

2. Effective July 1, 2016, the 2016-17 salary guides in the following sections shall be implemented. All salary increases reflected therein are inclusive of increment. This increase adjustment shall be on base and pensionable. To be eligible for an increase and any earned longevity for this year, the employee must be a permanent full-time employee in the NTU Bargaining Unit and on the NPS payroll as of April 26, 2017.

3. Effective July 1, 2017, the 2017-18 salary guides in the following sections shall be implemented. All salary increases reflected therein are inclusive of increment. This increase adjustment shall be on base and pensionable. To be eligible for an increase and any earned longevity for this year, the employee must be a permanent full-time employee in the NTU Bargaining Unit and on the NPS payroll during the 2017-18 school year.

4. Effective July 1, 2018, the 2018-19 salary guides in the following sections shall be implemented. All salary increases reflected therein are inclusive of increment. This increase adjustment shall be on base and pensionable. To be eligible for an increase and any earned longevity for this year, the employee must be a permanent full-time employee in the NTU Bargaining Unit and on the NPS payroll during the 2018-19 school year.

**C. UNIVERSAL SALARY GUIDE**

All new hires shall be compensated according to the universal salary scale as provided below:

<b>2015-16</b>		<b>2016-17</b>		<b>2017-18</b>		<b>2018-19</b>	
1	51,250	1	51,500	1	52,250	1	53,000
2	51,722	2	52,110	2	52,892	2	53,600
3	52,144	3	52,535	3	53,323	3	54,200
4	52,983	4	53,380	4	54,181	4	55,000
5	54,571	5	54,980	5	55,805	5	56,363
6	55,600	6	56,017	6	56,857	6	57,426
7	56,954	7	57,381	7	58,242	7+8	59,684
8	57,786	8	58,219	8	59,093		
9	59,167	9	59,611	9	60,505	9	61,110
10	60,792	10	61,248	10	62,167	10	62,788
11	61,856	11	62,320	11	63,255	11	63,887
12	62,713	12	63,774	12	64,848	12	65,550
13	67,243	13	66,111	13	68,109	13	69,154
14	71,710	14	70,628	14	71,744	14	73,283
15	76,210	15	75,109	15	76,251	15	77,000
16	80,710	16	80,007	16	81,327	16	82,000
17	86,182	17	84,519	17	86,003	17	87,000
17a	90,710	17a	89,525	17a	90,517	18	91,266
18	94,031	18	94,531	18	95,031	18*	95,531

*\*For 2018-19, there are only 18 steps. The steps will be relabeled starting with the subsequent contract but everyone will move through their steps according to the terms of the contract.*

**Traditional Salary Guide – Master’s Degree**

Those teachers who did not move to the Universal Scale in 2012 and who remained on the Traditional Guide scales will be paid as follows, subject to the same payment restrictions based on annual summative rating as described above:

2015-16		2016-17		2017-18		2018-19	
1	N/A*	1	N/A*	1	N/A*	1	N/A*
2	51,710	2	52,098	2	52,879	2	53,408
3	52,983	3	53,380	3	54,181	3	54,723
4	53,498	4	53,899	4	54,708	4	55,255
5	54,013	5	54,418	5	55,234	5	55,787
6	54,528	6	54,937	6	55,761	6	56,319
7	55,300	7	55,715	7	56,550	7	57,116
8	56,083	8	56,504	8	57,351	8	57,925
9	56,845	9	57,271	9	58,130	9	58,712
10	58,366	10	58,804	10	59,686	10	60,283
11	59,278	11	59,723	11	60,618	11	61,225
12	61,910	12	62,756	12	64,545	12	65,618
13	68,470	13	67,277	13	70,102	13	71,864
14	75,710	14	74,427	14	76,711	14	79,131
15	83,710	15	80,749	15	82,571	15	84,613
16	88,710	16	87,501	16	88,662	16	89,934
17	93,754	17	94,254	17	94,754	17	95,254

*\*Note: N/A indicates that there is no more first step on this guide, as no one can select this guide anymore.*

