

# ***Agreement***

*between*

The Board of  
Education of the City  
of Chicago

*and*

Chicago Teachers  
Union Local 1,  
American Federation  
of Teachers,  
AFL-CIO

This collective bargaining agreement (hereinafter referred to as the “Agreement”) is entered into by and between the Board of Education of the City of Chicago (hereinafter referred to as the “BOARD”) and the Chicago Teachers Union, Local No. 1, American Federation of Teachers, AFL-CIO (hereinafter referred to as the “UNION”) on the 7th day of December, 2016 to become effective on the same date.

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# PREAMBLE

The purpose of this Agreement is to reaffirm the parties' common responsibility to maintain a collaborative and collegial collective bargaining relationship that furthers the parties' shared goal of delivering high quality instructional programs and significantly advancing a well-rounded public education for the students of the Chicago public school system. Through free and open dialogue, the parties have identified the educational objectives for the Chicago Public Schools (hereinafter referred to as "CPS") and have designed this Agreement to further those objectives through good faith cooperation now and in the future.

The parties firmly believe that a well-rounded public education is an absolute necessity for any graduate to be considered college-, career- and citizenship-ready. The parties also recognize that a well-rounded public education includes, but is by no means limited to, providing students with an enriched, diverse and comprehensive curriculum that allows them to obtain essential knowledge and skills; engage in critical and creative thinking; develop independent inquiry skills and an appreciation for the arts, music and literature; improve their physical and emotional health; prepare for leadership roles in their communities; attain the technical skills necessary to become career-ready; develop the academic discipline and proficiency in the intelligent use of technology necessary to become college-ready; and ultimately graduate from the Chicago public school system prepared to become productive and self-confident citizens capable of ethical participation in a free and democratic society.

In addition, the parties recognize that the achievement of these educational objectives requires substantial short- and long-term financial investments in public education and that the fulfillment of the aspirations described in this Preamble will require dramatic and cooperative changes in education funding at the federal, state and local levels; a commitment to good faith collaboration; mutual agreement on priorities and values; and the adoption of proven or research-based educational methods and instructional practices.

Furthermore, to foster a cosmopolitan spirit and better develop CPS students as tolerant and unbiased citizens, the BOARD and the UNION shall work affirmatively to the end that each student may have the educational advantage of an integrated school.

Finally, this Agreement is intended to affirm that the parties' shared goals will only be achieved if bargaining unit employees are fairly and adequately recognized and rewarded for their contributions to the educational process and provided with a wholesome work environment based on mutual respect and the highest level of professionalism. The guiding principles set forth in this Preamble shall remain at the forefront of the parties' negotiations now and in the years to come until these shared educational aspirations become a reality for each and every student and employee of the Chicago public school system.

## **ARTICLE 1 RECOGNITION**

### **1-1. Representative Unit.**

**1-1.1. Scope of Bargaining Unit.** The BOARD recognizes the UNION as the sole and exclusive bargaining representative of all employees employed in the job titles or categories of positions listed in Appendix D.

**1-1.2. Reclassifications and New Job Titles or Categories of Positions.** If the BOARD reclassifies job titles or categories of positions or employs a new job title or category of position having a community of interest with employees in the existing bargaining unit, employees in such new job title or category of position shall be included within the existing bargaining unit. Upon the UNION's request, the parties shall negotiate the terms and conditions of employment for such new or reclassified title or category of position. Nothing contained in this subsection shall be construed to require renegotiation of terms and conditions of employment applicable

to employees in an existing bargaining unit as a result of the BOARD's reclassification of the title or category of employees in the unit.

**1-2. Recognition of UNION.** No other group or organization or representative thereof shall be recognized or permitted to engage on behalf of any employees included in the UNION bargaining unit (referred to herein as "bargaining unit employees" or "bargaining unit members") in any activities concerning wages, hours or terms and conditions of employment, including the submission of proposals, participation in hearings, conferences or meetings for any purposes and any other group or collective action dealing with above-described matters, subject to the provisions of the Illinois Educational Labor Relations Act. However, the above provisions shall not preclude the right of an individual to present grievances on his or her own behalf or to submit suggestions to the Chief Executive Officer as individuals or to prevent groups or organizations from presenting suggestions or proposals at the annual public hearing on the budget prescribed by statute.

