**Section 2:** In cases of transfer to a different position, the convenience and wishes of the individual Unit E member will be considered to the extent that these do not conflict with the best interests of the school department.

**Section 3:** When involuntary transfers are necessary, a Unit E member's training, quality of performance, and prior evaluation, along with the needs of the system, will be considered in determining which Unit E member(s) is (are) to be transferred. An involuntary transfer will be made only after a meeting between the Unit E member involved and the Superintendent (or his/her designee), at which time the Unit E member will be notified of the reasons for the transfer. However, a Unit E member who has declared his/her intent to retire, in writing, shall not be transferred in the final year of employment.

**Section 4:** Notice of transfer will be given to the Unit E member as soon as practicable.

**Section 5:** Unit E member assignments will be made without regard to race, creed, color, religion, nationality, sex, age, or marital status.

## **ARTICLE 12**

### **Reduction in Force**

**Section 1:** The Committee retains the right to determine the number of Unit E positions and other positions, which are needed in the school department. 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:** No non-probationary Unit E member shall be laid off within a job classification while a probationary Unit E member is holding a job within the same job classification, which a non-probationary Unit E member is qualified to fill.

## **ARTICLE 13**

### **Work Day - Work Year**

**Section 1:** It is the intention of the Committee to maintain the existing practices with respect to total Unit E member hours of employment, length of work 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 E 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 E members, except Newton Community Education (NCE) employees, shall consist of the 180 days that pupils are required to be in attendance by state law plus five (5) additional days. The work year for NCE ten-month employees shall consist of 185 days as scheduled by the Director in consultation with the employee. Unit E members may work more than the required five (5) days on a voluntary basis at their per diem rate with the prior approval of the Superintendent or his/her designee. The last student day of school prior to the summer break will be a half-day for Unit E, ten-month employees. These changes will specifically include unit members who are stationed at the Education Center.

B. **The Twelve-Month Year**

The twelve-month year for Unit E members shall not exceed 48 weeks. Twelve-month Unit E members will be given a floating half-day of their choice, with selection of the half-day being approved by their supervisor.

## ARTICLE 14

### Holidays

**Section 1:** The following days shall be days off without loss of pay:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Columbus Day
Presidents' Day	Veterans' Day
Patriots' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day

**Section 2:** If Good Friday or any Jewish holy day or any other such day is declared by the Committee to be a no-school day, then all employees covered by this Agreement shall be granted those days off without loss of pay.

## ARTICLE 15

### Vacation

**Section 1:** All full-time Unit E members employed on a twelve-month basis shall be entitled to an annual vacation of twenty (20) days, accrued on a monthly basis. Part-time twelve-month employees will be entitled to vacation on a pro-rated basis. After ten (10) years of service with the Newton Public Schools, twelve (12) month employees shall be entitled to an annual vacation of twenty-two (22) days accrued on a monthly basis.

**Section 2:** The arrangement of vacation days for Unit E members must fit the work demands of the particular office as determined by the appropriate supervisor.

**Section 3:** No more than five (5) vacation days may be carried over from one year to the next except when the administration requests it or when the employee requests it and permission is granted by the Superintendent or his/her designee. Permission will not be unreasonably withheld. In no event can vacation be carried over for more than one year.

**Section 4:** Unit E members will not be required to use vacation time on any day when the School Department is closed.

## ARTICLE 16

### 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 the 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, it will be adequately publicized by means of notices placed on Association bulletin boards as soon as the vacancy occurs and by the following methods:

- A. by sending a written communication to each member of the bargaining unit. Notices will be distributed through normal school routing channels; and
- B. by sending 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:** 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 4:** A Unit E opening will not be publicized to the entire membership of Unit E 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 the RIF provisions of this Agreement.

**Section 5:** The filling of vacancies, including advancements or promotions, shall be based upon the Superintendent/Principal or the Superintendent's judgment, as the case may be, as to what will best serve the interests of the school system, and the Committee will give due consideration to the educational background, knowledge, ability, skill, efficiency, attendance, physical condition, general health, personality of the applicants, and other relevant factors. The final decision as to the filling of vacancies and promotions rests with the Superintendent.

**Section 6:** Nothing in this Agreement shall prevent the Administration from making "acting" appointments in the best interests of the school 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.

## ARTICLE 17

### Evaluation

**Section 1:** Evaluation of personnel shall be the responsibility of the Administration and may be conducted by them at any time after the Unit E member has been informed of the general criteria.

**Section 2:** Non-probationary Unit E members will be evaluated at least every other year. Probationary Unit E members will be evaluated every year. There will be a different evaluation instrument for each job title. Any revision of the set of evaluation instruments is to be done by a joint committee and must be approved by the Committee and the Association.

**Section 3:** Unit E members shall be notified in writing by October 15 or within one month of the date of hire that they are to be evaluated and shall be provided with the general criteria and procedures. They will also be advised of any changes in the criteria and process to be used in evaluating professional competence. No later one month after receiving said written notice of evaluation, a conference will be held between the Unit E member and the evaluator to discuss the general criteria and specific job goals and objectives.

All preliminary reports of the Unit E member's performance must be completed within 120 days after the conference between the Unit E member and his/her evaluator, and the final summary report shall be presented in conference to the Unit E member no later than 60 days after receipt by the employee of the preliminary reports.

**Section 4:** At least once each year, the Superintendent or his designee shall have a conference with the probationary Unit E member for the purpose of reviewing the progress of the Unit E member's work and of identifying strengths and weaknesses in said work.

**Section 5:** Unit E members will be given a copy of their evaluation report prepared by their supervisor, and shall discuss such report with their supervisor. The Unit E 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 Unit E member, upon request, may review such evaluation with the Superintendent or his/her designee. The Unit E member will also have the right to submit a written answer to such material, and his/her answer shall be attached to the file copy.

