

MEMORANDUM OF AGREEMENT
BETWEEN THE
NEWTON EDUCATIONAL SECRETARIES ASSOCIATION
AND THE
NEWTON SCHOOL COMMITTEE

Having bargained collectively pursuant to Chapter 150E for the terms of a successor to their September 1, 2020 – August 31, 2023 Collective Bargaining Agreement (“the Contract”), the Newton Educational Secretaries Association (“NESAs”) and the Newton School Committee (“the School Committee”) hereby mutually agree to extend the terms of the Contract with the following modifications.

1. Term of Contract (Article XXII, p. 28)

The successor Contract shall be in effect for two (2) terms. The first term shall be for the one (1) year time period from September 1, 2023 to August 31, 2024 and the second term shall be for the three (3) year time period from September 1, 2024 to August 31, 2027. The applicable date changes to reflect the term of the new Contract shall be made in Article XXII (Duration).

2. Interim Agreements

All interim or other agreements that have been entered into by the parties during the term of the September 1, 2020 – August 31, 2023 Contract shall be incorporated into the successor Contract. A list of such agreements shall be mutually developed during the course of these negotiations.

3. Provisions of New Contract

Except as modified by any such interim or other agreements between the parties and/or except as modified during these negotiations and/or except for such technical matters as date changes, all other provisions of the September 1, 2020 – August 31, 2023 Contract shall be carried over intact into the successor Contract.

4. Salaries and Classifications (Article VI, p. 5 and Appendix A-6, p. 34)

A. The following base salary increases shall take effect on the NESAs Salary Schedules as follows:

September 1, 2023	All Steps	2.5%
September 1, 2024	All Steps	2.5%
September 1, 2025	All Steps	3.0%
September 1, 2026	All Steps	3.25%
March 1, 2027	All Steps	.75%

B. Section 1(D) shall be amended to provide that Step Increases shall be implemented as follows:

1. December 1, 2024
2. November 1, 2025
3. October 1, 2026
4. September 1 (as of August 31, 2027)

C. Section 3(b), regarding initial placement on the Salary Schedule, shall be amended as follows:

<u>Existing</u>	<u>New</u>
0-3 years, Step 1	0-2 years, Step 1
4-6 years, Step 2	3-5 years, Step 2
7+ years, Step 3	6+ years, Step 3

D. Longevity. The Longevity Scale that is set forth in Section 11 (p. 8) shall be amended by increasing the 25 Years of Service increment from \$2,450 to \$3,300.

E. A new Section 12 shall be added to Article VI stating as follows:

Effective September 1, 2024, NESAs Members shall be paid in twenty-four (24) equal installments from September 1 – August 31. NESAs Members shall have the option of receiving their July and August paychecks in one (1) lump sum check to be paid on or before June 30.

F. Mentoring Program. A new Section 13 shall be added for a Mentoring Program on the following terms:

1. One Mentor each for NNHS, NSHS, Middle School Level, Elementary Level and Ed Center.
2. The Mentor will be assigned to mentor 1st and 2nd year NESAs Members by location as per #1.
3. Selection of Mentors shall be by mutual agreement between the NESAs President and Human Resources.
4. Mentors shall be compensated with an annual stipend which shall be computed based upon two and one-half (2.50) times the daily rate of a 12 Month Secretary at Grade 1, Step 1.
5. Mentors shall meet monthly with Mentee and shall be available for additional communication or meetings as necessary.

5. Days and Hours of Work (Article VII, p. 8)

Section 2 shall be amended to specify that the last day of school for students shall be a full day of work for NESAs Members and that the following day shall be a half day of work for NESAs Members.

6. Holidays (Article VIII, p. 11)

Juneteenth shall be added to the list of paid Holidays in Section 1.

7. Vacation (Article IX, p. 12)

- A. As a matter of clarification, Section 1 shall be deleted and replaced with the following:

Section 1. All full-time employees employed on a twelve-month basis shall, ~~after eleven months of service, be entitled to an annual vacation of~~ **earn** four (4) weeks **of vacation days annually**. In cases of employment ~~for~~ **of** less than ~~eleven months~~ **one (1) year**, the vacation ~~period~~ **days** will be pro-rated. All part-time employees paid on a twelve-month basis shall, ~~after eleven months of service, be entitled to an annual vacation of~~ **earn** four (4) weeks **of vacation days annually** prorated ~~to his/her~~ **by their** FTE.

