

APPENDIX A—SALARY SCHEDULES AND OTHER COMPENSATION

2017-18 school year
Lane 1 **1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions**

	Base	Step Adjustment	Base + Step ¹	Pension Pick up/ Added Salary ²	Total Comp.
Step 1		\$-	\$51,666	\$3,617	\$55,283
Step 2	\$51,666	\$935	\$52,601	\$3,682	\$56,283
Step 3	\$52,619	\$1,122	\$53,741	\$3,762	\$57,503
Step 4	\$53,763	\$1,215	\$54,978	\$3,848	\$58,827
Step 5	\$55,002	\$1,963	\$56,965	\$3,988	\$60,953
Step 6	\$57,023	\$2,430	\$59,453	\$4,162	\$63,615
Step 7	\$59,544	\$2,570	\$62,114	\$4,348	\$66,462
Step 8	\$63,907	\$2,570	\$66,477	\$4,653	\$71,130
Step 9	\$68,311	\$2,570	\$70,881	\$4,962	\$75,842
Step 10	\$72,417	\$2,430	\$74,847	\$5,239	\$80,086
Step 11	\$75,599	\$2,243	\$77,842	\$5,449	\$83,291
Step 12	\$78,100	\$1,869	\$79,969	\$5,598	\$85,567
Step 13	\$79,620	\$1,589	\$81,209	\$5,685	\$86,893
Step 14a	\$81,301	\$1,355	\$82,656	\$5,786	\$88,442
Step 14b	\$82,735	\$-	\$82,735	\$5,791	\$88,527
Step 14c	\$82,926	\$-	\$82,926	\$5,805	\$88,731
Step 14d	\$83,524	\$-	\$83,524	\$5,847	\$89,371
Step 14e	\$84,285	\$-	\$84,285	\$5,900	\$90,185
Step 14f	\$85,038	\$-	\$85,038	\$5,953	\$90,991
Step 15a	\$85,038	\$1,262	\$86,300	\$6,041	\$92,342
Step 15b	\$86,326	\$-	\$86,326	\$6,043	\$92,369
Step 15c	\$86,326	\$-	\$86,326	\$6,043	\$92,369
Step 15d	\$86,326	\$-	\$86,326	\$6,043	\$92,369
Step 15e	\$86,351	\$-	\$86,351	\$6,045	\$92,396
Step 16	\$86,351	\$1,262	\$87,613	\$6,133	\$93,746
Step 16b	\$87,639	\$-	\$87,639	\$6,135	\$93,773

¹For an explanation of how to calculate bi-weekly pay, please turn to page 195.

1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions				2017-18 <small>school year</small> Lane 2	
	Base	Step Adjustment	Base + Step ¹	Pension Pick up/ Added Salary ²	Total Comp.
Step 1		\$-	\$55,245	\$3,867	\$59,112
Step 2	\$55,245	\$935	\$56,179	\$3,933	\$60,112
Step 3	\$56,198	\$1,122	\$57,319	\$4,012	\$61,332
Step 4	\$57,342	\$1,215	\$58,557	\$4,099	\$62,656
Step 5	\$58,581	\$1,963	\$60,544	\$4,238	\$64,782
Step 6	\$60,602	\$2,430	\$63,032	\$4,412	\$67,444
Step 7	\$63,123	\$2,570	\$65,693	\$4,599	\$70,291
Step 8	\$67,485	\$2,570	\$70,055	\$4,904	\$74,959
Step 9	\$71,888	\$2,570	\$74,458	\$5,212	\$79,670
Step 10	\$75,996	\$2,430	\$78,426	\$5,490	\$83,916
Step 11	\$79,178	\$2,243	\$81,421	\$5,699	\$87,120
Step 12	\$81,678	\$1,869	\$83,547	\$5,848	\$89,396
Step 13	\$83,198	\$1,589	\$84,786	\$5,935	\$90,721
Step 14a	\$84,879	\$1,355	\$86,234	\$6,036	\$92,271
Step 14b	\$86,314	\$-	\$86,314	\$6,042	\$92,356
Step 14c	\$86,504	\$-	\$86,504	\$6,055	\$92,559
Step 14d	\$87,102	\$-	\$87,102	\$6,097	\$93,199
Step 14e	\$87,864	\$-	\$87,864	\$6,150	\$94,015
Step 14f	\$88,724	\$-	\$88,724	\$6,211	\$94,935
Step 15a	\$88,724	\$1,262	\$89,986	\$6,299	\$96,285
Step 15b	\$90,011	\$-	\$90,011	\$6,301	\$96,312
Step 15c	\$90,011	\$-	\$90,011	\$6,301	\$96,312
Step 15d	\$90,011	\$-	\$90,011	\$6,301	\$96,312
Step 15e	\$90,037	\$-	\$90,037	\$6,303	\$96,340
Step 16	\$90,037	\$1,262	\$91,299	\$6,391	\$97,690
Step 16b	\$91,324	\$-	\$91,324	\$6,393	\$97,717