**Section 6:** The final evaluative judgment of the Administration shall be final and binding. The Committee/Administration reserves the right to evaluate Unit E members' out-of-cycle.

**Section 7:** A committee will be established to create a Unit E evaluation tool.

## ARTICLE 18

### Mileage

**Section 1:** A Unit E 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 E member is presently receiving more than the \$3.50 stipend he/she will continue to receive the higher amount.

**Section 3:** Those Unit E members who currently receive a conveyance allowance will continue to receive said allowance.

**Section 4:** The conveyance allowance for those who currently receive them will be set at \$60.00 per month. Unit E members who are currently receiving more than \$60.00 per month will receive \$70.00 per month. (This applies to certain IT positions in Unit E that require extensive travel.)

## ARTICLE 19

### Tuition Cost

**Section 1:** The Committee agrees to pay the full cost of tuition when Unit E members 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 Unit E member's attendance.

**Section 3:** Unit E members' will have full access to the Unit A, B and C tuition reimbursement. The tuition reimbursement account is funded at \$135,000.

The maximum amount of reimbursement is \$600 per member per contract year.

- A. Preference will be given to members seeking certification.
- B. Written application must be made on a form provided by the School Department.
- C. 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 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 provide each building with the following:
- A. Space in each building in which Unit E members may store materials and supplies;
  - B. A Unit E member's work area containing adequate equipment and supplies;
  - C. An appropriately furnished room to be reserved for the exclusive use of staff members as a faculty lounge;
  - D. Well-lighted and clean rest rooms; and
  - E. A serviceable desk, chair and file cabinet, where appropriate, for each staff member.

## **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.

## 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 superior and to the Superintendent of Schools.
- 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 any clothing or personal property damaged or destroyed, providing it occurs in the proper performance of their employment and not as a result of the employee's negligence.
- 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 the \$10,000 cap.
- Section 9:** The Committee will review but not commit to the possibility of extending to Unit E the same on the job injury benefits as offered to Unit A.

## 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 (30) 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 and eighty percent (80%) of the cost of the health coverage for each regular full-time employee 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 plan, pursuant to applicable rules and regulations set by the I.R.S.

**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 E members and the fact that their ideas and opinions are of significant value in improving the efficiency and economical operation of the Newton School System, the Committee agrees that it or its designated representative will, upon request of the Association, meet at reasonable times with the Association to consult about any matters of concern or interest to the Association. The frequency and/or length of such meetings shall be determined by mutual agreement.

## **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 which 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 currently in use will be used during the term of this Agreement.

## **ARTICLE 26**

### **Discipline**

- Section 1:** No non-probationary Unit E member will be disciplined without just cause.

## **ARTICLE 27**

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

- Section 1:** Members of the bargaining unit will have the right, upon written request to the Superintendent to inspect the contents of their personnel folder, files, cards, and records in the presence of the Superintendent or his/her designee. The employee has the right to make copies of all of the above materials at a cost of five (5) cents per page.
- Section 2:** If the Superintendent or his/her designee intends to place material in an employee's personnel file (including any serious written complaint made by a parent, student, or other person) which in the judgment of the Unit E member is derogatory to his/her conduct, character, or personality, the Unit E member will have an opportunity to

review the material. The Unit E 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 Unit E 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 10 Years of Service	\$650
After 15 Years of Service	\$825
After 20 Years of Service	\$1,100
After 25 Years of Service	\$1,500

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 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 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 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 a longevity increment.

- C. Less than full-time service, i.e., 80% employee, 60% employee, etc., shall be credited with full-time service. Payment of longevity increment, however, shall be made on a pro-rata basis based on the percentage of full-time service in the current school year in which longevity is received.
- D. “Years of service” for the purpose of determining eligibility shall be measured as of September 30.
- E.
  - 1. “After 10 years of service” shall mean after ten (10) cumulative years or more of service.
  - 2. “After 15 years of service” shall mean after fifteen (15) cumulative years or more of service.
  - 3. “After 20 years of service” shall mean after “twenty (20) cumulative years or more of service.
  - 4. “After 25 years of service” shall mean after “twenty-five (25) cumulative years or more of service.

**Section 3: Enhanced Longevity**

For any employee who previously selected enhanced longevity, the following still applies: A Unit E member’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.

**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 of the Unit A contract. 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.

- Appendix A-1 Unit E Salary Schedule  
In effect as of August 31, 2015
- Appendix A-2 Unit E 1 Crosswalk Diagram
- Appendix A-3 Unit E Salary Schedule  
Effective September 1, 2015
- Appendix A-4 Unit E Salary Schedule  
Effective September 1, 2016
- Appendix A-5 Unit E Salary Schedule  
Effective February 1, (10 Month), March 1, 2017 (12 Month)
- Appendix A-6 Unit E Salary Schedule  
Effective September 1, 2017
- Appendix A-7 Unit E Salary Schedule  
Effective February 1, (10 Month), March 1, 2018 (12 Month)
- Appendix B-1 Newton Community Education Salary Schedule  
In Effect as of August 31, 2015
- Appendix B-2 Newton Community Education Crosswalk Diagram
- Appendix B-3 Newton Community Education Salary Schedule  
Effective September 1, 2015
- Appendix B-4 Newton Community Education Salary Schedule  
Effective September 1, 2016
- Appendix B-5 Newton Community Education Salary Schedule  
Effective March 1, 2017



Appendix B-6 Newton Community Education Salary Schedule  
Effective September 1, 2017

Appendix B-7 Newton Community Education Salary Schedule  
Effective March 1, 2018

- Section 2:**
- A. Each member of the bargaining unit 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 member to receive the paycheck before the normal end of the work day. This shall not affect the date of said check.
  - B. Subject to approval of the City Treasurer, any member of Unit E may have his/her pay deposited directly into a designated bank.