**1-3. Designation of Representatives.** The Chief Executive Officer and the UNION shall have the right of free choice in designating representatives for the purpose of resolving grievances and professional problems.

**1-4. Resolution of Grievances and Professional Problems.** The resolution of all grievances and professional problems shall be in accordance with the procedures that are a part of this Agreement.

**1-5. Exchange of Information.**

**1-5.1. General Provision.** The Office of the Chief Executive Officer shall, upon request and within seven calendar days or as soon as possible thereafter, furnish to the UNION available and pertinent reports, statistics and general information concerning CPS. The Chief Executive Officer shall have the same right to receive pertinent information from the UNION.

**1-5.2. Grievances and Professional Problems.** The Office of the Chief Executive Officer shall, upon request

and within seven calendar days or as soon as possible thereafter, furnish to the UNION information necessary to the intelligent and professional resolution of specific grievances and professional problems of bargaining unit employees, including laid off or retired employees whose grievances arose during their employment as a bargaining unit employee. Any such information shall be made available only with the consent of the bargaining unit employee involved and shall be kept in confidence unless otherwise agreed. The Chief Executive Officer shall have the same right to receive pertinent information from the UNION.

**1-5.3. Board Meeting Agendas and Actions.** Prior to each regular or special Board meeting, the BOARD shall post online the public agenda for the meeting and copies of the proposed Board reports listed on the public agenda. The BOARD shall electronically transmit a copy of the public agenda and the copies of the proposed Board actions to the UNION President simultaneously with the online posting. Insofar as possible, if any Board report directly affects this Agreement, the Chief Executive Officer or his or her designee shall contact the UNION President to discuss the report as soon as the report is finalized and prior to the meeting during which the report will be considered. After each meeting, the BOARD shall post online the Board Action Index for the meeting and all Board actions during such meeting.

**1-5.4. Finance and Budget Information.** During the budget planning process, the BOARD agrees to meet with the UNION on a monthly basis through the parties' Budget Committee to review revenue and expenditure assumptions, including capital expenditures, and other pertinent budgetary information. After the budget is adopted, the BOARD agrees to meet with the UNION upon request to review the quarterly Interim Summary Financial Statements and the Comprehensive Annual Financial Report for each Fiscal Year.

**1-5.5. CPS Weekly Newsletter and Bulletins.** A copy of the CPS Weekly Newsletter and any employee bulletin



relating to the Agreement shall be transmitted to the UNION President simultaneously with its transmission to employees.

**1-5.6. Reports.** The Office of the Chief Executive Officer agrees to supply the UNION with the following reports as long as such reports are prepared: (a) teacher payroll step and lane report and (b) monthly teacher substitute activity report.

**1-5.7. UNION Delegate Handbook.** The UNION shall furnish the Office of the Chief Executive Officer with five copies of the current UNION delegate's handbook.

**1-5.8 Bargaining Unit Employee Information.** The BOARD shall provide the UNION on at least a monthly basis, and on a weekly basis for the months of August, September, and October, a list of all current employees in the bargaining unit, which shall include each employee's first and last name, job title, department, work location, home address, all telephone numbers (including cell phone number if available), personal and work email addresses, date of birth, seniority date, base hourly pay rate (if available), language preference (if available), identification number/payroll code/job number, salary, status as a member or non-member, UNION dues, and COPE payment.

**1-5.8(a). *Meetings Regarding Bargaining Unit Employee Information.*** The parties agree to meet at reasonable times in good faith to ensure that they are operating under the same list of represented workers, members, and individuals who have authorized the deduction of dues, fees, assessments, and COPE. As a part of their meetings, the parties shall endeavor to identify any changes that need to be made to their systems or operations to ensure that systems and operations accurately track those individuals who are in the bargaining unit, and, among those individuals, those who have not authorized the deduction of union dues, fees, assessments and COPE contributions.