²For teachers hired on or after 1/1/17, an amount equal to the pension pickup will be added to the teacher's salary.

2017-18 <small>school year</small> Lane 3		1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions			
	Base	Step Adjust-ment	Base + Step ¹	Pension Pick up/ Added Salary ²	Total Comp.
Step 1		\$-	\$57,034	\$3,992	\$61,026
Step 2	\$57,034	\$935	\$57,969	\$4,058	\$62,026
Step 3	\$57,987	\$1,122	\$59,109	\$4,138	\$63,246
Step 4	\$59,131	\$1,215	\$60,346	\$4,224	\$64,570
Step 5	\$60,370	\$1,963	\$62,333	\$4,363	\$66,696
Step 6	\$62,391	\$2,430	\$64,821	\$4,537	\$69,359
Step 7	\$64,912	\$2,570	\$67,482	\$4,724	\$72,206
Step 8	\$69,275	\$2,570	\$71,845	\$5,029	\$76,874
Step 9	\$73,677	\$2,570	\$76,247	\$5,337	\$81,584
Step 10	\$77,784	\$2,430	\$80,214	\$5,615	\$85,828
Step 11	\$80,968	\$2,243	\$83,211	\$5,825	\$89,036
Step 12	\$83,467	\$1,869	\$85,336	\$5,973	\$91,309
Step 13	\$84,988	\$1,589	\$86,577	\$6,060	\$92,637
Step 14a	\$86,669	\$1,355	\$88,024	\$6,162	\$94,185
Step 14b	\$88,104	\$-	\$88,104	\$6,167	\$94,272
Step 14c	\$88,293	\$-	\$88,293	\$6,180	\$94,473
Step 14d	\$88,892	\$-	\$88,892	\$6,222	\$95,115
Step 14e	\$89,653	\$-	\$89,653	\$6,276	\$95,929
Step 14f	\$90,566	\$-	\$90,566	\$6,340	\$96,906
Step 15a	\$90,566	\$1,262	\$91,828	\$6,428	\$98,256
Step 15b	\$91,853	\$-	\$91,853	\$6,430	\$98,283
Step 15c	\$91,853	\$-	\$91,853	\$6,430	\$98,283
Step 15d	\$91,853	\$-	\$91,853	\$6,430	\$98,283
Step 15e	\$91,879	\$-	\$91,879	\$6,432	\$98,311
Step 16	\$91,879	\$1,262	\$93,141	\$6,520	\$99,661
Step 16b	\$93,166	\$-	\$93,166	\$6,522	\$99,688

¹For an explanation of how to calculate bi-weekly pay, please turn to page 195.

1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions				2017-18 <small>school year</small> Lane 4	
	Base	Step Adjustment	Base + Step ¹	Pension Pick up/ Added Salary ²	Total Comp.
Step 1		\$-	\$58,823	\$4,118	\$62,941
Step 2	\$58,823	\$935	\$59,758	\$4,183	\$63,941
Step 3	\$59,777	\$1,122	\$60,898	\$4,263	\$65,161
Step 4	\$60,920	\$1,215	\$62,135	\$4,349	\$66,485
Step 5	\$62,160	\$1,963	\$64,122	\$4,489	\$68,611
Step 6	\$64,181	\$2,430	\$66,611	\$4,663	\$71,273
Step 7	\$66,701	\$2,570	\$69,272	\$4,849	\$74,121
Step 8	\$71,063	\$2,570	\$73,633	\$5,154	\$78,787
Step 9	\$75,467	\$2,570	\$78,037	\$5,463	\$83,500
Step 10	\$79,574	\$2,430	\$82,004	\$5,740	\$87,744
Step 11	\$82,757	\$2,243	\$85,000	\$5,950	\$90,950
Step 12	\$85,255	\$1,869	\$87,124	\$6,099	\$93,223
Step 13	\$86,778	\$1,589	\$88,367	\$6,186	\$94,553
Step 14a	\$88,458	\$1,355	\$89,813	\$6,287	\$96,100
Step 14b	\$89,894	\$-	\$89,894	\$6,293	\$96,186
Step 14c	\$90,083	\$-	\$90,083	\$6,306	\$96,389
Step 14d	\$90,681	\$-	\$90,681	\$6,348	\$97,028
Step 14e	\$91,443	\$-	\$91,443	\$6,401	\$97,844
Step 14f	\$92,409	\$-	\$92,409	\$6,469	\$98,877
Step 15a	\$92,409	\$1,262	\$93,671	\$6,557	\$100,228
Step 15b	\$93,696	\$-	\$93,696	\$6,559	\$100,255
Step 15c	\$93,696	\$-	\$93,696	\$6,559	\$100,255
Step 15d	\$93,696	\$-	\$93,696	\$6,559	\$100,255
Step 15e	\$93,722	\$-	\$93,722	\$6,561	\$100,282
Step 16	\$93,722	\$1,262	\$94,984	\$6,649	\$101,633
Step 16b	\$95,009	\$-	\$95,009	\$6,651	\$101,660