~~After five years of service, all such part-time employees shall be entitled to an annual vacation of three (3) weeks.~~ Vacation days will be given annually on September 1st.

- B. Section 3 shall be amended to read as follows:

In the three major school vacation periods, the twelve-month employees shall have a total of six (6) days off with pay. The six days are in addition to any paid holiday or religious days listed in Article VIII, Sections 1 and 3 of this Agreement. The arrangement of vacation days for secretaries must fit the work demands of the particular office as determined by the principal or division head. Ordinarily, the six days are to be taken during the time of the major school vacation periods. However, if deemed necessary by the principal or the division head, the vacation days may be postponed to later in the year. With the prior approval of the employee's supervisor, which shall not be unreasonably denied, NESAs may work remotely during December, February and April breaks when schools are closed. All work week/work day requirements stated in this Agreement remain in place for employees working remotely.

8. Sick Leave (Article X, p. 13)

- A. Family Sick Leave, Section 5, shall be amended to read as follows:

Sick leave is intended to cover the employee's own incapacitation due to sickness or injury, except that an employee covered by this Agreement may use up to ~~eleven (11)~~ **fourteen (14)** sick days annually for an immediate family member's illness or injury.

- B. Section 6, which reads as follows, shall be deleted and the remaining Sections shall be renumbered:

Once a year, on or before September 30, each employee will be furnished information showing the employee's sick leave accumulation.

- C. Sick Leave Bank Section 10. Section 10(e) shall be amended to read as follows:

Upon completion of the said ten (10) day period, the period of entitlement may be extended by the Sick Leave Bank Committee for up to ten (10) more days upon demonstration of need by the applicant. This process may be repeated as often as is necessary provided that the applicant is able to demonstrate her/his continued need to the satisfaction of the Sick Leave Bank Committee upon completion of each ten-day period **and provided further that an employee who is eligible to apply to the Sick Leave Bank is eligible to apply for up to twice the amount of sick days that the employee had as of September 1 of the current school year, up to a maximum of sixty (60) Sick Bank days a year.**

- D. Sick Leave BuyBack, Section 12. The two thousand five hundred dollar (\$2,500) Sick Leave Buyback maximum shall be increased to three thousand dollars (\$3,000).
9. Parental Leave (Article XII, p. 16). Article XII shall be renamed to Parental Leave and shall be deleted in its entirety and replaced with the following:
1. Effective for leaves commencing on or after March 1, 2024, increase the total number of days of the current parental leave policy to sixty (60) working (FMLA) days.
 2. Effective for leaves commencing on or after March 1, 2024, increase the number of parental leave days paid by the district to twenty (20).
 3. Effective September 1, 2023, parental leave must be taken within twelve (12) months after the birth or placement of a child.
 4. After the first twenty (20) days paid by the District, employees may utilize their eligible accrued time to be paid for the remaining days up to the maximum of sixty (60) days.
 5. For employees that have forty-five (45) eligible accrued days or less, employees may exhaust their own eligible accrued days or reserve up to five (5) of their own personal illness days at their sole discretion and select one of the following options after utilizing the days paid by the District and utilizing all but 5 or less of their own personal illness days:
 - i. Remain out of work for half of the balance of the remaining balance of the sixty (60) days at the rate of one hundred percent (100%) of the employee's daily rate; or

- ii. Remain out of work for the balance of the sixty (60) days with pay at the rate of fifty percent (50%) of the employee's daily rate
- iii. Return to work.

10. Health Insurance (Article XIV, p. 17). The following changes shall be made in Section 5:

Starting on July 1, 2024

- PPO/OOA: Employees hired on or after February 1, 2024, who utilize a PPO plan will pay 48% of the premiums and NPS will pay 52% of the premiums. (NPS will continue to maintain the current premium contribution rates for employees hired prior to February 1, 2024 for the duration of their NPS career.)
- Urgent Care Copay: Increase Urgent Care Copay from \$10 per visit to \$20 per visit.
- Retail Care Copay: Increase Retail Care Copay by \$5 per visit to \$20 per visit.

