



Compensation Details: Other NTU Members

Other NTU Members (members not on the BA, MA, PhD, or CST scales) will:

- Receive a retroactive payment
- Remain on the current scale, which will include annual stipends

Other NTU Members are not eligible to move to the new universal salary scale and thus will not be eligible for transition bonuses or annual rewards.

How Much Will I Earn?

Salary Scale and Retroactive Payment

Use the tables on the following pages to identify what you would earn in annual compensation:

1. Find the table relevant to your position.
2. Find your current step in the left-hand column.
3. Read across to see your step, salary, supplemental stipend, and total compensation in each of the next three years.
4. Read the right-hand column to determine the amount you will receive in a retroactive payment.

Please note: The retroactive payment amounts assume that an individual educator has been working in Newark Public Schools since the expiration of the last contract. If you joined the NPS team within the last two years or changed pay scales during that time, your payment will be adapted accordingly.

For example, a 10-month school clerk currently on step 3 will earn:

- \$1,000 in retroactive payment
- \$36,813 in total compensation in school year 2012-13 (\$36,633 in base salary + \$180 in annual stipend)
- \$38,732 in total compensation in school year 2013-14 (\$38,352 in base salary + \$380 in annual stipend)
- \$41,229 in total compensation in school year 2014-15 (\$40,609 in base salary + \$620 in annual stipend)

Ten Month School Clerk and Clerk Typist

Current Step	Current Salary	SY2012-13				SY2013-14				SY2014-15				Retroactive Payment
		Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	
1	\$35,000	2	\$35,292	\$180	\$35,472	3	\$35,992	\$360	\$36,352	4	\$36,633	\$550	\$37,183	\$1,000
2	\$35,292	3	\$35,992	\$180	\$36,172	4	\$36,633	\$370	\$37,003	5	\$38,352	\$580	\$38,932	\$1,000
3	\$35,992	4	\$36,633	\$180	\$36,813	5	\$38,352	\$380	\$38,732	6	\$40,609	\$620	\$41,229	\$1,000
4	\$36,633	5	\$38,352	\$190	\$38,542	6	\$40,609	\$410	\$41,019	7	\$43,687	\$1,300	\$44,987	\$1,000
5	\$38,352	6	\$40,609	\$200	\$40,809	7	\$43,687	\$860	\$44,547	7	\$43,687	\$1,300	\$44,987	\$1,000
6	\$40,609	7	\$43,687	\$430	\$44,117	7	\$43,687	\$860	\$44,547	7	\$43,687	\$1,300	\$44,987	\$1,000
7	\$43,687	7	\$43,687	\$430	\$44,117	7	\$43,687	\$860	\$44,547	7	\$43,687	\$1,300	\$44,987	\$1,500

Annual Average % Increase:	3.91%	4.59%	5.26%
Average 3-year % Increase:			12.14%

Ten Month Senior School Clerk & Senior School Clerk Bilingual

Current Step	Current Salary	SY2012-13				SY2013-14				SY2014-15				Retroactive Payment
		Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	
1	\$35,480	2	\$36,480	\$180	\$36,660	3	\$37,480	\$380	\$37,860	4	\$39,480	\$600	\$40,080	\$1,000
2	\$36,480	3	\$37,480	\$190	\$37,670	4	\$39,480	\$400	\$39,880	5	\$40,480	\$610	\$41,090	\$1,000
3	\$37,480	4	\$39,480	\$200	\$39,680	5	\$40,480	\$410	\$40,890	6	\$41,480	\$630	\$42,110	\$1,000
4	\$39,480	5	\$40,480	\$200	\$40,680	6	\$41,480	\$420	\$41,900	7	\$44,017	\$1,310	\$45,327	\$1,000
5	\$40,480	6	\$41,480	\$210	\$41,690	7	\$44,017	\$870	\$44,887	7	\$44,017	\$1,310	\$45,327	\$1,000
6	\$41,480	7	\$44,017	\$430	\$44,447	7	\$44,017	\$870	\$44,887	7	\$44,017	\$1,310	\$45,327	\$1,000
7	\$44,017	7	\$44,017	\$430	\$44,447	7	\$44,017	\$870	\$44,887	7	\$44,017	\$1,310	\$45,327	\$1,500

Annual Average % Increase:	3.80%	4.20%	4.75%
Average 3-year % Increase:			11.00%

Ten Month Supervising School Clerk

Current Step	Current Salary	SY2012-13				SY2013-14				SY2014-15				Retroactive Payment
		Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	
1	\$37,882	2	\$38,698	\$190	\$38,888	3	\$39,566	\$400	\$39,966	4	\$40,483	\$610	\$41,093	\$1,000
2	\$38,698	3	\$39,566	\$200	\$39,766	4	\$40,483	\$410	\$40,893	5	\$41,503	\$630	\$42,133	\$1,000
3	\$39,566	4	\$40,483	\$200	\$40,683	5	\$41,503	\$420	\$41,923	6	\$42,537	\$640	\$43,177	\$1,000
4	\$40,483	5	\$41,503	\$210	\$41,713	6	\$42,537	\$430	\$42,967	7	\$44,396	\$1,320	\$45,716	\$1,000
5	\$41,503	6	\$42,537	\$210	\$42,747	7	\$44,396	\$870	\$45,266	7	\$44,396	\$1,320	\$45,716	\$1,000
6	\$42,537	7	\$44,396	\$440	\$44,836	7	\$44,396	\$870	\$45,266	7	\$44,396	\$1,320	\$45,716	\$1,000
7	\$44,396	7	\$44,396	\$440	\$44,836	7	\$44,396	\$870	\$45,266	7	\$44,396	\$1,320	\$45,716	\$1,500

Annual Average % Increase:	2.95%	3.44%	4.05%
Average 3-year % Increase:			8.57%

Twelve Month School Clerk

Current Step	Current Salary	SY2012-13				SY2013-14				SY2014-15				Retroactive Payment
		Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	
1	\$38,250	2	\$38,760	\$190	\$38,950	3	\$39,714	\$400	\$40,114	4	\$40,693	\$610	\$41,303	\$1,000
2	\$38,760	3	\$39,714	\$200	\$39,914	4	\$40,693	\$410	\$41,103	5	\$41,304	\$620	\$41,924	\$1,000
3	\$39,714	4	\$40,693	\$200	\$40,893	5	\$41,304	\$410	\$41,714	6	\$43,438	\$650	\$44,088	\$1,000
4	\$40,693	5	\$41,304	\$210	\$41,514	6	\$43,438	\$440	\$43,878	7	\$48,860	\$1,450	\$50,310	\$1,000
5	\$41,304	6	\$43,438	\$220	\$43,658	7	\$48,860	\$960	\$49,820	7	\$48,860	\$1,450	\$50,310	\$1,000
6	\$43,438	7	\$48,860	\$480	\$49,340	7	\$48,860	\$960	\$49,820	7	\$48,860	\$1,450	\$50,310	\$1,000
7	\$48,860	7	\$48,860	\$480	\$49,340	7	\$48,860	\$960	\$49,820	7	\$48,860	\$1,450	\$50,310	\$1,500

Annual Average % Increase:	4.29%	4.91%	5.50%
Average 3-year % Increase:			13.05%

Licensed Practical Nurse

Current Step	Current Salary	SY2012-13				SY2013-14				SY2014-15				Retroactive Payment
		Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	
1	\$42,183	2	\$44,407	\$220	\$44,627	3	\$46,651	\$470	\$47,121	4	\$48,895	\$740	\$49,635	\$1,000
2	\$44,407	3	\$46,651	\$230	\$46,881	4	\$48,895	\$490	\$49,385	5	\$51,139	\$770	\$51,909	\$1,000
3	\$46,651	4	\$48,895	\$240	\$49,135	5	\$51,139	\$510	\$51,649	6	\$53,179	\$800	\$53,979	\$1,000
4	\$48,895	5	\$51,139	\$260	\$51,399	6	\$53,179	\$530	\$53,709	7	\$58,291	\$1,730	\$60,021	\$1,000
5	\$51,139	6	\$53,179	\$270	\$53,449	7	\$58,291	\$1,150	\$59,441	7	\$58,291	\$1,730	\$60,021	\$1,000
6	\$53,179	7	\$58,291	\$570	\$58,861	7	\$58,291	\$1,150	\$59,441	7	\$58,291	\$1,730	\$60,021	\$1,000
7	\$58,291	7	\$58,291	\$570	\$58,861	7	\$58,291	\$1,150	\$59,441	7	\$58,291	\$1,730	\$60,021	\$1,500

Annual Average % Increase:	5.43%	5.48%	5.70%
Average 3-year % Increase:			15.17%

Six Hour Aides

Current Step	Current Salary	SY2012-13				SY2013-14				SY2014-15				Retroactive Payment
		Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	
1	\$27,744	2	\$28,417	\$140	\$28,557	3	\$29,335	\$290	\$29,625	4	\$30,253	\$460	\$30,713	\$1,000
2	\$28,417	3	\$29,335	\$150	\$29,485	4	\$30,253	\$300	\$30,553	5	\$31,712	\$940	\$32,652	\$1,000
3	\$29,335	4	\$30,253	\$150	\$30,403	5	\$31,712	\$620	\$32,332	5	\$31,712	\$940	\$32,652	\$1,000
4	\$30,253	5	\$31,712	\$310	\$32,022	5	\$31,712	\$620	\$32,332	5	\$31,712	\$940	\$32,652	\$1,000
5	\$31,712	5	\$31,712	\$310	\$32,022	5	\$31,712	\$620	\$32,332	5	\$31,712	\$940	\$32,652	\$1,500

Annual Average % Increase:	3.43%	3.84%	4.30%
Average 3-year % Increase:			9.56%

Six Hour Aides with Sixty College Credits

Current Step	Current Salary	SY2012-13				SY2013-14				SY2014-15				Retroactive Payment
		Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	
1	\$29,177	2	\$30,095	\$150	\$30,245	3	\$31,013	\$310	\$31,323	4	\$31,931	\$480	\$32,411	\$1,000
2	\$30,095	3	\$31,013	\$160	\$31,173	4	\$31,931	\$320	\$32,251	5	\$33,416	\$990	\$34,406	\$1,000
3	\$31,013	4	\$31,931	\$160	\$32,091	5	\$33,416	\$660	\$34,076	5	\$33,416	\$990	\$34,406	\$1,000
4	\$31,931	5	\$33,416	\$330	\$33,746	5	\$33,416	\$660	\$34,076	5	\$33,416	\$990	\$34,406	\$1,000
5	\$33,416	5	\$33,416	\$330	\$33,746	5	\$33,416	\$660	\$34,076	5	\$33,416	\$990	\$34,406	\$1,500

Annual Average % Increase:	3.48%	3.75%	4.23%
Average 3-year % Increase:			9.41%

Parent Community Involvement Specialist

Current Step	Current Salary	SY2012-13				SY2013-14				SY2014-15				Retroactive Payment
		Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	
1	\$55,080	2	\$56,100	\$280	\$56,380	3	\$57,120	\$570	\$57,690	4	\$58,315	\$880	\$59,195	\$2,000
2	\$56,100	3	\$57,120	\$290	\$57,410	4	\$58,315	\$580	\$58,895	5	\$59,492	\$900	\$60,392	\$2,000
3	\$57,120	4	\$58,315	\$290	\$58,605	5	\$59,492	\$600	\$60,092	6	\$62,220	\$940	\$63,160	\$2,000
4	\$58,315	5	\$59,492	\$300	\$59,792	6	\$62,220	\$620	\$62,840	7	\$66,280	\$1,000	\$67,280	\$2,000
5	\$59,492	6	\$62,220	\$310	\$62,530	7	\$66,280	\$660	\$66,940	8	\$66,509	\$1,000	\$67,509	\$2,000
6	\$62,220	7	\$66,280	\$330	\$66,610	8	\$66,509	\$670	\$67,179	9	\$68,515	\$1,030	\$69,545	\$2,000
7	\$66,280	8	\$66,509	\$330	\$66,839	9	\$68,515	\$690	\$69,205	10	\$70,694	\$1,070	\$71,764	\$2,000
8	\$66,509	9	\$68,515	\$340	\$68,855	10	\$70,694	\$710	\$71,404	11	\$80,737	\$1,220	\$81,957	\$2,000
9	\$68,515	10	\$70,694	\$350	\$71,044	11	\$80,737	\$810	\$81,547	12	\$92,136	\$2,740	\$94,876	\$2,000
10	\$70,694	11	\$80,737	\$400	\$81,137	12	\$92,136	\$1,810	\$93,946	12	\$92,136	\$2,740	\$94,876	\$2,000
11	\$80,737	12	\$92,136	\$900	\$93,036	12	\$92,136	\$1,810	\$93,946	12	\$92,136	\$2,740	\$94,876	\$2,000
12	\$92,136	12	\$92,136	\$900	\$93,036	12	\$92,136	\$1,810	\$93,946	12	\$92,136	\$2,740	\$94,876	\$2,000

Annual Average % Increase:	5.09%	5.62%	6.25%
Average 3-year % Increase:			15.92%

Educational Interpreter

Current Step	Current Salary	SY2012-13				SY2013-14				SY2014-15				Retroactive Payment
		Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	
1	\$36,822	2	\$37,740	\$190	\$37,930	3	\$38,690	\$390	\$39,080	4	\$40,075	\$1,190	\$41,265	\$1,000
2	\$37,740	3	\$38,690	\$190	\$38,880	4	\$40,075	\$790	\$40,865	4	\$40,075	\$1,190	\$41,265	\$1,000
3	\$38,690	4	\$40,075	\$390	\$40,465	4	\$40,075	\$790	\$40,865	4	\$40,075	\$1,190	\$41,265	\$1,500
4	\$40,075	4	\$40,075	\$390	\$40,465	4	\$40,075	\$790	\$40,865	4	\$40,075	\$1,190	\$41,265	\$1,500
Annual Average % Increase:					2.90%				3.28%				3.89%	
Average 3-year % Increase:														7.76%

Court Representative/Job Developer BA & MA

Current Step	Current Salary	SY2012-13				SY2013-14				SY2014-15				Retroactive Payment
		Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	
BA7	\$59,598	BA8	\$61,553	\$300	\$61,853	BA9	\$63,940	\$600	\$64,540	BA10	\$68,952	\$900	\$69,852	\$2,000
BA9	\$63,940	BA10	\$68,952	\$0	\$68,952	BA11	\$81,600	\$0	\$81,600	BA12	\$98,117	\$0	\$98,117	\$2,000
BA12	\$98,117	BA12	\$98,117	\$580	\$98,697	BA12	\$98,117	\$1,170	\$99,287	BA12	\$98,117	\$1,760	\$99,877	\$2,000
MA5	\$59,268	MA6	\$60,183	\$300	\$60,483	MA7	\$61,973	\$590	\$62,563	MA8	\$63,462	\$890	\$64,352	\$2,000
Annual Average % Increase:					3.57%				7.09%				8.78%	
Average 3-year % Increase:														20.26%