

**MEMORANDUM OF AGREEMENT  
(May 31, 2022)**

The following modification of the 2019-2024 collective negotiations agreement between the Newark Board of Education and the Newark Teachers Union is modified with respect to the Bachelor, Earned Master, Earned Doctorate, Legacy Master and Legacy Doctorate salary guides for the 2022-23 and 2023-24 school years as set forth below. This modification of the Agreement has been approved on behalf of the Newark Board of Education by the Superintendent of Schools and the Newark Board of Education negotiations team members whose signatures appear below, and by the Newark Teachers Union Executive Board as indicated by signatures of the President and the Newark Teachers Union Executive Board members whose signatures appear below.

All provisions of the 2019-2024 collective negotiation agreement between the parties continue in full force without modification.

Initial step placement on the salary guides and step advancement on the salary guides shall continue in accordance with Article XIV – Teacher Salary.

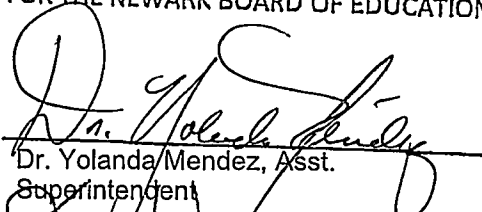
The new salary guides are as follows:

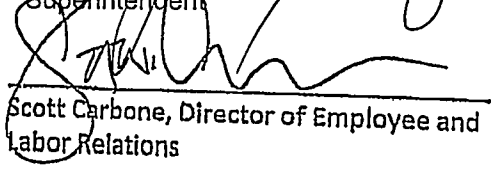
<b>2022-2023 SCHOOL YEAR</b>							
<b>STEP</b>	<b>BACHELOR</b>	<b>EARNED MASTER</b>	<b>EARNED DOCTOR</b>	<b>STEP</b>	<b>LEGACY MASTER</b>	<b>STEP</b>	<b>LEGACY DOCTOR</b>
1	62000	64000	66000				
2	62000	64000	66000				
3	62000	64000	66000				
4-5	62000	64000	66000				
6	62000	64000	66000				
7	62000	64000	66000				
8	62000	64000	66000				
9	64000	66000	68000			9	63250
10-11	65100	67100	69100			10	64500
12-13	66750	68750	70750	10-12	66200	11-12	69000
14	73783	75783	77783	13	72700	13	74100
15	77500	79500	81500	14	79800	14	81100
16	82500	84500	86500	15	85300	15	87100
17	87500	89500	91500	16	93035	16	95230
18	94275	96275	98275	17	100770	17	103360
19	101050	103050	105050				

2023-2024 SCHOOL YEAR

STEP	BACHELOR	EARNED MASTER	EARNED DOCTOR	STEP	LEGACY MASTER	STEP	LEGACY DOCTOR
1	62000	64000	66000				
2	62000	64000	66000				
3	62000	64000	66000				
4-5	62000	64000	66000				
6	62000	64000	66000				
7	62000	64000	66000				
8	63400	65400	67400				
9	64000	66000	68000				
10-11	66100	68100	70100			10	65000
12-13	67200	69200	71200			11	69500
14	71100	73100	75100	11-13	73200	12-13	74600
15	78000	80000	82000	14	80300	14	81600
16	83000	85000	87000	15	85800	15	87600
17	88000	90000	92000	16	94265	16	96460
18	95505	97505	99505	17	102300	17	104743
19	102010	104010	106010	18	103300	18	105743
20	103010	105010	107010				

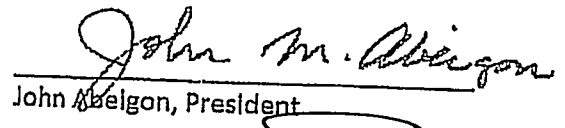
FOR THE NEWARK BOARD OF EDUCATION

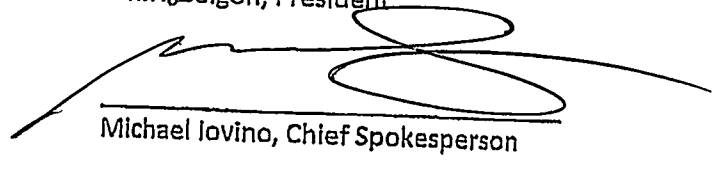
  
 Dr. Yolanda Mendez, Asst.  
 Superintendent

  
 Scott Carbone, Director of Employee and  
 Labor Relations

  
 Raymond A. Cassetta, Consultant

FOR THE NEWARK TEACHERS UNION

  
 John M. Abigon, President

  
 Michael Iovino, Chief Spokesperson

  
 Michael Maillaro, Director of Research  
 And Communications