²For teachers hired on or after 1/1/17, an amount equal to the pension pickup will be added to the teacher's salary.

2017-18 <small>school year</small> Lane 5		1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions			
	Base	Step Adjustment	Base + Step ¹	Pension Pick up/ Added Salary ²	Total Comp.
Step 1		\$-	\$60,613	\$4,243	\$64,855
Step 2	\$60,613	\$935	\$61,547	\$4,308	\$65,855
Step 3	\$61,566	\$1,122	\$62,687	\$4,388	\$67,075
Step 4	\$62,710	\$1,215	\$63,925	\$4,475	\$68,399
Step 5	\$63,949	\$1,963	\$65,912	\$4,614	\$70,525
Step 6	\$65,970	\$2,430	\$68,400	\$4,788	\$73,188
Step 7	\$68,491	\$2,570	\$71,061	\$4,974	\$76,035
Step 8	\$72,852	\$2,570	\$75,422	\$5,280	\$80,702
Step 9	\$77,256	\$2,570	\$79,826	\$5,588	\$85,414
Step 10	\$81,364	\$2,430	\$83,794	\$5,866	\$89,660
Step 11	\$84,547	\$2,243	\$86,790	\$6,075	\$92,865
Step 12	\$87,045	\$1,869	\$88,914	\$6,224	\$95,138
Step 13	\$88,567	\$1,589	\$90,155	\$6,311	\$96,466
Step 14a	\$90,247	\$1,355	\$91,602	\$6,412	\$98,015
Step 14b	\$91,682	\$-	\$91,682	\$6,418	\$98,100
Step 14c	\$91,873	\$-	\$91,873	\$6,431	\$98,304
Step 14d	\$92,471	\$-	\$92,471	\$6,473	\$98,944
Step 14e	\$93,232	\$-	\$93,232	\$6,526	\$99,758
Step 14f	\$94,251	\$-	\$94,251	\$6,598	\$100,848
Step 15a	\$94,251	\$1,262	\$95,513	\$6,686	\$102,199
Step 15b	\$95,538	\$-	\$95,538	\$6,688	\$102,226
Step 15c	\$95,538	\$-	\$95,538	\$6,688	\$102,226
Step 15d	\$95,538	\$-	\$95,538	\$6,688	\$102,226
Step 15e	\$95,564	\$-	\$95,564	\$6,689	\$102,253
Step 16	\$95,564	\$1,262	\$96,826	\$6,778	\$103,603
Step 16b	\$96,851	\$-	\$96,851	\$6,780	\$103,630

¹For an explanation of how to calculate bi-weekly pay, please turn to page 195.

