

Is NPS Competitive?

- The chart below shows FY26 salary for specific levels in salary table (*based on years of experience and level of education.*) **Salary reflects current NPS offer compared to NTA-preferred peer districts.**
- This is the **same comp set**, and **same methodology** used by NTA President Mike Zilles in his November 17, 2023 newsletter <https://www.newteach.org/post/nta-ebulletin-november-17-unit-a-salaries>

<u>Masters (step 1.0)</u>	<u>FY26(est)</u>	<u>Masters (top step)</u>	<u>FY26(est)</u>	<u>Masters (step 7.0)</u>	<u>FY26(est)</u>	<u>Highest Salary</u>	<u>FY26(est)</u>
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
NPS-SC Proposal	67,826	Wellesley	117,675	NPS-SC Proposal	86,473	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	NPS-SC Proposal	116,274	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	NPS-SC Proposal	131,010
Weston	60,747	Belmont	114,800	Weston	77,306	Belmont	127,123

- NPS believes that a broader comp set is more representative, and would include districts such as Needham, Westwood, among others.

	NPS Proposals	NTA-Peer* Average	NTA-Peer* Range
COLAs: FY24 - FY26			
3-Year Total COLA	8.00%	8.27%	8.00% - 10.34%
Average COLA Per Year	2.67%	2.76%	2.67% - 3.45%
Unit A Salary: FY24			
Bachelors- Bottom Step	\$58,221	\$56,860	\$54,739 - \$60,103
Bachelors - Top Step	\$99,006	\$98,189	\$89,335 - \$102,147
Masters - Bottom Step	\$63,292	\$61,710	\$57,092 - \$ 65632
Masters- Top Step	\$109,588	\$111,557	\$108,464 - \$119,510
Masters Plus 60 - Bottom Step	\$72,362	\$68,959	\$64,838 - \$72,362
Masters Plus 30 - Top Step	\$123,477	\$125,703	\$117,842 - \$131,770
Unit C Salary: FY24			
Category 1 Bottom Step	\$23.38 per hour	\$24.59 per hour	\$22.32 - \$28.08
Category 1 Top Step	\$42.23 per hour	\$32.77 per hour	\$28.51 - \$42.23
Category 2 Bottom Step	\$29.98 per hour	\$27.09 per hour	\$22.99 - \$31.06
Category 2 Top Step	\$46.06 per hour	\$35.44 per hour	\$30.72 - \$46.06
Parental Leave			
Total Days	45 - 60 days	51 days	40 - 60 days
Paid Days By District	15 days	12 days	0 - 40 days
Paid from Sick Leave	30 - 45 days	33 days	0 - 60 days
Spouse Covered	Yes	89% Yes	n/a
Health Insurance			
Deductible (Individual / Family)	\$400 / \$800	\$400 / \$933	\$300 - \$1,000
Out of Pocket Max (Individual / Family)	\$1,000 / \$2,500	\$3,100 / \$6,200	\$1,000 - \$10,000
Employer Contribution Rate % - HMO	75%	74%	60% - 83%
Employer Contribution Rate % - PPO	~51%	59%	50% - 78%
DESE Reported Retention: 2023			
Teacher Retention	88.4%	87.5%	85.5% - 93.3%