**Section 3:** Each member of the bargaining unit shall be placed upon that step and column of the salary schedule to which his/her experience entitles him/her.

**Section 4:** Salary schedule increments may be withheld for just cause.

**Section 5:** March 1<sup>st</sup> is the anniversary dates for step increases for 12-month Unit E members and February 1<sup>st</sup> is the anniversary date for 10-month Unit E members.

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

**Section 6:** Effective September 1, 2015, every Unit E member will crosswalk from their current step on the 2014-2015 schedule to the new FY16 Salary schedule.

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

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

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

- A. For employees hired in or before FY15, the following will apply:
  - 1. If the member holds an applicable DESE teaching license:
    - a. Crosswalk to Masters lane in teacher's schedule on

September 1, 2015 with a minimum 2.4% increase in salary.

- b. If an employee is eligible to change lanes, after submitting the requisite documentation, including official transcripts, they will change after the crosswalk to the Masters lane. All earned degrees and graduate credits will count towards appropriate lane placement. Employees will have sixty (60) days after the execution of this Agreement for submitting the requisite documentation.
  - c. Step increase in March 2016.
2. If the member does not hold an applicable DESE teaching license:
- a. Crosswalk to “Theater Assistants: salary schedule in Unit E (10 month salary schedule) on September 1, 2015 with a minimum 2.4% increase in salary.
  - b. Step increase in February 2016.
- B. For new members hired after FY15, employees will be placed on appropriate Unit A or Unit E Salary Schedule.
- C. This change incorporates the stipends previously designated for costume design for high school productions thereby eliminating stipends for costume design.

Theater Production Assistants and Costume Designers

- A. For employees hired in or before FY15, the following will apply:
- 1. If the member holds an applicable DESE teaching license:
    - a. Crosswalk to Bachelors lane, step 1, in teacher’s salary schedule on September 1, 2015.
    - b. No lane changes permitted.
    - c. Step increase in March 2017
  - 2. If the member does not hold an applicable DESE teaching license:
    - a. Crosswalk to Step 1 of “Theater Assistants” salary schedule in Unit E (10-month salary schedule).

- b. Step increase in February 2017.
- B. For new members hired after FY15, employees will be placed on appropriate Unit A or Unit E Salary Schedule.
- C. This change incorporates the stipends previously designated for costume design for high school productions thereby eliminating stipends for costume design.

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

**Section 8:** Effective September 1, 2016, a 1.3% Cost of Living Adjustment 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 COLA effective February 1, 2017).

Effective September 2017, a 1.3% Cost of Living Adjustment 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).

### **ARTICLE 31**

#### **Jury Duty**

**Section 1:** 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 32**

#### **Agency Fee**

**Section 1:** Every employee covered by this Agreement, if and when not a member in good standing of the Association, shall pay or by payroll deduction shall have paid to the Association an agency service fee of 100% of the affiliated dues, provided, however, that 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:** 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 E member for delinquency of professional performance or infraction of outstanding rules and regulations. If a Unit E 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 E 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**

#### **Tuition-Free Attendance**

##### **Acceptance Of Non-Resident Unit E Members' Children In Newton Public Schools**

**Section 1:** Subject to the conditions and restrictions that apply to Newton students who seek out-of-district placement, a Unit E member in the Newton School System who is not a resident of the City will have the option, on a space available basis and at no cost, of having his/her child(ren) attend the regular education program of the Newton Public Schools. However, once a child is accepted, so long as the Unit E member is employed in the Newton Public Schools, the child shall be allowed to attend that school through grade 12 subject to the rules and regulations that apply to Newton residents. In addition, every reasonable effort will be made to place siblings in the same school if the parents so request. It is further understood that

if a child(ren) of a Unit E member is approved to attend the Newton Public Schools, such attendance shall not be grounds for a grievance concerning teacher load and/or class size, nor shall such attendance be calculated as part of teacher load and/or class size in cases of such grievances.

**ARTICLE 35**

**Health and Safety**

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

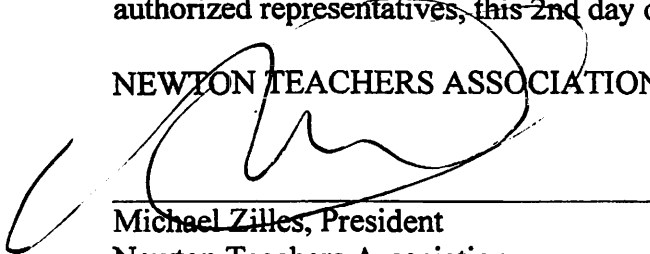
**ARTICLE 36**

**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.

**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**

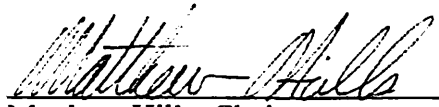


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Michael Zilles, President  
Newton Teachers Association

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**



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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

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

**UNIT E SALARY SCHEDULE  
In Effect as of August 31, 2015**

Step	12 MONTH LANES						
	Group A	Group B	Group C	Group D	Group E	Group F	Group G
1.5	40,867	44,857	52,838	60,898	66,803	75,448	79,438
2	41,595	45,658	53,784	61,992	68,005	76,808	80,871
2.5	42,337	46,474	54,748	63,105	69,228	78,192	82,329
3	43,092	47,305	55,730	64,239	70,474	79,601	83,814
3.5	43,861	48,150	56,729	65,394	71,742	81,036	85,326
4	44,644	49,011	57,747	66,570	73,034	82,497	86,865
4.5	45,441	49,888	58,783	67,767	74,349	83,985	88,433
5	46,252	50,781	59,838	68,986	75,688	85,501	90,029
5.5	47,079	51,690	60,913	70,228	77,052	87,043	91,655
6	47,920	52,616	62,007	71,492	78,441	88,614	93,310
6.5	48,775	53,556	63,118	72,775	79,851	90,209	94,990
7	49,645	54,513	64,249	74,082	81,286	91,834	96,702
7.5	50,531	55,488	65,401	75,413	82,748	93,487	98,444