1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions				2017-18 ^{school year} Lane 6	
	Base	Step Adjustment	Base + Step ¹	Pension Pick up/ Added Salary ²	Total Comp.
Step 1		\$-	\$62,403	\$4,368	\$66,771
Step 2	\$62,403	\$935	\$63,338	\$4,434	\$67,771
Step 3	\$63,356	\$1,122	\$64,478	\$4,513	\$68,991
Step 4	\$64,500	\$1,215	\$65,715	\$4,600	\$70,315
Step 5	\$65,739	\$1,963	\$67,702	\$4,739	\$72,441
Step 6	\$67,760	\$2,430	\$70,190	\$4,913	\$75,104
Step 7	\$70,281	\$2,570	\$72,851	\$5,100	\$77,951
Step 8	\$74,642	\$2,570	\$77,213	\$5,405	\$82,617
Step 9	\$79,047	\$2,570	\$81,617	\$5,713	\$87,330
Step 10	\$83,152	\$2,430	\$85,581	\$5,991	\$91,572
Step 11	\$86,335	\$2,243	\$88,578	\$6,200	\$94,778
Step 12	\$88,836	\$1,869	\$90,705	\$6,349	\$97,054
Step 13	\$90,356	\$1,589	\$91,945	\$6,436	\$98,381
Step 14a	\$92,037	\$1,355	\$93,392	\$6,537	\$99,929
Step 14b	\$93,471	\$-	\$93,471	\$6,543	\$100,014
Step 14c	\$93,661	\$-	\$93,661	\$6,556	\$100,217
Step 14d	\$94,259	\$-	\$94,259	\$6,598	\$100,857
Step 14e	\$95,021	\$-	\$95,021	\$6,651	\$101,672
Step 14f	\$96,094	\$-	\$96,094	\$6,727	\$102,820
Step 15a	\$96,094	\$1,262	\$97,356	\$6,815	\$104,170
Step 15b	\$97,381	\$-	\$97,381	\$6,817	\$104,197
Step 15c	\$97,381	\$-	\$97,381	\$6,817	\$104,197
Step 15d	\$97,381	\$-	\$97,381	\$6,817	\$104,197
Step 15e	\$97,407	\$-	\$97,407	\$6,818	\$104,225
Step 16	\$97,407	\$1,262	\$98,669	\$6,907	\$105,575
Step 16b	\$98,694	\$-	\$98,694	\$6,909	\$105,602

²For teachers hired on or after 1/1/17, an amount equal to the pension pickup will be added to the teacher's salary.

The below information was taken from the Chicago Teacher’s Union website’s (<http://www.ctunet.com/>) blogposts on the salary schedules contained in the 2016-2019 Collective Bargaining Agreement.

* Notes on Salary Schedules:

Paychecks under the new TA will reflect two years of step increases. If you have already passed your step anniversary, you will look at the Teachers’ Salary Schedule for the 2016-2017 and use the column labeled “Base + Step”. If you have not yet reached your step anniversary you will look at the column labeled “Base”.

The salary schedules reflect teacher’s salary from school year 2014-2015 from the column “Base + Step” with one step adjustment for the school year 2015-2016 and another step adjustment for the school year 2016-2017. You can find the step adjustment amount under the column labeled Step adjustment. If you are on the second or more years on steps 14 or 15 you will not receive a step adjustment unless you reach 20 years of experience (to advance from step 14 to step 15) or you attain 25 years of experience (to advance from step 15 to 16). If you advanced or will advance from either step 14 to 15 or from step 15 to 16 you will receive a that step adjustment on your step anniversary date. Example: if you are currently on 14a (from the salary schedule for 2014-2015), you will look at step 14b for the school year 2015-2016 and on step 14c on the salary schedule for school year 2016-2017. You may also note that there is no step adjustment for these steps. If you are on 15b from the salary schedule for school year 2014-2015, you will be on 15c for the school year 2015-2106 and on 15d for the school year 2016-2017.

Steps 14: teachers with 14 years of experience

Step 15: teachers with 20 years of experience

Step 16: teachers with 25 or more years of experience

Starting in 2013 the board created steps within steps for Steps 14 and 15 to prevent teachers with 14 years of experience getting paid more than teachers with 15 to 16 years of experience. This was caused because the board paid teachers the Cost of Living raise on their base pay and then added the step adjustment. For teachers not getting the step adjustment (since they were not advancing from step 14 to step 15 or from step 15 to step 16) the COLA raise (on a lower step and salary) plus the step adjustment was more than just the COLA raise on the higher salary and step.

Here is a table that may help understand the salary schedules for Steps 14, 15 and 16.

	2012–2013	2013–2014	2014–2015	2015–2016	2016–2017	2017–2018	2018–2019
Step 14(a)	14–19 yrs.	14 yrs.	14 yrs.	14 yrs.	14 yrs.	14 yrs.	14 yrs.
Step 14(b)	N/A	15–19 yrs.	15 yrs.	15 yrs.	15 yrs.	15 yrs.	15 yrs.