**1-5.8(b). *Job Fairs and New Employee Meetings.*** The BOARD shall provide the UNION with notice of CPS job fairs, new teacher orientation dates, and all gatherings of 25 or more new employees (excluding school-level meetings and events) including their time, date and location, as soon as practicable after their scheduling. At all such events, if the UNION attends, the UNION representatives will conduct themselves in a professional manner.

**1-5.8(c). *Informational Tabling.*** The BOARD shall allow the UNION to do informational tabling indoors in the lobby or vestibule at the Staffing Center locations. The UNION shall request permission a minimum of a week in advance of its proposed date for informational tabling. The BOARD retains the exclusive right to designate the specific location of the information table, provided the location is readily accessible and visible to employees entering and leaving the buildings.

**1-6. Dues Checkoff.** The BOARD shall deduct from the pay of each bargaining unit employee from whom it receives an authorization to do so the required amount of fees for the payment of UNION dues. Such fees, accompanied by a list of persons from whom they have been deducted and the amount deducted from each, and by a list of persons who had authorized deductions and from whom no deduction was made and the reason therefore, shall be forwarded to the UNION office no later than ten work days after such deductions were made. Such lists shall be organized by school or the applicable unit. Any bargaining unit employee may terminate the dues check off during August by submitting written notice to the BOARD and the UNION.

## **1-7. United Credit Union Deductions.**

**1-7.1. Deduction.** The BOARD shall deduct from the pay of each full-time bargaining unit employee who is a member of the United Credit Union from whom it receives an authorization to do so the bi-weekly amount authorized by the member for savings/shares in the United Credit Union.

**1-7.2. Authorization.** Each eligible bargaining unit employee may have one authorization agreement and options to increase or decrease the member's share/savings during the calendar year.

**1-7.3. Remittance.** Such amounts deducted from the member's bi-weekly payroll shall be forwarded electronically via the Automatic Clearing House to the member's account at the United Credit Union no later than ten work days after such deductions are made. A list of persons from whom funds have been deducted in a sequence mutually acceptable to the BOARD and the United Credit Union shall be made available to the United Credit Union no later than ten work days after such deductions are made.

**1-7.4. Authorization Forms.** The United Credit Union shall submit authorization cards for deduction upon forms approved by CPS.

## **1-8. [Reserved]**

**1-9. Annuity or Mutual Fund Deductions.** The BOARD agrees to electronically wire transfer monies deducted from the salaries of each bargaining unit employee to the respective tax sheltered annuity carrier or mutual fund after such deductions are made.

**1-10. Chicago Teachers Union Political Action Committee Deductions.** The BOARD agrees to deduct from the pay of each bargaining unit employee from whom it receives an authorization to do so the monthly amount authorized by the member to be paid to the Chicago Teachers Union Political Action Committee. The BOARD shall charge the UNION a service fee of \$1.00 per member enrolled per year.

**1-11. Regular Leadership Meetings.** The Chief Executive Officer shall meet monthly at a mutually agreeable time with the UNION President and/or the UNION President's designee to discuss matters of educational policy and development as well as matters relating to the implementation of this Agreement.

## **1-12. Professional Problems Committees.**

**1-12.1. School-Based Professional Problems Committees.** Each school shall establish a Professional Problems Committee to discuss school operations, contract administration issues and any new BOARD instructional program or joint BOARD-UNION initiative prior to or at the time of its implementation at the local school level. The committee shall be composed of the principal and no fewer than three and not more than five members identified by the UNION delegate. The UNION delegate shall be the chairperson of the Professional Problems Committee. The UNION delegate shall notify the principal of the UNION representatives as soon as they are elected and report any changes in representatives as soon as possible. The committee shall meet at least monthly without loss of compensation, and the parties shall jointly establish the agenda at least forty-eight hours prior to each meeting. The principal and the chairperson of the Professional Problems Committee shall exchange available and pertinent information concerning the operation of the school when such information is necessary for the understanding and resolution of professional problems under discussion by the principal and the Professional Problems Committee. The principal or the UNION delegate may invite consultants or resource persons to attend the meeting to discuss specific agenda items with advance notice to the committee members. The committee shall decide whether and how to report the proceedings of the meeting to school staff.