Step	10 MONTH LANES		
	Group C-1	Group D-1	Group E-1
1.5	44,031	50,748	55,669
2	44,820	51,660	56,670
2.5	45,624	52,588	57,690
3	46,441	53,533	58,728
3.5	47,274	54,495	59,785
4	48,122	55,475	60,862
4.5	48,986	56,473	61,958
5	49,865	57,489	63,074
5.5	50,761	58,523	64,210
6	51,672	59,576	65,367
6.5	52,598	60,646	66,542
7	53,541	61,735	67,739
7.5	54,500	62,844	68,957

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

**CROSSWALK FOR UNIT E SALARY SCHEDULE  
Implemented September 1, 2015**

Step in Current Schedule as of Aug. 31, 2015	12 MONTH LANES						
	Group A	Group B	Group C	Group D	Group E	Group F	Group G
1	1	1	1	1	1	1	1
1.5	1	1	1	1	1	1	1
2	1.5	1.5	1.5	1.5	1.5	1.5	1.5
2.5	2	2	2	2	2	2	2
3	2.5	2.5	2.5	2.5	2.5	2.5	2.5
3.5	3	3	3	3	3	3	3
4	3.5	3.5	3.5	3.5	3.5	3.5	3.5
4.5	4	4	4	4	4	4	4
5	4.5	4.5	4.5	4.5	4.5	4.5	4.5
5.5	5	5	5	5	5	5	5
6	5.5	5.5	5.5	5.5	5.5	5.5	5.5
6.5	6	6	6	6	6	6	6
7	6.5	6.5	6.5	6.5	6.5	6.5	6.5
7.5	7	7	7	7	7	7	7

Step in Current Schedule as of Aug. 31, 2015	10 MONTH LANES		
	Group C-1	Group D-1	Group E-1
1	1	1	1
1.5	1	1	1
2	1.5	1.5	1.5
2.5	2	2	2
3	2.5	2.5	2.5
3.5	3	3	3
4	3.5	3.5	3.5
4.5	4	4	4
5	4.5	4.5	4.5
5.5	5	5	5
6	5.5	5.5	5.5
6.5	6	6	6
7	6.5	6.5	6.5
7.5	7	7	7



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

**UNIT E SALARY SCHEDULE  
Effective September 1, 2015**

Step	12 MONTH LANES						
	Group A	Group B	Group C	Group D	Group E	Group F	Group G
1	41,811	45,897	54,106	62,359	68,406	77,222	81,308
1.5	42,556	46,717	55,075	63,480	69,636	78,615	82,775
2	43,316	47,553	56,063	64,620	70,890	80,032	84,268
2.5	44,089	48,403	57,067	65,782	72,164	81,475	85,789
3	44,877	49,269	58,091	66,964	73,464	82,944	87,337
3.5	45,679	50,150	59,132	68,167	74,788	84,440	88,913
4	46,495	51,048	60,194	69,394	76,134	85,964	90,519
4.5	47,325	51,963	61,274	70,643	77,506	87,516	92,153
5	48,172	52,894	62,375	71,914	78,901	89,095	93,818
5.5	49,033	53,842	63,494	73,207	80,323	90,704	95,513
6	49,909	54,804	64,632	74,522	81,767	92,337	97,233
6.5	50,800	55,784	65,791	75,860	83,238	94,001	98,986
7	51,707	56,783	66,970	77,222	84,734	95,694	100,770

Step	10 MONTH LANES		
	Group C-1	Group D-1	Group E-1
1	45,088	51,966	57,005
1.5	45,896	52,900	58,030
2	46,719	53,850	59,075
2.5	47,556	54,818	60,137
3	48,409	55,803	61,220
3.5	49,277	56,806	62,323
4	50,162	57,828	63,445
4.5	51,062	58,869	64,588
5	51,979	59,928	65,751
5.5	52,912	61,006	66,936
6	53,860	62,102	68,139
6.5	54,826	63,217	69,365
7	55,808	64,352	70,612

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

**UNIT E SALARY SCHEDULE  
Effective September 1, 2016**

Step	12 MONTH LANES						
	Group A	Group B	Group C	Group D	Group E	Group F	Group G
1	42,355	46,494	54,809	63,170	69,295	78,226	82,365
1.5	43,109	47,324	55,791	64,305	70,541	79,637	83,851
2	43,879	48,171	56,792	65,460	71,812	81,072	85,363
2.5	44,662	49,032	57,809	66,637	73,102	82,534	86,904
3	45,460	49,910	58,846	67,835	74,419	84,022	88,472
3.5	46,273	50,802	59,901	69,053	75,760	85,538	90,069
4	47,099	51,712	60,977	70,296	77,124	87,082	91,696
4.5	47,940	52,639	62,071	71,561	78,514	88,654	93,351
5	48,798	53,582	63,186	72,849	79,927	90,253	95,038
5.5	49,670	54,542	64,319	74,159	81,367	91,883	96,755
6	50,558	55,516	65,472	75,491	82,830	93,537	98,497
6.5	51,460	56,509	66,646	76,846	84,320	95,223	100,273
7	52,379	57,521	67,841	78,226	85,836	96,938	102,080

