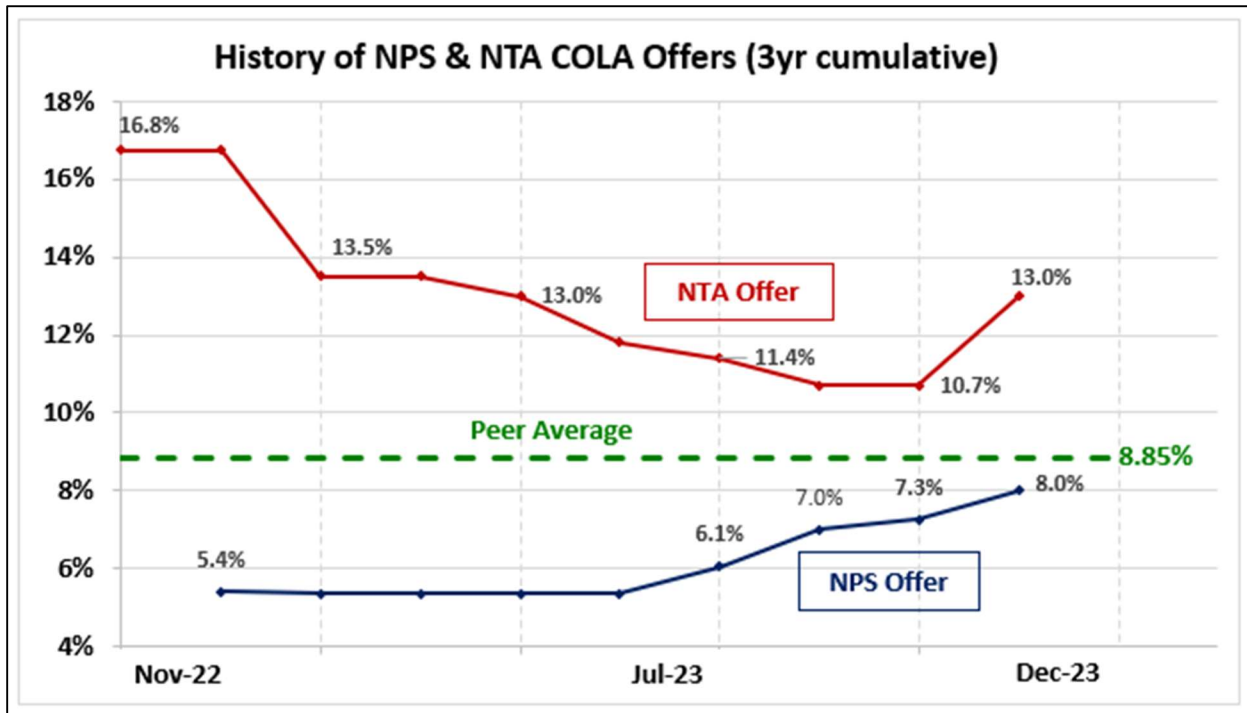




### History of COLA offers from each side through course of negotiation:



### Comparison of FY26 Salaries with NTA-preferred\* peer comparisons:

Belmont, Brookline, Concord-Carlisle, Lexington, Lincoln-Sudbury, Wayland, Wellesley & Weston

Masters (step 1.0)	FY26(est)	Masters (top step)	FY26(est)	Masters (step 7.0)	FY26(est)	Highest Salary	FY26(est)
Brookline	69,178	Concord-Carlisle	125,560	Brookline	88,956	Concord-Carlisle	141,903
Concord-Carlisle	68,542	Lincoln-Sudbury	118,946	Concord-Carlisle	86,726	Wayland	140,698
<b>NPS-SC Proposal</b>	<b>66,495</b>	Wellesley	117,675	<b>NPS-SC Proposal</b>	<b>84,778</b>	Wellesley	135,626
Lexington	64,262	Lexington	117,617	Lexington	83,234	Lincoln-Sudbury	135,213
Wellesley	63,869	Weston	116,317	Wellesley	81,593	Lexington	134,678
Belmont	62,746	<b>NPS-SC Proposal</b>	<b>116,261</b>	Belmont	80,737	Weston	134,677
Lincoln-Sudbury	62,076	Brookline	115,639	Wayland	80,648	Brookline	132,132
Wayland	61,422	Wayland	115,119	Lincoln-Sudbury	78,546	<b>NPS-SC Proposal</b>	<b>130,996</b>
Weston	60,747	Belmont	114,800	Weston	77,306	Belmont	127,123

\*NPS believes a broader set of comparables is more representative

### Comparison of FY26 Salaries - Current NPS offer vs NTA October 2023 offer:

Masters (1.0)	FY26(est)	Masters (top)	FY26(est)	Masters (7.0)	FY26(est)	Highest Salary	FY26(est)
Highest District	69,178	Highest District	125,560	Highest District	88,956	Highest District	141,903
<b>NTA offer (Oct-23)</b>	<b>67,651</b>	<b>NTA offer (Oct-23)</b>	<b>118,855</b>	<b>NTA offer (Oct-23)</b>	<b>87,498</b>	<b>NTA offer (Oct-23)</b>	<b>133,752</b>
<b>NPS offer (current)</b>	<b>66,495</b>	<b>NPS offer (current)</b>	<b>116,261</b>	<b>NPS offer (current)</b>	<b>84,778</b>	<b>NPS offer (current)</b>	<b>130,996</b>
Lowest District	60,747	Lowest District	114,800	Lowest District	77,306	Lowest District	127,123