11. Transfers and Promotions (Article XV, p. 18)

Article XV shall be amended as follows:

ARTICLE XV
TRANSFERS, VACANCIES AND PROMOTIONS

Section 1. Employees who are interested in **applying to or** transferring to a different position within ~~their classification~~ **NESA's Bargaining Unit** shall submit an application for the position on Applitrack or the applicable on-line application system that is being utilized by the School Department. The employee who submits such an application shall be given every consideration as a candidate for the position, **including, but not limited to, an interview.** Where possible and practicable, consideration will be given to seniority in filling the position.

Section 2. A. Whenever a position covered by this Agreement that the Employer intends to fill becomes vacant, a notice of vacancy shall be ~~distributed to the NESA Vacancy Chair who shall then notify all NESA members sent to the NESA President and Vacancy Chairperson in order to notify NESA of the posting.~~ **Each**

~~applicant shall discuss the position with the principal or division head concerned or with the Office of Human Resources and shall be given eerie consideration as a candidate for the position.~~

B. The posting for vacant positions shall specify the date the position is available and a closing date.

~~The following timetable shall be established for filling vacancies within the secretarial bargaining unit in the Newton Public Schools:~~

~~1. Vacancies the Employer intends to fill shall be posted within three (3) weeks after the Employer officially (in writing) becomes aware of the vacancy if the position either becomes immediately vacant or is expected to become vacant within the next three (3) months. In cases where the Employer has more than three (3) months' notice of a vacancy, the process of filling the vacancy will begin no later than three (3) months before the expected vacancy date. The Association president will be notified within two weeks if the Employer does not intend to fill the vacancy.~~

~~2. Internal applicants will have two weeks from the date of the posting to apply for a voluntary transfer to the position.~~

~~3. The process of interviewing internal applicants and/or checking their qualifications will normally take no more than four (4) weeks from the application deadline.~~

~~4. If the internal applicant is to be awarded the position, she/he shall be notified within one week after completion of the interview/qualifications checking process described in Paragraph 3 above.~~

C. The parties acknowledge that bargaining unit members should be able to apply for any posted vacancy in confidence. To achieve this objective, the Administration shall make a good faith effort to restrict access to these applications to the appropriate Principal or Hiring Supervisor.

- D. All tests for vacant positions shall be relevant to the positions for which such tests are given. The Committee will make training classes in systems that are used in the School District available to interested secretaries in the bargaining unit in order to give them an opportunity to become proficient in the use of systems that may be part of the testing for any future vacancies. NESAs will be given an opportunity to provide input into the content and scheduling of such training classes.
- E. Any employee who is transferred to another position within her/his classification shall not be required to serve in her/his new position on a probationary basis. Any employee who applies for a vacancy but is not transferred to it shall remain in her/his present position.

~~F. All existing by pass letters shall be removed from the employees' personnel files.~~

Section 3. Employees who are granted leaves of absence shall retain their classification and salary grade. If the Employer decides to fill the employee's position during her/his leave of absence, it shall be filled by a transfer or promotion as provided for herein, and if it cannot be filled by transfer or promotion, then by the hiring of a new employee.

Section 4. No employee shall be transferred without requesting it unless she/he has first been given two (2) weeks' written notice and an opportunity to discuss it with the Director of Human Resources.

~~Section 5. The Employer shall supply the Association with a copy of each regular docket of the School Committee in order to show transfers, vacancies, appointments and terminations.~~

Section 6. Any employee who is promoted and who is found during her/his promotional probationary period of six months to be unable to fulfill the requirements of the promotional position shall be allowed to return to her/his former position within her/his former classification; if there is no such vacancy at the time, she/he will be offered the first vacancy that develops within that classification.

12. Miscellaneous Working Conditions (Article XVI, p. 20)

A. Section 7, Professional Development, shall be amended to read as follows:

~~A Joint Committee will be created to review the existing provisions for Professional Development. NESAs members will be surveyed annually to determine Professional Development training to inform the training that NPS will offer. From the list of offerings, NESAs leadership will have the opportunity to identify training not currently offered by NPS in an amount not to exceed three thousand dollars (\$3,000) annually~~ with the goal of establishing a system that provides all Members of NESAs Bargaining Unit with the opportunity for meaningful Professional Development. ~~such as, but not limited to, the scheduling of early release days for Professional Development. This Joint Committee shall provide recommendations to NESAs and the School Committee for review and implementation upon mutual agreement no later than June 30, 2020 for implementation as of the start of the 2020 – 2021 school year. In addition, this Joint Committee shall remain intact as a Standing Joint Committee to address any issues that may arise and provide NESAs and the School Committee with further recommendations for implementation of this provision upon mutual agreement.~~