Step	10 MONTH LANES		
	Group C-1	Group D-1	Group E-1
1	45,674	52,642	57,746
1.5	46,493	53,588	58,784
2	47,326	54,550	59,843
2.5	48,174	55,531	60,919
3	49,038	56,528	62,016
3.5	49,918	57,544	63,133
4	50,814	58,580	64,270
4.5	51,726	59,634	65,428
5	52,655	60,707	66,606
5.5	53,600	61,799	67,806
6	54,560	62,909	69,025
6.5	55,539	64,039	70,267
7	56,534	65,189	71,530

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

**UNIT E SALARY SCHEDULE  
March 1, 2017 (12 Month)**

Step	12 MONTH LANES						
	Group A	Group B	Group C	Group D	Group E	Group F	Group G
1	42,651	46,819	55,193	63,612	69,780	78,773	82,942
1.5	43,411	47,656	56,182	64,755	71,035	80,194	84,438
2	44,186	48,508	57,189	65,918	72,314	81,640	85,961
2.5	44,975	49,375	58,214	67,104	73,614	83,112	87,513
3	45,779	50,259	59,258	68,309	74,940	84,610	89,092
3.5	46,597	51,158	60,320	69,537	76,291	86,136	90,699
4	47,429	52,074	61,403	70,788	77,664	87,691	92,338
4.5	48,276	53,007	62,505	72,062	79,063	89,274	94,004
5	49,140	53,957	63,628	73,359	80,486	90,885	95,703
5.5	50,018	54,924	64,770	74,678	81,937	92,526	97,432
6	50,912	55,905	65,931	76,019	83,410	94,192	99,187
6.5	51,821	56,905	67,113	77,384	84,910	95,890	100,975
7	52,746	57,924	68,315	78,773	86,436	97,617	102,795

**Effective February 1, 2017 (10 Month)**

Step	10 MONTH LANES		
	Group C-1	Group D-1	Group E-1
1	45,994	53,010	58,150
1.5	46,818	53,963	59,196
2	47,658	54,932	60,262
2.5	48,511	55,919	61,345
3	49,382	56,924	62,450
3.5	50,267	57,947	63,575
4	51,170	58,990	64,720
4.5	52,088	60,052	65,886
5	53,023	61,132	67,072
5.5	53,975	62,232	68,281
6	54,942	63,350	69,508
6.5	55,928	64,487	70,759
7	56,929	65,645	72,031

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

**UNIT E SALARY SCHEDULE  
Effective September 1, 2017**

Step	12 MONTH LANES						
	Group A	Group B	Group C	Group D	Group E	Group F	Group G
1	43,205	47,428	55,911	64,439	70,687	79,798	84,020
1.5	43,975	48,275	56,912	65,597	71,959	81,237	85,536
2	44,761	49,139	57,933	66,775	73,254	82,701	87,079
2.5	45,559	50,017	58,970	67,976	74,571	84,192	88,650
3	46,374	50,912	60,028	69,197	75,914	85,710	90,250
3.5	47,203	51,823	61,104	70,441	77,282	87,256	91,878
4	48,046	52,751	62,202	71,708	78,673	88,831	93,538
4.5	48,903	53,696	63,318	72,999	80,091	90,435	95,227
5	49,779	54,658	64,455	74,312	81,533	92,067	96,947
5.5	50,668	55,638	65,612	75,649	83,002	93,729	98,699
6	51,574	56,632	66,788	77,007	84,494	95,417	100,476
6.5	52,494	57,645	67,985	78,390	86,014	97,136	102,287
7	53,432	58,677	69,204	79,798	87,560	98,886	104,131

Step	10 MONTH LANES		
	Group C-1	Group D-1	Group E-1
1	46,592	53,699	58,906
1.5	47,427	54,664	59,965
2	48,277	55,646	61,045
2.5	49,142	56,646	62,143
3	50,024	57,664	63,262
3.5	50,920	58,701	64,402
4	51,835	59,757	65,561
4.5	52,765	60,832	66,742
5	53,713	61,927	67,944
5.5	54,677	63,041	69,168
6	55,656	64,173	70,412
6.5	56,655	65,325	71,678
7	57,669	66,498	72,967

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

**UNIT E SALARY SCHEDULE  
March 1, 2018 (12 Month)**

Step	12 MONTH LANES						
	Group A	Group B	Group C	Group D	Group E	Group F	Group G
1	43,508	47,760	56,302	64,890	71,182	80,356	84,608
1.5	44,283	48,613	57,310	66,056	72,462	81,806	86,134
2	45,074	49,483	58,338	67,243	73,767	83,280	87,688
2.5	45,878	50,367	59,383	68,452	75,093	84,782	89,271
3	46,698	51,269	60,449	69,682	76,446	86,310	90,882
3.5	47,533	52,185	61,532	70,934	77,823	87,867	92,522
4	48,382	53,120	62,637	72,210	79,224	89,453	94,193
4.5	49,246	54,072	63,761	73,510	80,652	91,068	95,893
5	50,127	55,041	64,907	74,833	82,103	92,711	97,626
5.5	51,023	56,027	66,071	76,178	83,583	94,385	99,389
6	51,935	57,028	67,255	77,547	85,086	96,085	101,179
6.5	52,862	58,048	68,461	78,939	86,616	97,816	103,003
7	53,806	59,088	69,688	80,356	88,173	99,578	104,860

**Effective February 1, 2018 (10 Month)**

Step	10 MONTH LANES		
	Group C-1	Group D-1	Group E-1
1	46,918	54,075	59,319
1.5	47,759	55,047	60,385
2	48,615	56,036	61,473
2.5	49,486	57,043	62,578
3	50,374	58,068	63,705
3.5	51,277	59,112	64,852
4	52,198	60,175	66,020
4.5	53,134	61,258	67,209
5	54,089	62,360	68,420
5.5	55,059	63,482	69,653
6	56,046	64,622	70,904
6.5	57,051	65,783	72,180
7	58,073	66,964	73,478

