

Human Resources Update

January 9, 2023



Human Resources Team - Ongoing Work

- In partnership with General Counsel, collaborating regularly with NTA and other collective bargaining units
- Provide guidance and support to district and building leaders on personnel matters and address challenging employee issues
- District Title IX Coordinator for staff
- Providing district civil rights and ethics support for staff
- Focus on increasing district diversity and recruitment in collaboration with recruitment manager and district administrators
- Responding promptly to numerous inquiries, audits, and compliance from multiple agencies, including the Equal Employment Opportunity Commission and the Department of Elementary and Secondary Education (EPIMS reporting)



Human Resources Team - Ongoing Work

- Managing benefits administration for NPS staff and retirees
- Hosting informational retirement seminars and responding to individual needs
- Ensuring license compliance for educators and staff
- Providing annual back-to-school training for all employees
- Administering staff leaves of absence including Family Medical Leaves (FMLAs), childcare, and personal leaves
- Assisting employees with accommodations requests



Two-Year Partnership with DESE on Teacher Diversification Pilot Program Grant for NTA BIPOC Staff

FY22 \$58,000 awarded to support the following grant activities:

- \$33,000 Signing Bonuses
- \$25,000 on MTEL Preparation Classes & MTEL Examination Vouchers to support five critical licensure examinations:
 - 1) Communication and Literacy Skills (Reading)
 - 2) Communication and Literacy Skills (Writing)
 - 3) General Curriculum (math subtest only)
 - 4) Foundations of Reading
 - 5) Middle School Math



Two-Year Partnership with DESE on Teacher Diversification Pilot Program Grant for BIPOC NTA Staff

FY23 \$33,000 to support the following financial incentives:

Signing Bonuses

Loan Repayment

Relocation Assistance

Tuition Assistance



Current and Past HR Recruitment & Retention Strategies

- Networking - Recruiting
- NPS Annual Onsite/Virtual job fair
- NPS' Twitter, Facebook, and LinkedIn accounts
- School Spring
- Handshake
- Glassdoor
- Indeed
- Craigslist
- Simply-Hired
- The Teachers' Lounge (TTL), over 1500 members of educators of Color in the Boston area
- Diversity Jobs—target diverse groups through a network of 15,500 community-based organizations



Current and Past HR Recruitment & Retention Strategies

- Greater Boston Association of Black Social Workers
- City Career Fair that focuses primarily on diversity
- Unemployment Offices
- Diversity Ed. Recruitment Expo
- Professionals of Color Career Summit-Men's Conference
- iHireSchoolAdministrators
- MassHire Metro South/West Career Centers
- Local Newspapers: Banner State Banner, El Mundo and San Pan
- Handing flyers out at MBTA/malls/supermarkets/gyms (pre-COVID)
- Churches, laundromats, coffee shops, bakeries, real estate offices, housing complexes, Senior Centers, VA Offices (Pre COVID)



Current NPS Staff Including Continued Support to ALL Retirees

Current NPS Staff being supported by HR = Approximately 3152

Retirees being supported by HR = Approximately 900+

Ratio of Staff/Retirees to HR Team Member = 580 to 1

HR Positions:

- Director
- Assistant Director
- HR Recruitment/Manager
- HR Benefits Specialist
- HR Generalist (3)



Current Open Positions

- 5 Unit A (Teaching) Positions
 - Grade 5 Elementary Teacher
 - Elementary Special Education Teacher
 - High School Special Education Teacher
 - District-Wide School Adjustment Counselor
 - METCO Counselor

- 30 Unit C (Teaching Assistant/Behavior Therapist) Positions
 - 20 Teaching Assistants
 - 10 Behavior Therapists

2022 Teacher Retention Rates

Source:

MA DESE School and District Profiles

2022 Staffing Retention Report	
District Name	Teacher % Retained
Arlington	86.8
Belmont	87.7
Brookline	82.6
Burlington	89.6
Cambridge	85.0
Dedham	89.9
Lexington	85.0
Natick	89.6
Needham	89.3
Newton	90.0
Waltham	86.7
Watertown	91.6
Wayland	92.0
Wellesley	82.0
Weston	82.5