~~This Joint Committee shall provide recommendations to NESAs and the School Committee for review and implementation upon mutual agreement no later than June 30, 2020 for implementation as of the start of the 2020 – 2021 school year. In addition, this Joint Committee shall remain intact as a Standing Joint Committee to address any issues that may arise and provide NESAs and the School Committee with further recommendations for implementation of this provision upon mutual agreement.~~

~~The sum of three thousand dollars (\$3,000) shall be budgeted each year for professional development and/or for a tuition reimbursement program for secretaries pursuant to which members of the bargaining unit shall be reimbursed for up to two (2) courses or workshops per year in subjects that are reasonably related to their personal or professional growth, or for work related books. The maximum amount a bargaining unit member can~~

~~be reimbursed is \$600 per year. The attached Tuition Reimbursement Form shall be utilized so that Members can access this benefit.~~

NPS will offer NESAs members with varied training (virtual, in-person, coursework) related to their work responsibilities including but not limited to;

- Google Suite Training
- Training in NPS Time and Attendance platform
- Training in NPS Applicant Tracking System
- Customer Service Training
- Conflict Management
- Emergency Management
- Diversity & Inclusion
- Student Safety
- Basic Bookkeeping

~~1. The parties will be contacting Newton Community Education in order to make arrangements for certain agreed upon professional development to be offered to NESAs Members on a voluntary basis during normal their regular work Hours.~~

2. Any NESAs Members who attend such professional development during ~~normal~~ regular work hours shall not receive any additional compensation but shall be excused from their regular duties without loss of leave or Compensation.

~~3. In the event that Newton Community Education is unable to offer~~
If a NESAs Member attends or completes professional development outside of ~~-during normal~~ regular working hours, ~~they NESAs Members who attend such professional development on non-working hours~~ shall be compensated for such attendance at their applicable contractual hourly rate.

4. In the event that NESAs and the Committee agree to utilize another means to conduct ~~the professional development at issue instead of Newton Community Education~~ (such as another **NPS** employee ~~of the~~

~~Committee~~ or an outside vendor), the above provisions regarding compensation shall be equally applicable.

5. However, should a NESAs Member voluntarily elect to attend professional development, courses or workshops **pre approved by direct supervisor in support of their work responsibilities** during non-working hours that have not been specifically arranged by NESAs and the Committee, they shall be eligible for the **six hundred dollar** (\$600) reimbursement from the **three thousand dollar (\$3,000) pool** to cover the cost of said professional development, courses or workshops but they shall not be entitled to receive any compensation for their attendance. **The total amount used to reimburse NESAs members for professional improvement courses and training will be three thousand dollars (\$3,000) per year. If the total amount is insufficient to fulfill all reimbursement requests, the requests will be divided evenly among those submitting for reimbursement.**

Current online courses and trainings available through NPS:

K12 Course Catalog (5).pdf

- B. **Section 8, Tuition Free Attendance.** Section 8 shall be deleted and replaced with the following:

Children of Non-Resident NESAs Members Attending Newton Public Schools

A member employed by the Newton Public Schools who is not a resident of the City of Newton will have the option of having their child(ren) who resides in the member's residence, and for whom they have legal guardianship, attend in one of the elementary, middle, or high schools in the Newton Public Schools, on a space available basis, which means the availability of space in a classroom. Once a child is accepted for enrollment, and so long as the member remains employed by the Newton Public Schools, and the child resides with the member, the child shall be allowed to attend Newton Public Schools through grade 12 subject to the rules and regulations that apply to students who reside in Newton.

Reasonable efforts will be made to place siblings in the same school if the member so requests.

Non-resident students requiring an out-of-district placement under Massachusetts or Federal special education law will be referred back to the school district of the student's residence and all rights and costs regarding such placements shall remain the obligation of the school district of actual residence. The benefit provided under this Article does not obligate the Newton Public Schools to pay out-of-district tuition costs for non-resident members' children attending the Newton Public Schools under this Article. The Newton Public Schools will work with the school district of the student's residence with a goal of providing a smooth transition.

