



THE NEWARK PUBLIC SCHOOLS

Talent Office
2 Cedar Street
Newark, New Jersey 07102-3091
Phone: 973-733-6950
Fax: 973-733-7753
www.nps.k12.nj.us



Cami Anderson
State District Superintendent

Christopher D. Cerf
Commissioner of Education

Vanessa Rodriguez
Chief Talent Officer

September 23, 2013

Dear Teacher:

We apologize that there has been some confusion regarding the salary scales in the new NPS/NTU Memorandum of Agreement (MOA). We want to clarify misinformation.

The NPS/NTU Memorandum of Agreement (MOA) signed in October 2012 stipulates the following:

1. Any teacher with a Bachelor's degree and/or who was new to the district after December 2012 was placed on the "Universal Scale." A salary schedule for the Universal Scale was published in the MOA and remains the same as it was on the legal date it was signed. Click [here](#) to find information on this scale on the NPS website.
2. Any teacher with a Master's or PhD scale had a choice to (a) move to the Universal Scale (and thus become eligible for merit bonuses), or (b) remain on the MA/PhD scale (the "Expanded Current Salary Scale"). These scales were also published on the legal date the MOA was signed and remains the same. Click [here](#) to find the MA scale and [here](#) to find the PhD scale.

Both scales—Universal and MA/PhD—contain base salary raises AND stipends that are supplemental (and therefore will not appear in your base salary as was clearly negotiated and delineated in the MOA).

If you are a teacher who moved to the Universal Scale, you received a one-time stipend, ranging from \$500 to \$10,500, to compensate you for transitioning to the new scale. This one-time stipend was separate from your base salary and has already been paid.

If you are a teacher who opted to remain on the MA/PhD, you are eligible to receive an annual stipend each year in addition to your base salary. These stipends range from \$400 to \$700 for the 2013-14 school year depending on your step. This annual stipend is also not part of your base salary and therefore will be paid twice this year, not as part of each paycheck. For example, if you are a teacher with a Master's degree, you stayed on the traditional scale, and you are currently on step 11, your salary scale would look as follows this school year:

**Example: Expanded Current Salary Scale plus Stipends
for Teachers with Master's Degrees, 2013-14**

Current Step	Salary +	Stipend =	Total
11	\$61,200	\$700	\$61,900

This means that your paycheck is based on a salary of \$61,200. In addition to this salary, you will receive two payments of \$350 each, providing you with the additional \$700 stipend for the year.

As we shared in June, the NTU printed a version of the collective bargaining agreement that erroneously combined the base salaries and the stipend into one amount. This does not reflect the MOA signed by the District and the NTU.

Again, we are sorry for any confusion you have experienced. We hope this clarifies the conflicting information, but if you do have further questions, please do not hesitate to call the Contact Center at 973.733.7175 or email the Superintendent (who is personally concerned about this) directly at contactsuper@nps.k12.nj.us.

You work hard, and we want to ensure we serve you well. Thank you, as always, for the work that you do for our children of Newark.

Sincerely,

A handwritten signature in cursive script that reads "Vanessa Rodriguez".

Vanessa Rodriguez
Chief Talent Officer