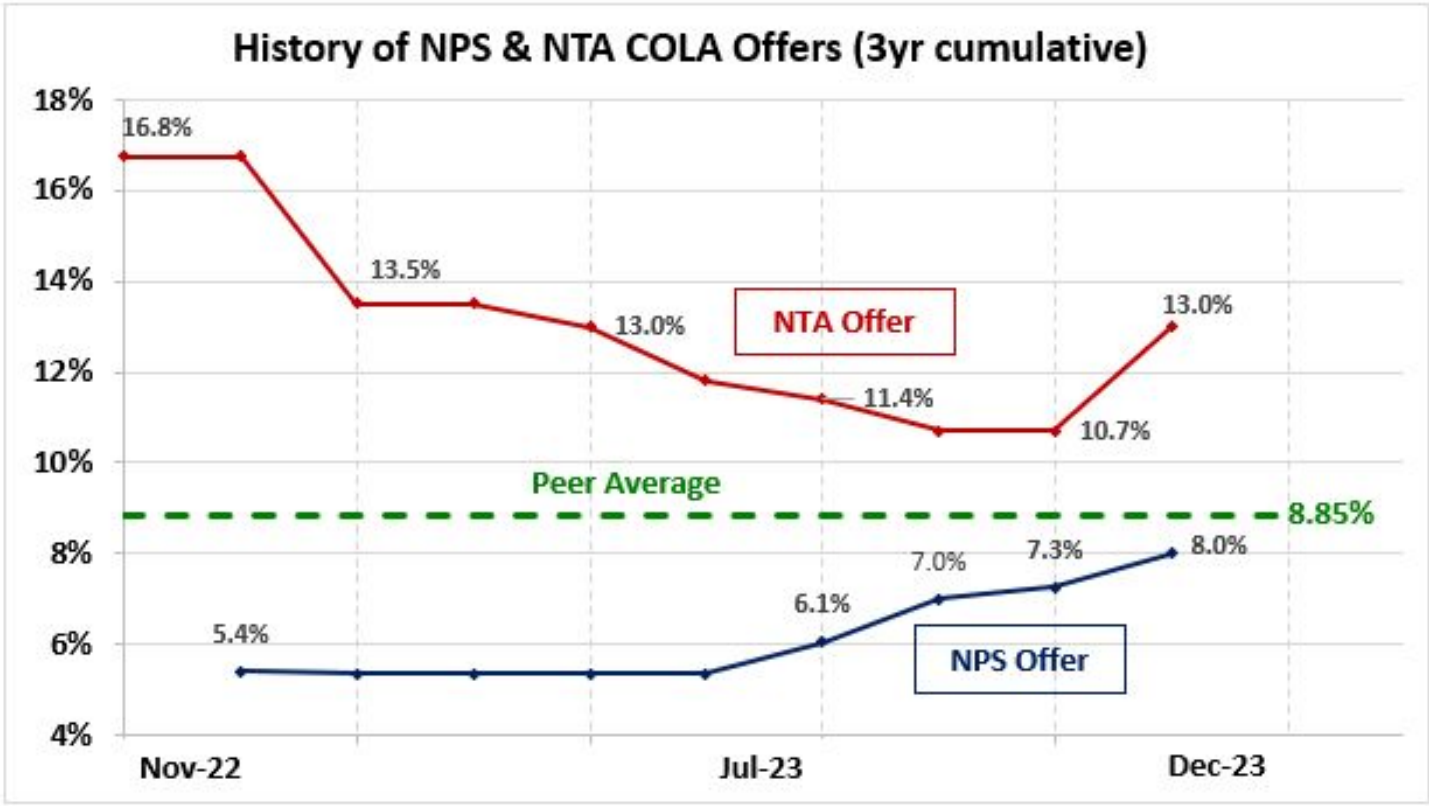
How Have Negotiations Evolved?

- While we are negotiating on several variables, cost of living adjustments (COLA's) has been front and center



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

Masters (step 1.0)	FY26(est)	Masters (top step)	FY26(est)	Masters (step 7.0)	FY26(est)	Highest Salary	FY26(est)
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.

Is NPS Competitive?

	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 C Salary: FY24			
Catergory 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	40 days	51 days	40 - 60 days
Paid Days By District	13 days	12 days	0 - 40 days
Paid from Sick Leave	27 days	33 days	0 - 60 days
Spouse Covered	Yes	89% Yes	n/a
Health Insurance			
Deductibe (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%

** Belmont, Brookline, Concord-Carlisle, Lexington, Lincoln-Sudbury, Wayland, Wellesley & Weston*

Impact of Inflation