It is further understood and agreed that if a child(ren) of a non-resident member is approved to attend the Newton Public Schools, such attendance shall not be grounds for a grievance concerning workload and/or class size, nor shall such attendance be calculated as part of teacher load and/or class size in cases of such grievances.

If and when the School Committee authorizes School Choice, non-resident employees whose children attend the Newton Public Schools under this provision shall apply for available School Choice seats. The failure to obtain a School Choice seat shall not prevent the employee from continuing to utilize the benefit provided in this section.

- C. Section 10, Evaluation Procedure. Replace the dates of the Joint Committee for Evaluation provisions as follows:
- June 30, 2024 to replace June 30, 2020
 - 2024-2025 school year to replace 2020-2021 school year
- D. Security, Section 11. Replace the dates of the Joint Committee for Security provisions as follows:
- June 30, 2024 to replace June 30, 2020
 - 2024-2025 school year to replace 2020-2021 school year

- E. Notice of Retirement. For consistency with other Bargaining Units, a new Section 13 shall be added to provide as follows:

NESA Members who give notice of retirement at least four (4) months prior to their last day of work shall be awarded an incentive payment of five hundred dollars (\$500).

The foregoing Agreement is made, subject to ratification by the School Committee and NESAs.

Signed in the City of Newton on this ____ day of March, 2024.

NEWTON SCHOOL COMMITTEE

**NEWTON EDUCATIONAL
SECRETARIES ASSOCIATION**

Christopher Brezski, Chairperson

Doreen Vaglica, President

Linda Anderson, PPC

Susan Carbone, PPC

Kristen Correia, PPC

Debbie Megrian, PPC

Cheryl Stover, PPC

NEWTON PUBLIC SCHOOLS
NEWTON EDUCATIONAL SECRETARIES ASSOCIATION

3/10/2024

NESA Salary Schedules - Effective March 1, 2023					
0.3% COLA Increase					
12 Month Annual Employees - 260 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	48,937.00	51,340.00	53,861.00	56,506.00	59,287.00
2	51,182.00	53,694.00	56,331.00	59,101.00	62,007.00
3	53,518.00	56,149.00	58,912.00	61,812.00	64,857.00
4	55,622.00	58,358.00	61,230.00	64,247.00	67,415.00
5	57,410.00	60,235.00	63,201.00	66,314.00	69,587.00
6	59,135.00	62,045.00	65,100.00	68,308.00	71,678.00
7	61,689.00	64,722.00	67,910.00	71,259.00	74,774.00
8	63,868.00	67,009.00	70,310.00	73,778.00	77,417.00
10 Month Annual Employees - 216 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	40,655.00	42,652.00	44,746.00	46,943.00	49,254.00
2	42,520.00	44,607.00	46,798.00	49,099.00	51,514.00
3	44,461.00	46,647.00	48,942.00	51,352.00	53,881.00
4	46,209.00	48,482.00	50,868.00	53,374.00	56,006.00
5	47,694.00	50,041.00	52,505.00	55,092.00	57,811.00
6	49,128.00	51,545.00	54,083.00	56,748.00	59,548.00
7	51,249.00	53,769.00	56,418.00	59,200.00	62,120.00
8	53,060.00	55,669.00	58,411.00	61,292.00	64,316.00
Elementary Executive Annual - 221 Days					
Step	Grade 4a				
1	49,613.00				
2	51,889.00				
3	54,269.00				
4	56,408.00				
5	58,224.00				
6	59,975.00				
7	62,564.00				
8	64,777.00				