Teacher Salary Comparison by District - 2021-22

RANK	FY22 Bachelors Bottom Step		FY22 Bachelors Top Step		FY22 Masters Bottom Step		FY22 Masters Top Step	
	No.	School	Salary	School	Salary	School	Salary	School
1	Carlisle (K-8)	\$57,856	Concord/ Carlisle	\$96,988	Carlisle (K-8)	\$63,926	Concord/ Carlisle	\$113,475
2	Cambridge	\$57,794	Concord (K-8)	\$96,988	Dedham	\$62,776	Concord (K-8)	\$113,475
3	Dedham	\$56,800	Lincoln/ Sudbury	\$96,476	Brookline	\$62,470	Lincoln/ Sudbury	\$108,290
4	Weston	\$56,245	Brookline	\$95,928	Concord/ Carlisle	\$61,944	Lincoln (k-8)	\$106,642
5	Brookline	\$56,057	Wellesley	\$95,761	Concord (K-8)	\$61,944	Weston	\$106,608
6	Watertown	\$55,554	Cambridge	\$94,247	Cambridge	\$61,920	Wellesley	\$105,575
7	Newton	\$55,406	Newton	\$93,531	Newton	\$60,232	Sudbury (K-8)	\$105,302
8	Needham	\$53,024	Belmont	\$93,497	Weston	\$59,585	Brookline	\$104,253
9	Belmont	\$52,944	Sudbury (K-8)	\$93,267	Watertown	\$59,509	Belmont	\$103,743
10	Concord/ Carlisle	\$52,942	Lincoln (k-8)	\$91,559	Winchester	\$58,953	Newton	\$103,529
11	Concord (K-8)	\$52,942	Westwood	\$90,153	Waltham	\$57,728	Wayland	\$102,003
12	Sudbury (K-8)	\$52,778	Dedham	\$89,995	Wellesley	\$57,301	Lexington	\$100,722
13	Waltham	\$52,741	Watertown	\$89,924	Needham	\$56,999	Westwood	\$99,914
14	Westwood	\$52,456	Wayland	\$89,550	Belmont	\$56,845	Needham	\$99,875
15	Arlington	\$52,431	Lexington	\$89,286	Lincoln/ Sudbury	\$56,515	Cambridge	\$99,544
16	Lincoln/ Sudbury	\$52,327	Carlisle (K-8)	\$89,065	Sudbury (K-8)	\$56,482	Carlisle (K-8)	\$98,411
17	Wellesley	\$51,975	Bedford	\$88,459	Westwood	\$56,016	Dedham	\$98,401
18	Wayland	\$51,536	Waltham	\$84,935	Arlington	\$55,941	Bedford (BA+50/M)	\$98,175
19	Lexington	\$51,498	Framingham	\$84,023	Natick	\$55,476	Watertown	\$96,327
20	Winchester	\$51,212	Weston	\$83,600	Framingham	\$55,075	Winchester	\$93,111
21	Framingham	\$51,028	Natick	\$82,396	Bedford (BA+50/M)	\$54,724	Arlington	\$92,374
22	Bedford	\$50,583	Arlington	\$81,499	Lexington	\$54,673	Framingham	\$91,565
23	Natick	\$50,434	Needham	\$79,092	Lincoln (k-8)	\$54,195	Natick	\$90,638
24	Lincoln (k-8)	\$49,320	Winchester	\$77,555	Wayland	\$53,538	Waltham	\$90,439