**1-12.2. City-Wide Professional Problems Committee.** A City-Wide Professional Problems Committee shall be established with members representing clinicians, PSRPs assigned to the Office of Diverse Learner Supports and Services and other city-wide employees. The committee shall be composed of the Chief Officer of the Office of Diverse Learner Supports and Services or his or her designee and between eight and twelve city-wide employees designated by the UNION. The committee shall meet at least four times a year without

loss of compensation and shall also meet with clinician managers if possible.

**1-12.3. Substitute Teacher Professional Problems Committee.** A Substitute Teacher Professional Problems Committee shall be established with members representing temporarily assigned teachers, Cadre substitutes and day-to-day substitutes. The committee shall be composed of the Chief Talent Officer or his or her designee and between eight and twelve substitute teachers designated by the UNION. The committee shall meet at least four times a year, and employees shall be paid their daily rate for attending such meetings.

**1-13. Staff Lists.** UNION delegates shall be provided the necessary information so that they may compile an up-to-date staff list. Said staff list shall be restricted to bargaining unit employees assigned to that school or unit.

**1-14. Periods for UNION and Local School Council Business.**

**1-14.1. UNION Delegates.** All UNION delegates shall be provided with one additional forty-minute or the length of a class period, whichever is longer, duty-free period per month during which time they shall conduct UNION business, including, but not limited to, the investigation of professional problems and grievances, development of Professional Problems Committee agendas, distribution of bona fide Union materials and maintenance of the UNION bulletin board. UNION delegates shall be permitted to combine their monthly duty-free periods to be released to attend UNION-conducted training and professional development. In addition, city-wide delegates shall be provided with two forty-minute periods each school year, one per each city-wide in-service day, during which time they shall be allowed to conduct Union business.

**1-14.2. Teacher Representatives on Local School Councils.** Teacher representatives on the Local School Council shall be provided with one additional for-

ty-minute or the length of a class period, whichever is longer, duty-free period per month during which time they shall conduct Local School Council business.

**1-15. Access to BOARD Premises.** Upon notification to the school principal, or in the principal's absence to the acting administrator, the principal or acting administrator shall permit the UNION President or the UNION President's designated representative to visit the schools for any purpose relating to the terms and conditions of this Agreement, provided that such visitation does not interfere with normal teaching duties of either the teachers interviewed or the UNION delegate. If conferences with bargaining unit employees are necessary, they shall be scheduled so as not to interfere with the instructional program. The UNION representative shall report to the school office immediately upon arrival and sign the official register.

**1-16. Mutually Scheduled Meetings.** Whenever bargaining unit employees are mutually scheduled by the BOARD and the UNION to participate during working hours in conferences, meetings or negotiations with respect to the Agreement, they shall suffer no loss in pay.

**1-17. Leaves of Absence for Union Business or Elected Public Office.**

**1-17.1. Number and Length of Leaves.** The BOARD shall grant fifty appointed teachers, clinicians, or PSRPs elected or appointed to full-time positions with the UNION, the Illinois Federation of Teachers, the American Federation of Teachers or the Chicago Federation of Labor-Industrial Union Council, or elected to municipal, county, state, or federal office, leaves of absence without pay in increments of twelve calendar months for the purpose of accepting these positions upon appropriate application by the UNION or in the case of elected office upon appropriate application by the employee. The BOARD shall extend those leaves in increments of twelve calendar months.