**APPENDIX B-1**

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

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
In Effect as of August 31, 2015**

Step	12 MONTH LANES				10 MONTH LANE
	Group A	Group B	Group D	Group E	Group C
1.5	38,615	48,146	19,658	12,433	35,674
2	39,302	49,007	19,999	12,642	36,307
2.5	40,002	49,884	20,346	12,855	36,952
3	40,714	50,777	20,700	13,072	37,609
3.5	41,440	51,686	21,060	13,293	38,277
4	42,178	52,612	21,427	13,518	38,958
4.5	42,931	53,554	21,800	13,747	39,652
5	43,696	54,514	22,180	13,980	40,358
5.5	44,476	55,491	22,567	14,218	41,077
6	45,270	56,486	22,962	14,460	41,809
6.5	46,077	57,497	23,362	14,705	42,552
7	46,898	58,525	23,770	14,955	43,309
7.5	47,734	59,573	24,185	15,210	44,080

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

**CROSSWALK FOR NEWTON COMMUNITY EDUCATION SALARY SCHEDULE**  
**Implemented September 1, 2015**

Step in Current Schedule as of Aug. 31, 2015	12 MONTH LANES				10 MONTH LANE
	Group A	Group B	Group D	Group E	Group C
1	1	1	1	1	1
1.5	1	1	1	1	1
2	1.5	1.5	1.5	1.5	1.5
2.5	2	2	2	2	2
3	2.5	2.5	2.5	2.5	2.5
3.5	3	3	3	3	3
4	3.5	3.5	3.5	3.5	3.5
4.5	4	4	4	4	4
5	4.5	4.5	4.5	4.5	4.5
5.5	5	5	5	5	5
6	5.5	5.5	5.5	5.5	5.5
6.5	6	6	6	6	6
7	6.5	6.5	6.5	6.5	6.5
7.5	7	7	7	7	7

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

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
Effective September 1, 2015**

Step	12 MONTH LANES				10 MONTH LANE
	Group A	Group B	Group D	Group E	Group C
1	39,505	49,265	20,093	12,695	36,493
1.5	40,208	50,146	20,442	12,909	37,142
2	40,925	51,044	20,797	13,127	37,802
2.5	41,654	51,959	21,160	13,349	38,475
3	42,398	52,890	21,529	13,575	39,159
3.5	43,153	53,838	21,904	13,806	39,856
4	43,924	54,802	22,286	14,040	40,567
4.5	44,708	55,785	22,675	14,279	41,290
5	45,507	56,786	23,072	14,522	42,026
5.5	46,320	57,805	23,476	14,770	42,776
6	47,146	58,840	23,886	15,021	43,536
6.5	47,987	59,893	24,304	15,277	44,312
7	48,843	60,966	24,729	15,538	45,101



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

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
Effective September 1, 2016**

Step	12 MONTH LANES				10 MONTH LANE
	Group A	Group B	Group D	Group E	Group C
1	40,019	49,905	20,354	12,860	36,967
1.5	40,731	50,798	20,708	13,077	37,625
2	41,457	51,708	21,067	13,298	38,293
2.5	42,196	52,634	21,435	13,523	38,975
3	42,949	53,578	21,809	13,751	39,668
3.5	43,714	54,538	22,189	13,985	40,374
4	44,495	55,514	22,576	14,223	41,094
4.5	45,289	56,510	22,970	14,465	41,827
5	46,099	57,524	23,372	14,711	42,572
5.5	46,922	58,556	23,781	14,962	43,332
6	47,759	59,605	24,197	15,216	44,102
6.5	48,611	60,672	24,620	15,476	44,888
7	49,478	61,759	25,050	15,740	45,687

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

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
Effective March 1, 2017**

Step	12 MONTH LANES				10 MONTH LANE
	Group A	Group B	Group D	Group E	Group C
1	40,299	50,255	20,497	12,950	37,226
1.5	41,016	51,153	20,853	13,168	37,888
2	41,747	52,070	21,215	13,391	38,561
2.5	42,491	53,003	21,585	13,617	39,248
3	43,250	53,953	21,962	13,848	39,946
3.5	44,020	54,920	22,344	14,083	40,657
4	44,806	55,903	22,734	14,322	41,382
4.5	45,606	56,906	23,131	14,566	42,120
5	46,421	57,927	23,536	14,814	42,870
5.5	47,251	58,966	23,948	15,067	43,635
6	48,093	60,022	24,366	15,323	44,411
6.5	48,951	61,096	24,792	15,584	45,202
7	49,824	62,191	25,226	15,850	46,007

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

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
Effective September 1, 2017**

Step	12 MONTH LANES				10 MONTH LANE
	Group A	Group B	Group D	Group E	Group C
1	40,823	50,908	20,763	13,118	37,710
1.5	41,549	51,818	21,124	13,340	38,381
2	42,290	52,746	21,491	13,565	39,063
2.5	43,043	53,692	21,866	13,794	39,758
3	43,812	54,654	22,247	14,028	40,465
3.5	44,592	55,634	22,635	14,266	41,185
4	45,389	56,630	23,029	14,508	41,920
4.5	46,199	57,646	23,431	14,755	42,667
5	47,025	58,680	23,842	15,006	43,428
5.5	47,865	59,733	24,259	15,263	44,203
6	48,718	60,802	24,683	15,522	44,988
6.5	49,587	61,891	25,115	15,787	45,790
7	50,472	62,999	25,554	16,056	46,605

