



Agreement in Focus: Compensation

The NTU and NPS have agreed to a compensation system that recognizes and rewards experience and performance. This system will give most members an immediate payout, provide pay increases each year, and reward “Highly Effective” teachers with up to \$12,500 in bonuses every year above and beyond their base salary.

Depending on your current salary scale and step, you may receive the following types of compensation under this agreement:

- **Retroactive payment** to compensate you for valued work since the last contract expired.
- **Base salary or annual stipends**
 - The **new universal salary scale** has increased base salaries and opportunities to earn more earlier in your career and over the course of your lifetime.
 - MAs and PhDs who choose to remain on the current salary scales will receive **annual stipends** to increase your total annual compensation.
- **Transition bonuses** if you move to the new universal salary scale.
- **Annual rewards** for outstanding performance if you move to the new universal salary scale.

Retroactive Pay

We value your work over the last couple of years when you served without a contract, and we worked hard to ensure you are compensated accordingly. Upon ratification of the agreement, most teachers and CST members will receive a **one-time payment of \$3,500 to \$12,000**, depending on your current salary scale and step. Other NTU members will receive retroactive payments of \$1,000 to \$2,000. The average retroactive payment will be \$7,425.

New Universal Salary Scale

This agreement creates a new **universal salary scale** to replace the separate scales tied to academic degrees. The new compensation system will recognize both experience and performance and provide additional rewards for those who are our highest performers.

All teachers currently on the Bachelor’s degree scale will move to the new universal salary scale and receive a **one-time transition stipend of at least \$500**. Teachers who move to the universal scale may see an immediate raise of up to 12.4%, with average raises of about 3.5% each year they are rated “effective” or higher. All new teachers will automatically start on the new scale. Teachers currently on the Master’s or PhD scales will be able to choose whether or not you would like to move to the new universal salary scale or remain on your current scale (see below).

Many teachers will have the potential to earn significantly more during your careers under this new universal salary scale.

- **Earn more earlier in your career** – You could earn more across the first twelve steps of the new compensation system than is possible on your current scale.
- **Earn more at the top step** – You also will earn significantly more once you reach the top step than is possible under your current scale – \$93,321 rather than \$87,216 as a BA or \$90,982 as an MA.
- **Annual Rewards On Top of Base Salary** – In addition, you may earn up to \$12,500 in annual rewards above and beyond your annual salary if you are rated highly effective and work in a low-performing school or hard-to-staff subject. **This means that Newark’s most effective teachers may earn as much as \$106,000 in a single year!**

In fact, under the new system, a teacher who advances one step per year has the potential **to earn approximately \$100,000 more in total compensation** by the end of the seventh year under the new system compared to the current

system. If a teacher advances one step per year across all eighteen steps, the total earning potential under the new system will be over a quarter million dollars more for some teachers than if they remained on their current scales.

Choice for Teachers on MA or PhD Scales

Teachers currently on the MA or PhD scales – including teachers who applied for salary degree advancement by October 1, 2012 – may **choose to move to the new universal salary scale or remain on their current scale**. Once a teacher chooses a scale, that decision is binding for the rest of their NPS careers.

Moving to the New Universal Salary Scale

We designed transition stipends for individuals who choose to move to the new universal salary scale. Teachers on the PhD scale who elect to move to the new scale will receive a transition bonus of \$5,500. Senior teachers on steps 10-13 of the MA scale will receive up to \$10,500 for electing to move to the new salary scale.

Teachers who choose to move to the universal salary scale could earn up to \$12,500 in bonuses on the new scale (see below), meaning you **could earn significantly higher total compensation** than you might earn on your current scale.

Remaining on the Current Scale

The MA and PhD scales will be expanded from 14 to 16 steps over the course of the contract. Teachers who choose to remain on their current scale will progress up the steps if rated “effective” or “highly effective” on annual evaluation ratings and will earn annual stipends. They will not be eligible for annual rewards/bonuses.

Salary Steps Tied to Experience and Performance

All teachers – even those who remain on the Master’s or PhD scales – must earn an “Effective” or “Highly Effective” summative evaluation rating to advance on their salary scale. Teachers rated “Ineffective” or “Partially Effective” would not move to the next step at the end of the school year.

However, “Partially Effective” teachers who improve to “Effective” or “Highly Effective” the following year would move up a step and receive a one-time stipend worth 50% of the resulting raise.

Rewards for Outstanding Performance

Teachers on the universal salary scale who earn a “highly effective” summative evaluation rating would earn **up to \$12,500 in non-pensionable bonuses every year**:

- Up to \$5,000 for earning a “highly effective” rating
- Up to an additional \$5,000 for working in one of the district’s lowest-performing schools
- Up to an additional \$2,500 for teaching in a hard-to-staff subject area

Teachers who earn a lower rating or who choose to remain on the Master’s or PhD scales would not be eligible for bonuses.

Reward for Additional Education

Teachers on the new universal scale who complete an education program aligned to district priorities and Common Core standards would receive a one-time bonus of up to \$20,000: \$10,000 upon completion of the program and \$10,000 after completing three additional years of service in NPS.

Additional Notes

- Anything not covered in this overview (e.g., longevities) remains the same as in previous contracts.
- **Coming soon!** – We will soon have an online calculator available to help you understand how much you may earn as a result of this Tentative Agreement.