Teacher Salary Comparison by District - 2021-22

RANK	FY22 Masters +30 Bottom Step		FY22 Masters +30 Top Step		FY22 Masters +45 Bottom Step		FY22 Masters +45 Top Step	
	No.	School	Salary	School	Salary	School	Salary	School
1	Carlisle (K-8)	\$71,837	Concord/ Carlisle	\$119,295	Carlisle (K-8)	\$71,837	Concord/ Carlisle	\$122,202
2	Cambridge	\$68,080	Concord (K-8)	\$119,295	Cambridge	\$69,379	Concord (K-8)	\$122,202
3	Brookline	\$66,138	Lincoln/ Sudbury	\$116,068	Brookline	\$67,915	Lincoln/ Sudbury	\$119,533
4	Dedham	\$65,774	Carlisle (K-8)	\$115,013	Winchester	\$67,768	Weston	\$116,226
5	Concord/ Carlisle	\$65,118	Wellesley	\$113,723	Concord/ Carlisle	\$66,707	Carlisle (K-8)	\$115,013
6	Concord (K-8)	\$65,118	Weston	\$113,669	Concord (K-8)	\$66,707	Wellesley	\$113,723
7	Newton	\$64,723	Wayland	\$112,221	Newton	\$66,561	Brookline	\$113,712
8	Winchester	\$64,334	Brookline	\$111,929	Dedham	\$65,774	Lincoln (k-8)	\$112,897
9	Watertown	\$63,133	Sudbury (K-8)	\$111,325	Weston	\$64,478	Wayland	\$112,221
10	Weston	\$62,949	Newton	\$109,633	Watertown	\$64,396	Newton	\$112,088
11	Wellesley	\$61,725	Belmont	\$108,894	Needham	\$63,621	Belmont	\$111,884
12	Needham	\$61,398	Lincoln (k-8)	\$108,589	Natick	\$62,550	Lexington	\$111,767
13	Natick	\$61,025	Lexington	\$107,175	Waltham	\$62,313	Sudbury (K-8)	\$111,325
14	Waltham	\$60,752	Cambridge	\$107,013	Lincoln/ Sudbury	\$61,755	Cambridge	\$108,372
15	Belmont	\$59,963	Needham	\$105,348	Wellesley	\$61,725	Needham	\$108,216
16	Lincoln/ Sudbury	\$59,957	Dedham	\$105,129	Belmont	\$61,714	Westwood	\$108,016
17	Westwood	\$59,836	Westwood	\$104,935	Westwood	\$61,621	Winchester	\$106,009
18	Sudbury (K-8)	\$59,728	Winchester	\$102,360	Framingham	\$60,734	Dedham	\$105,129
19	Wayland	\$58,900	Watertown	\$102,194	Sudbury (K-8)	\$59,728	Watertown	\$104,239
20	Framingham	\$58,845	Bedford	\$100,613	Lexington	\$59,512	Natick	\$102,191
21	Lincoln (k-8)	\$58,601	Natick	\$99,700	Wayland	\$58,900	Bedford (MA+50)	\$102,061
22	Lexington	\$57,891	Arlington	\$95,515	Lincoln (k-8)	\$58,601	Framingham	\$97,810
23	Arlington	\$57,705	Framingham	\$95,324	Bedford (MA+50)	\$57,917	Arlington	\$95,515
24	Bedford	\$56,592	Waltham	\$93,464	Arlington	\$57,705	Waltham	\$95,025

Teacher Salary Comparison by District - 2021-22

RANK	FY22 Masters +60 Bottom Step		FY22 Masters +60 Top Step		FY22 Highest Salary Top Step		FY22 Lane Spread - Highest to Lowest Lane / Step		
	No.	School	Salary	School	Salary	School	Salary	School	\$ Spread Highest Lane/Step to Lowest Lane/Step
1	Carlisle (K-8)	\$73,993	Concord/ Carlisle	\$125,115	Concord/ Carlisle	\$128,244	Concord/ Carlisle	\$75,302	8
2	Winchester	\$71,202	Concord (K-8)	\$125,115	Concord (K-8)	\$128,244	Concord (K-8)	\$75,302	8
3	Cambridge	\$70,401	Carlisle (K-8)	\$123,202	Wayland	\$124,667	Wayland	\$73,131	7
4	Newton	\$68,863	Lincoln/ Sudbury	\$123,100	Carlisle (K-8)	\$123,202	Lincoln/ Sudbury	\$70,773	6
5	Dedham	\$68,766	Wellesley	\$121,680	Lincoln/ Sudbury	\$123,100	Wellesley	\$69,705	4
6	Concord/ Carlisle	\$68,296	Wayland	\$119,187	Wellesley	\$121,680	Westwood	\$67,449	8
7	Concord (K-8)	\$68,296	Weston	\$118,790	Westwood	\$119,905	Lexington	\$66,672	7
8	Brookline	\$67,915	Newton	\$116,649	Brookline	\$119,124	Carlisle (K-8)	\$65,346	4
9	Wellesley	\$66,040	Sudbury (K-8)	\$116,611	Weston	\$118,790	Sudbury (K-8)	\$63,833	4
10	Weston	\$66,000	Brookline	\$113,712	Lexington	\$118,170	Lincoln (k-8)	\$63,577	5
11	Watertown (CAGS)	\$65,684	Lincoln (k-8)	\$112,897	Newton	\$116,649	Brookline	\$63,067	5
12	Needham	\$64,559	Belmont	\$111,884	Sudbury (K-8)	\$116,611	Weston	\$62,545	7
13	Framingham	\$64,493	Dedham	\$111,836	Dedham	\$115,206	Belmont	\$61,935	7
14	Westwood	\$64,290	Lexington	\$111,767	Belmont	\$114,879	Newton	\$61,243	5
15	Natick	\$64,076	Westwood	\$110,804	Lincoln (k-8)	\$112,897	Natick	\$59,487	8
16	Waltham (CAGS, EdS, CAES, 3Ms)	\$63,907	Winchester	\$110,191	Needham	\$111,898	Winchester	\$58,979	7
17	Lincoln/ Sudbury	\$63,607	Needham	\$110,057	Cambridge	\$111,362	Needham	\$58,874	8
18	Sudbury (K-8)	\$62,577	Cambridge	\$109,401	Winchester	\$110,191	Dedham	\$58,406	5
19	Wayland	\$62,557	Watertown (CAGS)	\$106,319	Watertown	\$110,042	Watertown	\$54,488	6
20	Belmont	\$61,714	Natick	\$104,685	Natick	\$109,921	Cambridge	\$53,569	7
21	Arlington	\$60,630	Framingham	\$103,841	Framingham	\$103,841	Bedford	\$52,920	6
22	Lexington	\$59,512	Bedford	\$102,061	Bedford	\$103,503	Framingham	\$52,813	7
23	Lincoln (k-8)	\$58,601	Arlington	\$99,323	Arlington	\$99,323	Arlington	\$46,891	6
24	Bedford	\$57,917	Waltham (CAGS, EdS, CAES, 3Ms)	\$96,619	Waltham	\$93,921	Waltham	\$41,180	7

Unit C Wage Comparison by District - 2021-22

Category I - Bottom Step		
RANK	School	Hourly Rate
No.	School	Hourly Rate
1	Winchester	\$22.98
2	Brookline	\$22.11
3	Wellesley	\$21.43
4	Newton	\$21.24
5	Natick	\$20.87
6	Framingham	\$20.41
7	Weston	\$20.38
8	Belmont	\$19.73
9	Wayland	\$19.23
10	Lexington	\$19.12
11	Needham	\$17.43
12	Arlington	\$16.10
13	Bedford	\$15.23

Category I - Top Step	
School	Hourly Rate
Newton	\$40.18
Belmont	\$29.17
Framingham	\$27.90
Winchester	\$27.03
Brookline	\$26.94
Natick	\$26.92
Wayland	\$26.44
Wellesley	\$26.05
Lexington	\$23.62
Needham	\$23.54
Weston	\$21.90
Bedford	\$19.96
Arlington	\$19.45

Category I - Total Number Steps	
School	Total # Steps
Newton	12.0
Framingham	10.0
Brookline	9.0
Wayland	8.0
Winchester	7.0
Natick	7.0
Lexington	7.0
Wellesley	6.0
Needham	6.0
Bedford	6.0
Arlington	6.0
Belmont	5.0
Weston	3.0

Unit C Wage Comparison by District - 2021-22

Category II - Bottom Step			
RANK	No.	School	Hourly Rate
	1	Natick	\$27.88
	2	Wellesley	\$27.27
	3	Newton	\$26.83
	4	Needham	\$26.32
	5	Framingham	\$25.31
	6	Arlington	\$23.45
	7	Brookline	\$23.11
	8	Winchester	\$22.98
	9	Lexington	\$22.34
	10	Bedford	\$21.10
	11	Weston	\$20.38
	12	Belmont	\$19.73
	13	Wayland	\$19.23

Category II - Top Step	
School	Hourly Rate
Newton	\$43.83
Needham	\$33.53
Wellesley	\$33.14
Framingham	\$32.95
Natick	\$32.60
Lexington	\$29.54
Belmont	\$29.17
Brookline	\$27.94
Winchester	\$27.03
Arlington	\$26.80
Wayland	\$26.44
Bedford	\$23.27
Weston	\$21.90

Category II - Total Steps	
School	Total # Steps
Framingham	10.0
Newton	9.0
Brookline	9.0
Wayland	8.0
Winchester	7.0
Lexington	7.0
Needham	6.0
Bedford	6.0
Arlington	6.0
Wellesley	5.0
Belmont	5.0
Natick	4.0
Weston	3.0