**1-17.2. Health Care and Dental Benefits During Leaves.** Bargaining unit employees who are on leaves for Union

business or elected public office may continue their health care and dental benefit coverage, provided that they pay the full cost of such coverage.

**1-17.3. Pension Contributions During Leaves.** Bargaining unit employees who are on leaves for Union business or elected public office shall be permitted to pay the contributions required or permitted by law to be made by the employee and the BOARD to the Public School Teachers' Pension and Retirement Fund of Chicago or the Municipal Employees' Annuity and Benefit Fund of Chicago to ensure that full credit for retirement purposes is granted for the time spent on such leaves of absence.

**1-17.4. Seniority Accrual on Leave.** Bargaining unit employees who are on leaves for Union business or elected public office shall continue to accrue seniority with the BOARD, and the leave of absence will not be considered a break in service.

**1-17.5 Return from Leave.**

**1-17.5(a).** *Appointed Teachers, Clinicians or PSRPs Elected as UNION Officers.* An appointed teacher, clinician or PSRP who is elected as President, Vice President, Recording Secretary or Financial Secretary of the UNION, and who decides to return to BOARD employment following the conclusion of his or her first term in office shall be returned to his or her original position in his or her original school or unit. An appointed teacher, clinician, or PSRP who is elected as President, Vice President, Recording Secretary or Financial Secretary of the UNION and who serves more than one term and decides to return to BOARD employment following the conclusion of his or her last term in office shall be assigned to an equivalent position in his or her area of licensure.

**1-17.5(b).** *Other Teachers, Clinicians or PSRPs and members elected to Public Office.* If a teacher, clinician or PSRP on UNION leave, not covered by

subsection 1-17.5(a) decides to return to BOARD employment within one year of the beginning of the UNION leave, the teacher, clinician or PSRP shall be returned to his or her former position in his or her former school or unit. If such a teacher, clinician or PSRP decides to return to BOARD employment after one year from the beginning of the UNION leave, he or she shall be assigned to an equivalent position in the area of his or her licensure. A teacher, clinician, or PSRP elected to municipal, county, state, or federal office who decides to return to the BOARD at the conclusion of his or her elected office shall be assigned to an equivalent position in his or her area of licensure.

**1-17.6. Classroom Teaching During UNION Leaves.** Teachers who are on a UNION leave may teach classes for which they are properly certified, subject to the voluntary agreement to such arrangement between the teacher and the principal or head administrator of the school or unit.

## **1-18. Posting or Distribution of Union Materials.**

**1-18.1. Bulletin Boards.** The UNION shall be provided adequate bulletin board space in a place readily accessible to and normally frequented by all bargaining unit employees in each school or unit for the posting of official notices and other official materials relating to Union activities. The bulletin board space allocated shall be identified with the name of the UNION, the name of the UNION delegates and the names of the members of the Professional Problems Committee. UNION delegates and authorized UNION representatives shall be responsible for the content and maintenance of the bulletin board.

**1-18.2. Mailboxes.** UNION delegates, officers and authorized UNION representatives shall have the right to place materials in the mailboxes of bargaining unit employees. Materials placed in mailboxes shall be restricted to official communications from the UNION or communications signed by the UNION delegate. A copy of all materials placed in the mailboxes of



bargaining unit employees by the UNION shall simultaneously be placed in the principal's or head administrator's mailbox.

**1-19. Union Meetings.** On twenty-four hours' advance notice to the principal or head administrator of a school or unit, the UNION shall have the right to schedule meetings in the building before or after regular duty hours and during lunch time of bargaining unit employees involved in matters concerning their employment, the provisions of this Agreement and for the conduct of Union business, provided said meetings do not interfere with an in-service or general faculty meeting previously scheduled and posted prior to the twenty-four hour notification given to the principal or head administrator by the UNION. Where such meetings are held outside of the operating hours of that school or unit, the UNION shall pay the additional costs. The UNION President or his or her designee has the right to attend Union meetings at a school or unit, provided he or she complies with the protocols for visits to CPS premises.

