



TO: School Committee

FROM: Anna Nolin, Superintendent

DATE: December 18, 2023

RE: Non-Aligned Salary Recommendation for January 1, 2024

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.

Given that Newton School Committee is actively engaged in negotiating its contracts with all of its bargaining units, we are not recommending any salary changes to non-aligned staff until such contracts are fully executed. At that time, we would make a recommendation to the School Committee retroactive to January 1, 2024 for all non-aligned staff.

The list below includes the non-aligned positions.

- Superintendent of Schools
- Assistant Superintendents
- Directors
- Managers
- General Counsel
- Human Resources Generalists
- Confidential Executive Assistants
- Executive Assistants
- Analysts and Coordinator
- Budget Analysts
- Specialists