**Traditional Guide – Master’s Degree Non-Pensionable Stipends**

2015-16		2016-17		2017-18		2018-19	
1	-	1	-	1	-	1	-
2	-	2	-	2	-	2	-
3	-	3	-	3	-	3	-
4	900	4	900	4	-	4	-
5	900	5	900	5	-	5	-
6	900	6	900	6	-	6	-
7	900	7	900	7	-	7	-
8	1,000	8	1,000	8	-	8	-
9	1,000	9	1,000	9	-	9	-
10	1,000	10	1,000	10	-	10	-

11	1,000	11	1,000	11	-	11	-
12	-	12	-	12	-	12	-
13	-	13	-	13	-	13	-
14	-	14	-	14	-	14	-
15	-	15	-	15	-	15	-
16	500	16	500	16	-	16	-

Traditional Salary Guide – PhD

2015-16		2016-17		2017-18		2018-19	
1	*N/A	1	*N/A	1	*N/A	1	*N/A
2	53,710	2	54,113	2	54,925	2	55,474
3	55,433	3	55,849	3	56,686	3	57,253
4	56,465	4	56,888	4	57,742	4	58,319
5	57,498	5	57,929	5	58,798	5	59,386
6	57,997	6	58,432	6	59,308	6	59,902
7	58,360	7	58,798	7	59,680	7	60,276
8	58,722	8	59,162	8	60,050	8	60,650
9	59,188	9	59,632	9	60,526	9	61,132
10	60,380	10	60,833	10	61,745	10	62,363
11	61,738	11	62,201	11	63,134	11	63,765
12	63,950	12	65,330	12	67,180	12	68,290
13	71,210	13	68,891	13	71,732	13	73,354
14	76,710	14	76,454	14	77,956	14	80,320
15	84,710	15	82,159	15	84,582	15	86,387
16	90,710	16	89,499	16	90,960	16	92,113
17	96,339	17	96,839	17	97,339	17	97,839

*Note: N/A indicates that there is no more first step on this guide, as no one can select this guide anymore.*

Traditional Guide – PhD Non-Pensionable Stipends

2015-16		2016-17		2017-18		2018-19	
1	-	1	-	1	-	1	-
2	-	2	-	2	-	2	-
3	-	3	-	3	-	3	-
4	900	4	900	4	-	4	-
5	900	5	900	5	-	5	-
6	900	6	900	6	-	6	-
7	900	7	900	7	-	7	-
8	1,000	8	1,000	8	-	8	-
9	1,000	9	1,000	9	-	9	-

10	1,000	10	1,000	10	-	10	-
11	1,000	11	1,000	11	-	11	-
12	-	12	-	12	-	12	-
13	-	13	-	13	-	13	-
14	-	14	-	14	-	14	-
15	-	15	-	15	-	15	-
16	500	16	500	16	-	16	-

**D. REWARDS AND PERFORMANCE**

1. For the 2016-17 school year, the District will pay bonuses of \$5,000 to teachers rated highly effective on their annual summative evaluation who are on the Universal scale. These are one-time annual bonuses that are not part of base salary and are not pensionable.

For school years after 2016-17, if District funds are available, the District will continue to pay this \$5,000 non-pensionable bonus to teachers rated highly effective on their annual summative evaluation who are on the Universal Salary Guide. However, in the event that District funds are not available for this payment, the District will not make payment as referenced above. The District will notify NTU members by the start of the school year if the payment will not be available.

2. Upon completion of a district-approved program aligned to district priorities and Common Core State Standards the district will pay up to \$20,000
  - \$10,000 shall be received upon completion of the approved program and \$10,000 shall be received upon completing three (3) additional years of service to Newark Public Schools.
  - A consultative committee composed of representatives from Newark Public Schools, Union, City Administrator and Supervisor Association (CASA), higher education, and New Jersey Department of Education will make recommendations on program criteria to the Superintendent. The number of members from the District will equal the total number of members from Union and City Administrator and Supervisor Association.

**E. LONGEVITY**

Longevity increments shall be paid starting in the 15th, in the 20th, in the 25th and in the 30th year of permanent employment, which shall be active but does not have to be continuous; employment in other school districts or school systems is not to be counted for purposes of longevity.

NOTE: 15th year longevity (15th through 19th years) is non-cumulative; 20th, 25th and 30th are cumulative.

Employees hired after May 15, 2017 shall not be eligible for longevity during their career in the District.

The longevity amounts are as follows: