



Compensation Details: Teachers with Bachelor's Degrees

Teachers on the current BA scale will receive:

- Retroactive payment
- A transition bonus for moving to the new universal salary scale
- Salaries according to the new universal salary scale for this year and every year moving forward

How Much Will I Earn?

Retroactive Payment and Transition Bonus

Use the table below to identify the amount of your retroactive payment and transition bonus:

1. Identify your current step on the left-hand column.
2. Read across to determine how much you would receive from the retroactive payment and the transition bonus. The total amount is listed in the right-hand column.

For example, a teacher currently on step 7 will receive \$5,250 in retroactive payment and \$500 in the form of a transition bonus, for a total payment of \$5,750.

| <u>My Current Step</u> | <u>Retroactive Payment</u> | + | <u>Transition Bonus</u> | = | <u>Total</u> |
|------------------------|----------------------------|---|-------------------------|---|-----------------|
| 1 | \$3,500 | | \$500 | | \$4,000 |
| 2 | \$3,500 | | \$500 | | \$4,000 |
| 3 | \$3,500 | | \$500 | | \$4,000 |
| 4 | \$3,500 | | \$500 | | \$4,000 |
| 5 | \$3,500 | | \$500 | | \$4,000 |
| 6 | \$5,250 | | \$500 | | \$5,750 |
| 7 | \$5,250 | | \$500 | | \$5,750 |
| 8 | \$5,250 | | \$500 | | \$5,750 |
| 9 | \$9,000 | | \$500 | | \$9,500 |
| 10 | \$10,500 | | \$2,500 | | \$13,000 |
| 11 | \$12,000 | | \$4,500 | | \$16,500 |
| 12 | \$12,000 | | \$6,500 | | \$18,500 |
| 13 | \$12,000 | | \$500 | | \$12,500 |
| 14 | \$9,000 | | \$500 | | \$9,500 |

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, your payment will be adapted accordingly.*
- *Every teacher on the BA scale will move to the new universal salary scale and will earn the appropriate transition bonus listed above.*

Salary Scale Information

All teachers currently on the BA scale will move to the new universal salary scale. For information on your new salary scale, please see "Compensation Details: The New Universal Salary Scale and Highly Effective Teaching Rewards."