**1-20. Conflicts with Statutes, Rules or Regulations.** The terms of this Agreement shall not apply where inconsistent with constitutional, statutory or other legal provisions. If any provision of this Agreement is found to be contrary to law by the Supreme Court of the United States, or by any court of competent jurisdiction from whose judgment or decree no appeal has been taken within the time provided for doing so, such provision shall be modified forthwith by the parties hereto to the extent necessary to conform thereto. In such cases, all other provisions of this Agreement shall remain in effect. Nothing contained in this Agreement shall be construed to deny to any bargaining unit employee or to the BOARD the right to resort to legal proceedings. No decision on or adjustment of a grievance shall be contrary to any provision of this Agreement.

**1-21. UNION Delegates.** A UNION delegate is defined as a BOARD employee who is an agent of the UNION in a school or unit, which may include a specific work location

or functional division or group. In the event a school, unit or functional division or group does not elect a UNION delegate, the UNION President shall designate a UNION delegate pro tem at the school, unit or job location. The UNION delegate pro tem shall perform all duties of the delegate until an election is held and UNION delegate appointed.

**1-22. Reproduction of Agreement.** This Agreement shall be reproduced by the UNION with the cost to be shared between the BOARD and the UNION. The BOARD shall distribute the Agreement to each person who is or becomes a bargaining unit employee during its effective term. The initial delivery to the units shall be completed as soon as possible, but no later than twenty school days after the printed Agreements have been delivered to the BOARD. The UNION shall submit to the Office of Employee Engagement a list by unit number of all parcels delivered to the warehouse facility of the BOARD. Three thousand seven hundred fifty copies of said Agreement shall be delivered to the Office of Employee Engagement.

## ARTICLE 2 EQUAL EMPLOYMENT OPPORTUNITY

**2-1. Prohibition on Discrimination.** No employee shall be discriminated or retaliated against on the basis of race or ethnicity, ethnic group identification, national origin, nationality, ancestry, creed, color, age, gender or sex (including pregnancy, childbirth, breastfeeding, and pregnancy related medical condition), marital status, civil unions, legally recognized domestic partner status, military/veteran or military discharge status, disability, or actual or perceived sexual orientation, gender identity or expression, religion, parental status, immigration status, genetic information, refusal to submit to a genetic test or make available the results of a genetic test, or political belief or affiliation (not union related); the utilization of

benefits authorized by this Agreement or BOARD policy; membership or participation in, or association with the activities of, the UNION; filing grievances or resolving grievances and professional problems; or participation in any committee, council or group, including but not limited to, the Professional Personnel Leadership Committee, Professional Problems Committee or Local School Council.

**2-2. Recruiting Plan.** By January 1, 2013, the BOARD shall implement, after good faith consultation with the UNION, a systemic plan designed to search for and recruit a racially diverse pool of candidates to fill positions. These efforts shall include training principals and head administrators regarding the implementation of the BOARD's plan. The BOARD and the UNION shall meet periodically to discuss the plan and assess its implementation. The BOARD shall share relevant data with the UNION as part of the implementation assessment.

## **ARTICLE 3 GRIEVANCE AND ARBITRATION PROCEDURE**

**3-1. Definition of a Grievance.** A grievance is a complaint involving a work situation; a complaint that there has been a deviation from, misinterpretation of or misapplication of a practice or policy; or a complaint that there has been a violation, misinterpretation or misapplication of any provisions of this Agreement.

**3-2. Parties to Grievances.** A grievance may be filed by an individual employee, a group of employees or the UNION on behalf of an employee or group of employees. Any bargaining unit employee who is not a member of the UNION or who has not expressed a desire to be represented by it shall have the right to present grievances and appeals on his or her own behalf as an individual through the Chief Executive Officer's Review set forth in Article 3-7 and submit suggestions to the BOARD as an individ-

ual, provided that the adjustment is not inconsistent with the terms of the Agreement and that the UNION has been given an opportunity to be present at such adjustment.