NEWTON PUBLIC SCHOOLS
NEWTON EDUCATIONAL SECRETARIES ASSOCIATION

3/10/2024

NESA Salary Schedules - Effective September 1, 2023					
2.5% COLA Increase					
12 Month Annual Employees - 260 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	50,160.00	52,624.00	55,208.00	57,919.00	60,769.00
2	52,462.00	55,036.00	57,739.00	60,579.00	63,557.00
3	54,856.00	57,553.00	60,385.00	63,357.00	66,478.00
4	57,013.00	59,817.00	62,761.00	65,853.00	69,100.00
5	58,845.00	61,741.00	64,781.00	67,972.00	71,327.00
6	60,613.00	63,596.00	66,728.00	70,016.00	73,470.00
7	63,231.00	66,340.00	69,608.00	73,040.00	76,643.00
8	65,465.00	68,684.00	72,068.00	75,622.00	79,352.00
10 Month Annual Employees - 216 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	41,671.00	43,718.00	45,865.00	48,117.00	50,485.00
2	43,584.00	45,722.00	47,968.00	50,327.00	52,801.00
3	45,573.00	47,813.00	50,166.00	52,635.00	55,228.00
4	47,365.00	49,694.00	52,140.00	54,709.00	57,406.00
5	48,887.00	51,293.00	53,818.00	56,469.00	59,256.00
6	50,355.00	52,834.00	55,436.00	58,167.00	61,037.00
7	52,530.00	55,113.00	57,828.00	60,679.00	63,673.00
8	54,386.00	57,061.00	59,872.00	62,824.00	65,923.00
Elementary Executive Annual - 221 Days					
Step	Grade 4a				
1	50,853.00				
2	53,186.00				
3	55,626.00				
4	57,818.00				
5	59,680.00				
6	61,474.00				
7	64,128.00				
8	66,396.00				

NEWTON PUBLIC SCHOOLS
NEWTON EDUCATIONAL SECRETARIES ASSOCIATION

3/10/2024

NESA Salary Schedules - Effective September 1, 2024					
2.5% COLA Increase					
12 Month Annual Employees - 260 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	51,414.00	53,940.00	56,588.00	59,367.00	62,288.00
2	53,774.00	56,412.00	59,182.00	62,093.00	65,146.00
3	56,227.00	58,992.00	61,895.00	64,941.00	68,140.00
4	58,438.00	61,312.00	64,330.00	67,499.00	70,828.00
5	60,316.00	63,285.00	66,401.00	69,671.00	73,110.00
6	62,128.00	65,186.00	68,396.00	71,766.00	75,307.00
7	64,812.00	67,999.00	71,348.00	74,866.00	78,559.00
8	67,102.00	70,401.00	73,870.00	77,513.00	81,336.00
10 Month Annual Employees - 216 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	42,713.00	44,812.00	47,012.00	49,320.00	51,747.00
2	44,674.00	46,865.00	49,167.00	51,585.00	54,121.00
3	46,712.00	49,009.00	51,420.00	53,951.00	56,609.00
4	48,548.00	50,936.00	53,443.00	56,076.00	58,842.00
5	50,109.00	52,575.00	55,164.00	57,881.00	60,738.00
6	51,614.00	54,155.00	56,821.00	59,621.00	62,563.00
7	53,844.00	56,491.00	59,274.00	62,196.00	65,264.00
8	55,746.00	58,487.00	61,369.00	64,395.00	67,571.00
Elementary Executive Annual - 221 Days					
Step	Grade 4a				
1	52,124.00				
2	54,516.00				
3	57,017.00				
4	59,263.00				
5	61,172.00				
6	63,011.00				
7	65,731.00				
8	68,056.00				

NEWTON PUBLIC SCHOOLS
NEWTON EDUCATIONAL SECRETARIES ASSOCIATION

3/10/2024

NESA Salary Schedules - Effective September 1, 2025					
3.0% COLA Increase					
12 Month Annual Employees - 260 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	52,956.00	55,558.00	58,286.00	61,148.00	64,157.00
2	55,387.00	58,104.00	60,957.00	63,956.00	67,100.00
3	57,914.00	60,762.00	63,752.00	66,889.00	70,184.00
4	60,191.00	63,151.00	66,260.00	69,524.00	72,953.00
5	62,125.00	65,184.00	68,393.00	71,761.00	75,303.00
6	63,992.00	67,142.00	70,448.00	73,919.00	77,566.00
7	66,756.00	70,039.00	73,488.00	77,112.00	80,916.00
8	69,115.00	72,513.00	76,086.00	79,838.00	83,776.00
10 Month Annual Employees - 216 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	43,994.00	46,156.00	48,422.00	50,800.00	53,300.00
2	46,014.00	48,271.00	50,641.00	53,133.00	55,745.00
3	48,113.00	50,479.00	52,963.00	55,569.00	58,307.00
4	50,005.00	52,464.00	55,047.00	57,758.00	60,607.00
5	51,612.00	54,153.00	56,819.00	59,617.00	62,559.00
6	53,163.00	55,780.00	58,526.00	61,410.00	64,439.00
7	55,459.00	58,186.00	61,052.00	64,062.00	67,223.00
8	57,419.00	60,242.00	63,210.00	66,327.00	69,599.00
Elementary Executive Annual - 221 Days					
Step	Grade 4a				
1	53,688.00				
2	56,151.00				
3	58,728.00				
4	61,041.00				
5	63,007.00				
6	64,901.00				
7	67,703.00				
8	70,098.00				