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

**NEWTON COMMUNITY EDUCATION SALARY SCHEDULE  
Effective March 1, 2018**

Step	12 MONTH LANES				10 MONTH LANE
	Group A	Group B	Group D	Group E	Group C
1	41,108	51,264	20,908	13,210	37,974
1.5	41,840	52,181	21,272	13,433	38,649
2	42,586	53,116	21,641	13,660	39,336
2.5	43,345	54,068	22,019	13,891	40,037
3	44,119	55,037	22,403	14,126	40,748
3.5	44,904	56,023	22,793	14,366	41,474
4	45,707	57,026	23,191	14,610	42,213
4.5	46,522	58,049	23,595	14,859	42,966
5	47,354	59,091	24,008	15,111	43,732
5.5	48,200	60,151	24,429	15,369	44,512
6	49,059	61,228	24,855	15,631	45,303
6.5	49,935	62,324	25,290	15,897	46,110
7	50,825	63,440	25,733	16,169	46,931

**APPENDIX C-1**

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

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

<b>HIGH SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>GROUP I</b>							
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					
<b>GROUP II</b>							
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					
<b>GROUP III</b>							
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 C-1 (Cont.)**

<b>HIGH SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>Group III, cont.</b>							
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
<b>GROUP IV</b>							
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 C-1 (Cont.)**

<b>HIGH SCHOOL ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>GROUP V</b>							
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
<b>GROUP VI</b>							
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
<b>MIDDLE SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
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 C-1 (Cont.)**

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



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

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

<b>HIGH SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>GROUP I</b>							
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					
<b>GROUP II</b>							
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					
<b>GROUP III</b>							
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 C-2 (Cont.)**

<b>HIGH SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>Group III, cont.</b>							
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
<b>GROUP IV</b>							
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 C-2 (Cont.)**

<b>HIGH SCHOOL ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>GROUP V</b>							
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
<b>GROUP VI</b>							
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
<b>MIDDLE SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
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 C-2 (Cont.)**

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

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

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

<b>HIGH SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>GROUP I</b>							
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					
<b>GROUP II</b>							
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					
<b>GROUP III</b>							
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 C-3 (Cont.)**

<b>HIGH SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>Group III, cont</b>							
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
<b>GROUP IV</b>							
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 C-3 (Cont.)**

<b>HIGH SCHOOL ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>GROUP V</b>							
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
<b>GROUP VI</b>							
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
<b>MIDDLE SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
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 C-3 (Cont.)**

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



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

**COACHES SALARY SCHEDULE  
Effective August 31, 2018  
+0.35% (plus adjustments from 5/15/17 MOA)**

<b>HIGH SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>GROUP I</b>							
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					
<b>GROUP II</b>							
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					
<b>GROUP III</b>							
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 C-4 (Cont.)**

<b>HIGH SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>Group III, cont</b>							
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
<b>GROUP IV</b>							
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 C-4 (Cont.)**

<b>HIGH SCHOOL ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>GROUP V</b>							
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
<b>GROUP VI</b>							
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
<b>MIDDLE SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
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 C-4 (Cont.)**

<b>MIDDLE SCHOOLS ACTIVITIES</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
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.

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Units A and B

1. In the case of the creation of new stipended positions, the Superintendent will establish the initial stipend which will be included in an in-school notification and in effect for the first year and which will be subject to negotiations in successor contracts or succeeding years of this Contract. In establishing the initial stipend, the Superintendent will, to the greatest extent possible, make use of the existing stipend categories included in Appendix 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, which requires a wide range of rehearsals and an intensive schedule of technical work.

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

**MIDDLE SCHOOL THEATRE AND MUSICAL PERFORMANCE STIPENDS**

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

\* Music Director and Technical Director are newly added roles:

Stipends/Responsibilities for Music Director are equivalent to those for the former Co-Director role; Technical Director stipends/responsibilities are equivalent to those for the former Set Designer role.

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

**Explanation for Major and Minor stipend levels for Production roles:**

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

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

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

## **APPENDIX D-1 (Cont.)**

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

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

### **Roles & Responsibilities**

#### **Director:**

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

#### **Musical Director:**

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

#### **Assistant Director:**

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

#### **Producer:**

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

#### **Set Design:**

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

#### **Costumer:**

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

#### **Choreographer, movement specialist, stage combat:**

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

## APPENDIX 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 5<sup>th</sup> grade musical (Bowen, \$1,936; Burr, \$1,714; Lincoln-Eliot, \$1,271). These schools qualified for stipends because a portion of the rehearsals was scheduled before or after school.

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

### **Roles & Responsibilities**

#### **Director:**

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



**Co-Directors:**

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

**Production Assistants:**

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

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 which elementary teachers perform outside of the regular school day. This study is to be completed by December 15<sup>th</sup>. The parties will then review the study and if any additional stipends emerge, then they will be added to the Stipend Appendix E.
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**

8. 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 D-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%**

<b>HIGH SCHOOL STIPENDS</b>	<b>FY16</b>
<b>Group A</b>	
Club Advisor	321
Newton Educational Workshop Advisor	321
<b>Group B</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
<b>Group C</b>	
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
<b>Group D</b>	
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 D-2 (Cont.)**

Sexuality and Health Coordinator	1,388
Site Coordinator	1,388
Web Page Maintenance	1,388
<b>Group E</b>	
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
<b>OTHER</b>	
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
<b>OTHER (Grant Funded, Stipend determined by grant, etc.)</b>	
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
<b>MIDDLE SCHOOL STIPENDS</b>	
MCAS Coordinator per half year	1,388
Triple E Program Manager	4,755
<b>ELEMENTARY SCHOOL STIPENDS</b>	
MCAS Coordinator per year	1,388
Teacher-in-Charge	1,493
Social Competency Teacher Trainer	2,493

**APPENDIX D-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%**

<b>HIGH SCHOOL STIPENDS</b>	<b>FY17</b>
<b>Group A</b>	
Club Advisor	326
<b>Group B</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
<b>Group C</b>	
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 D-3 (Cont.)**