**3-3. Investigation of Grievances.** A principal or head administrator shall allow the UNION delegate or his or her designee a reasonable period of time during the school day to investigate grievances. In the event clarification is necessary as to what constitutes reasonable time, the Director of Employee Engagement, after consultation with the UNION, shall make the final determination. Prior to the initial conference and upon the request of the UNION delegate or his or her designee, the principal or head administrator shall provide the UNION with access to and copies of all existing and available documents that are relevant to the allegations in the grievance, including all documents supporting the BOARD's actions, and shall timely supplement this production if additional documents become available. The UNION President or his or her designee shall be accorded all the rights of the UNION delegate in any school or unit. Time allowed shall be confined to investigating grievances that have been brought to the principal's or head administrator's attention.

### **3-4. Appearances and Representation at Conferences.**

**3-4.1. Conferences.** Conferences held under this grievance procedure shall be scheduled at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend, including witnesses. The UNION shall have the right to be present at each stage of the grievance procedure and to present its views and introduce evidence. Every effort shall be made to hold such conferences during the school day and when held during the school day all participants shall be entitled to attend without loss of pay.

**3-4.2. Failure to Appear.** If the grievant fails to appear at a scheduled grievance conference, and fails to appear at another grievance conference scheduled at the grievant's or the UNION's request, the grievance shall be deemed to have been resolved, provided that the

grievant was given notification of said conference in accordance with the appropriate step of the grievance procedure. The provisions of Article 3-5 are applicable in the scheduling of said conferences.

**3-5. Time Limits.** Failure on the part of the principal, head administrator or any other administrator at any step of this procedure to communicate a decision concerning a grievance within the specified time shall permit it to be advanced to the next higher step. Additional time at a specified step of this procedure may be granted by mutual agreement between the parties.

### **3-6. Adjustment of Grievances—School Level.**

**3-6.1. Informal Resolution.** A sincere attempt should be made to resolve any dispute on an informal basis between the grievant or the UNION delegate or UNION and the principal or the grievant's head administrator if the grievant is not assigned to an individual school before the dispute becomes formalized as a grievance.

**3-6.2. Deadline for Filing Grievances.** A grievant or the UNION shall file grievances in writing within forty-five school days after the occurrence of the event giving rise to the alleged violation, or within forty-five school days from the time the grievant or the UNION should reasonably have become aware of the occurrence of the event giving rise to the alleged violation, whichever is later, except in the case of a salary grievance. For salary grievances filed on or after November 1, 2012, the grievant or the UNION may file a grievance within three calendar years of the date on which the salary grievance arose. Salary grievances filed within three calendar years shall be deemed timely.

**3-6.3. Substance of Grievance.** A grievance must bear the signature of the grievant, the UNION delegate or the UNION President, specifying the complaint(s) and/or violation(s) alleged and a brief statement of facts sufficient to allow a response.

**3-6.4. Joint Grievances and Consolidation.** If two or more grievants have the same grievance, a joint griev-

ance may be presented and processed as a single grievance. Further, the parties by mutual agreement may consolidate other grievances

**3-6.5. Initial Conference.** Upon receipt of a grievance in writing, the principal or the grievant's head administrator if the grievant is not assigned to an individual school shall confer within five school days with the grievant and others involved in the grievance. At this conference the facts shall be discussed, and an effort shall be made to adjust the matter to the satisfaction of all concerned.

**3-6.6. Representation.** The grievant may be heard personally and may be represented by the UNION delegate, the UNION President or the UNION President's designee.

**3-6.7. Communication of Decision.** The principal or the grievant's head administrator if the grievant is not assigned to an individual school shall make a decision and communicate it and the bases for the decision in writing to the grievant, the UNION delegate or UNION designee and the Director of Employee Engagement within five school days after the completion of the conference.