NEWTON PUBLIC SCHOOLS
NEWTON EDUCATIONAL SECRETARIES ASSOCIATION

3/10/2024

NESA Salary Schedules - Effective September 1, 2026					
3.25% COLA Increase					
12 Month Annual Employees - 260 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	54,677.00	57,364.00	60,180.00	63,135.00	66,242.00
2	57,187.00	59,992.00	62,938.00	66,035.00	69,281.00
3	59,796.00	62,737.00	65,824.00	69,063.00	72,465.00
4	62,147.00	65,203.00	68,413.00	71,784.00	75,324.00
5	64,144.00	67,302.00	70,616.00	74,093.00	77,750.00
6	66,072.00	69,324.00	72,738.00	76,321.00	80,087.00
7	68,926.00	72,315.00	75,876.00	79,618.00	83,546.00
8	71,361.00	74,870.00	78,559.00	82,433.00	86,499.00
10 Month Annual Employees - 216 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	45,424.00	47,656.00	49,996.00	52,451.00	55,032.00
2	47,509.00	49,840.00	52,287.00	54,860.00	57,557.00
3	49,677.00	52,120.00	54,685.00	57,375.00	60,202.00
4	51,630.00	54,169.00	56,835.00	59,636.00	62,577.00
5	53,289.00	55,912.00	58,666.00	61,554.00	64,592.00
6	54,891.00	57,592.00	60,428.00	63,405.00	66,534.00
7	57,262.00	60,077.00	63,035.00	66,144.00	69,407.00
8	59,285.00	62,200.00	65,264.00	68,483.00	71,861.00
Elementary Executive Annual - 221 Days					
Step	Grade 4a				
1	55,433.00				
2	57,976.00				
3	60,637.00				
4	63,025.00				
5	65,055.00				
6	67,010.00				
7	69,903.00				
8	72,376.00				

NEWTON PUBLIC SCHOOLS
NEWTON EDUCATIONAL SECRETARIES ASSOCIATION

3/10/2024

NESA Salary Schedules - Effective March 1, 2027					
0.75% COLA Increase					
12 Month Annual Employees - 260 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	55,087.00	57,794.00	60,631.00	63,609.00	66,739.00
2	57,616.00	60,442.00	63,410.00	66,530.00	69,801.00
3	60,244.00	63,208.00	66,318.00	69,581.00	73,008.00
4	62,613.00	65,692.00	68,926.00	72,322.00	75,889.00
5	64,625.00	67,807.00	71,146.00	74,649.00	78,333.00
6	66,568.00	69,844.00	73,284.00	76,893.00	80,688.00
7	69,443.00	72,857.00	76,445.00	80,215.00	84,173.00
8	71,896.00	75,432.00	79,148.00	83,051.00	87,148.00
10 Month Annual Employees - 216 Days					
Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	45,765.00	48,013.00	50,370.00	52,844.00	55,445.00
2	47,866.00	50,213.00	52,679.00	55,271.00	57,989.00
3	50,049.00	52,511.00	55,095.00	57,806.00	60,653.00
4	52,017.00	54,575.00	57,262.00	60,083.00	63,046.00
5	53,688.00	56,332.00	59,106.00	62,016.00	65,077.00
6	55,303.00	58,024.00	60,882.00	63,880.00	67,033.00
7	57,691.00	60,527.00	63,508.00	66,640.00	69,928.00
8	59,729.00	62,667.00	65,754.00	68,996.00	72,400.00
Elementary Executive Annual - 221 Days					
Step	Grade 4a				
1	55,849.00				
2	58,411.00				
3	61,092.00				
4	63,498.00				
5	65,543.00				
6	67,513.00				
7	70,427.00				
8	72,919.00				