

Memorandum

To: School Committee

From: Kathleen Smith, Interim Superintendent

Date: December 5, 2022

RE: Non-Aligned Salaries

As you are aware, an overwhelming majority of Newton Public School employees belong to collective bargaining units. However, Central Staff leaders and a number of other central office employees are considered non-aligned and do not belong to a collective bargaining unit (principals are non-aligned and have their own salary scale). These employees typically receive salary increases in January of each year. Non-aligned employees do not receive step increases, as do members of our collective bargaining units. Please note that three (3) percent has been the standard increase. I recommend that the School Committee approve a salary increase of three (3) percent for all non-aligned employees effective January 1, 2023.

These increases were included in the FY23 budget and will not exceed the budgeted amounts. The list below includes the non-aligned positions.

- Assistant Superintendents
- Directors
- Managers
- General Counsel
- Human Resources Generalists
- Confidential Executive Assistants
- Executive Assistants
- Administrative Assistants
- Business and Finance Analyst and Coordinator
- Specialists