<b>Group D</b>	
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
<b>Group E</b>	
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
<b>Group F</b>	
Newspaper Advisor	2,908
Yearbook Advisor	2,908
<b>Other HS Stipends</b>	
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
<b>CITYWIDE STIPENDS</b>	
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 D-3 (Cont.)**

<b>MIDDLE SCHOOL STIPENDS</b>	
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
<b>ELEMENTARY SCHOOL STIPENDS</b>	
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 D-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%**

<b>HIGH SCHOOL STIPENDS</b>	<b>FY18</b>
<b>Group A</b>	
Club Advisor	333
<b>Group B</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
<b>Group C</b>	
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 D-4 (Cont.)**

<b>Group D</b>	
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
<b>Group E</b>	
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
<b>Group F</b>	
Newspaper Advisor	2,966
Yearbook Advisor	2,966
<b>Other HS Stipends</b>	
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
<b>CITYWIDE STIPENDS</b>	
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 D-4 (Cont.)**

<b>MIDDLE SCHOOL STIPENDS</b>	
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
<b>ELEMENTARY &amp; PRE-K STIPENDS</b>	
ACCESS Testing Coordinator (Share budget with Teaching and Learning)	1,439
Acting Principal - Teaching (per day, 4 days or more cumulative)	51
Leadership Stipend (TBD Annually by principal and staff based on committee participation, e.g., Scheduling Committee, Principal Advisory Committee, etc.) (8 per Elem school plus 5 Pre-K)	200
MCAS Coordinator per year	1,507
Teacher-in-Charge	1,622
Web Design Specialist (per school)	250

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

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

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

<b>HIGH SCHOOL STIPENDS</b>	
<b>Group A</b>	
Club Advisor	334
<b>Group B</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
<b>Group C</b>	
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 D-5 (Cont.)**

<b>Group D</b>	
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
<b>Group E</b>	
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
<b>Group F</b>	
Newspaper Advisor	2,976
Yearbook Advisor	2,976
<b>Other HS Stipends</b>	
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
<b>CITYWIDE STIPENDS</b>	
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 D-5 (Cont.)**

<b>MIDDLE SCHOOL STIPENDS</b>	
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
<b>ELEMENTARY &amp; PRE-K STIPENDS</b>	
ACCESS Testing Coordinator (Share budget with Teaching and Learning)	1,444
Acting Principal - Teaching (per day, 4 days or more cumulative)	51
Leadership Stipend (TBD Annually by principal and staff based on committee participation, e.g., Scheduling Committee, Principal Advisory Committee, etc.) (8 per Elem school plus 5 Pre-K)	201
MCAS Coordinator per year	1,512
Teacher-in-Charge	1,628
Web Design Specialist (per school)	251

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

Newton Public Schools  
 100 Walnut Street  
 Newtonville, MA 02460

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

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

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

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

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

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

**APPENDIX D-6 (cont.)**

**ELEMENTARY SCHOOL MUSICAL AND THEATER PRODUCTIONS**

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

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

**CITY-WIDE MUSIC PROGRAMS**

**Meetings With Student Group Per School Year**

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

**APPENDIX D-7**

Newton Public Schools  
 100 Walnut Street  
 Newtonville, MA 02460

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

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

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

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

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

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



ELEMENTARY SCHOOL MUSICAL AND THEATER PRODUCTIONS

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

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

CITY-WIDE MUSIC PROGRAMS

Meetings With Student Group Per School Year

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

Newton Public Schools  
 100 Walnut Street  
 Newtonville, MA 02460

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

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

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

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

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

Newton Public Schools  
 100 Walnut Street  
 Newtonville, MA 02460

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

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

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

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

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

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

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

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

<b>MIDDLE SCHOOL</b>		
<b>Full Length Musical /Cabaret</b>		
<i>Typically a large cast, full length musical production, includes Broadway Jr. titles, which may include extended single act productions</i>		
<b>Production Role</b>	<b>Major Stipend</b>	<b>Minor Stipend</b>
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	
<b>Full Length Non-Musical</b>		
<i>Two-act play, two one-act plays, Shakespeare plays</i>		
<b>Production Role</b>	<b>Major Stipend</b>	<b>Minor Stipend</b>
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 D-10 (Cont.)**

<b>One-Act Play or Small Musical **</b>		
<i>Single act production or cutting of full length play (approximately 40-60 minutes)</i>		
<b>Production Role</b>		
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	
<b>ELEMENTARY SCHOOL</b>		
<b>Production Role</b>		
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.

<b>Full Length Musical /Cabaret</b>		
<i>Typically a large cast, full length musical production, includes Broadway Jr. titles, which may include extended single act productions</i>		
<b>Production Role</b>	<b>Major Stipend</b>	<b>Minor Stipend</b>
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	
<b>Full Length Non-Musical</b>		
<i>Two-act play, two one-act plays, Shakespeare plays</i>		
<b>Production Role</b>	<b>Major Stipend</b>	<b>Minor Stipend</b>
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 D-11 (Cont.)**

<b>One-Act Play or Small Musical **</b>		
<i>Single act production or cutting of full length play (approximately 40-60 minutes)</i>		
<b>Production Role</b>		
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
<b>ELEMENTARY SCHOOL</b>		
<b>Production Role</b>		
Director	\$1,150	
Co-Director	\$806	
Production Assistant (multiple)	\$173	

**Unit E Subgroup**

The Association recommends that a Unit E subgroup of three (3) members from the Association and three (3) members of the Committee/Administration would meet immediately upon ratification to 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 presented to both the Committee and the Association by March 15, 2008 and if ratified by the parties will become effective for the 2008-2009 school year.