



## Compensation Details: Child Study Team Members

Child Study Team Members will:

- Receive a retroactive payment
- Remain on the CST scale, which will be expanded from 12 to 14 steps and include annual stipends

CST 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?

#### ***Retroactive Payment***

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

1. Identify your current step on the left-hand column.
2. Read across to determine the value of your retroactive payment.

<b>Child Study Team</b>	
<b>My Current Step</b>	<b>Retroactive Payment</b>
1	\$5,250
2	\$5,250
3	\$5,250
4	\$5,250
5	\$5,250
6	\$7,500
7	\$9,000
8	\$9,000
9	\$10,500
10	\$12,000
11	\$12,000
12	\$9,000

*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.*

#### ***Salary Scale***

The CST scale will increase from 12 to 14 steps over the course of the contract.

Use the table on the next page to identify what you would earn in annual compensation:

1. Find your current step in the left-hand column.
2. Read across to see your step, salary, supplemental stipend, and total compensation in each of the next three school years.

For example, a CST member currently on step 3 will earn:

- \$60,775 in total compensation in school year 2012-13 (\$60,475 in base salary + \$300 in annual stipend)
- \$62,054 in total compensation in school year 2013-14 (\$61,434 in base salary + \$620 in annual stipend)
- \$63,880 in total compensation in school year 2014-15 (\$62,930 in base salary + \$950 in annual stipend)

**Child Study Team**

Current Step	Current Salary	SY2012-13				SY2013-14				SY2014-15			
		Step	Salary	Stipend	Total	Step	Salary	Stipend	Total	Step	Salary	Stipend	Total
1	\$57,260	2	\$58,425	\$290	<b>\$58,715</b>	3	\$59,450	\$600	<b>\$60,050</b>	4	\$60,475	\$910	<b>\$61,385</b>
2	\$58,425	3	\$59,450	\$300	<b>\$59,750</b>	4	\$60,475	\$610	<b>\$61,085</b>	5	\$61,434	\$930	<b>\$62,364</b>
3	\$59,450	4	\$60,475	\$300	<b>\$60,775</b>	5	\$61,434	\$620	<b>\$62,054</b>	6	\$62,930	\$950	<b>\$63,880</b>
4	\$60,475	5	\$61,434	\$310	<b>\$61,744</b>	6	\$62,930	\$630	<b>\$63,560</b>	7	\$65,417	\$0	<b>\$65,417</b>
5	\$61,434	6	\$62,930	\$310	<b>\$63,240</b>	7	\$65,417	\$0	<b>\$65,417</b>	8	\$68,614	\$0	<b>\$68,614</b>
6	\$62,930	7	\$65,417	\$0	<b>\$65,417</b>	8	\$68,614	\$0	<b>\$68,614</b>	9	\$71,964	\$0	<b>\$71,964</b>
7	\$65,417	8	\$68,614	\$0	<b>\$68,614</b>	9	\$71,964	\$0	<b>\$71,964</b>	10	\$75,100	\$0	<b>\$75,100</b>
8	\$68,614	9	\$71,964	\$0	<b>\$71,964</b>	10	\$75,100	\$0	<b>\$75,100</b>	11	\$80,000	\$0	<b>\$80,000</b>
9	\$71,964	10	\$75,100	\$0	<b>\$75,100</b>	11	\$80,000	\$0	<b>\$80,000</b>	12	\$84,100	\$0	<b>\$84,100</b>
10	\$75,100	11	\$80,000	\$0	<b>\$80,000</b>	12	\$84,100	\$0	<b>\$84,100</b>	13	\$90,000	\$0	<b>\$90,000</b>
11	\$84,100	12	\$88,100	\$0	<b>\$88,100</b>	13	\$92,200	\$0	<b>\$92,200</b>	14	\$96,706	\$1,750	<b>\$98,456</b>
12	\$96,706	13	\$96,706	\$625	<b>\$97,331</b>	14	\$96,706	\$1,260	<b>\$97,966</b>	14	\$96,706	\$1,750	<b>\$98,456</b>

Annual Average % Increase:	<b>3.51%</b>	<b>3.94%</b>	<b>4.64%</b>
Average 3-year % Increase:	<b>11.88%</b>		