### **3-7. Chief Executive Officer's Review.**

**3-7.1. Right to Appeal.** Within fifteen school days after receiving the decision of the principal or the grievant's head administrator if the grievant is not assigned to an individual school, the grievant, through the UNION, may appeal to the Chief Executive Officer or the Director of Employee Engagement or his or her designee. Copies of the original grievance, the appeal and any decision rendered shall be forwarded to the Director of Employee Engagement with the request for review

**3-7.2. Notice of Conference.** The Chief Executive Officer or the Director of Employee Engagement or his or her designee shall meet within ten school days with the grievant, his or her UNION representative, if any, and the principal or head administrator. The Chief

Executive Officer or his or her designee will give all participants three school days' notice of the time and place of the meeting in writing. By mutual consent, the parties may conduct the meeting via electronic means including, but not limited to, video-, virtual- and tele-conferencing.

**3-7.3. Scheduling of Conference.** Conferences held under this grievance procedure shall be scheduled at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend, including witnesses. The UNION shall have the right to be present at each stage of the grievance procedure and to present its views and introduce evidence. Every effort shall be made to hold such conferences during the school day and when held during the school day all participants shall be entitled to attend without loss of pay.

**3-7.4. Witnesses.** The UNION may present up to two witnesses, in addition to the grievant(s), at a grievance meeting at the Central Office level. Additional witnesses shall be allowed with the Chief Executive Officer's or his or her designee's permission. If witnesses are called at the grievance meeting, the Chief Executive Officer may require that the hearing be conducted via electronic means (e.g., video conferencing or telephonically).

**3-7.5. Communication of Decision.** The Chief Executive Officer or the Director of Employee Engagement or his or her designee shall issue a written decision and communicate the same and the bases for the decision to the parties involved within twenty school days after completion of the conference.

## **3-8. General Provisions.**

**3-8.1. Procedures for Certain Grievances That Are Not Under the Jurisdiction of a Principal or Head Administrator.**

**3-8.1(a). *Initial Processing.*** Any grievance based upon the action of an authority higher than the principal shall be initiated directly with the Office

of Employee Engagement whose decision thereon shall be rendered within fifteen school days. The grievance must specify the complaint(s) and/or violation(s) alleged, a brief statement of facts sufficient to allow a response and any documentation which may expedite the resolution of the grievance. Within fifteen school days after receiving the decision of the Office of Employee Engagement, the grievant may then appeal the decision of said office to the Chief Executive Officer, by requesting, in writing, a meeting with the Office of Employee Engagement, acting as the representative of the Chief Executive Officer. Copies of the grievance and the decision shall accompany the appeal forwarded to the Office of Employee Engagement.

**3-8.1(b).** *Conference and Issuance of Decision.* The Chief Executive Officer or the Director of Employee Engagement or his or her designee shall meet within ten school days with the concerned parties who will be given two school days' notice of the time and place of the conference. The Chief Executive Officer or the Director of Employee Engagement or his or her designee shall make a written decision and communicate the same to the parties involved within ten school days after completion of the conference. Decisions of the Chief Executive Officer or the Director of Employee Engagement or his or her designee may be appealed to arbitration under Article 3-10.

**3-8.2.** Initiation at Higher Step. The UNION may initiate or appeal a grievance at any step of the grievance procedure.

**3-8.3.** Expedited Grievance and Arbitration Procedure. Where expedited grievance and arbitration is provided in this Agreement, the following shall apply: The Union may file the grievance at the highest step. If the grievance is not adjusted within fifteen (15) days, it shall automatically proceed to arbitration upon the Union's written demand. The parties shall select an arbitra-



tor and the grievance shall be heard by the arbitrator within thirty (30) days of the arbitration demand. The arbitrator shall issue a bench ruling and award at the conclusion of the hearing, but may subsequently issue a written ruling explaining the award upon request of either party.

### **3-9. Grievance Mediation.**

**3-9.1. Neutral Grievance Mediators.** The BOARD and the UNION shall establish a permanent panel of four neutral grievance mediators. Mediators may be removed from the permanent panel by written notice from one party to the other requesting removal. Cases pending before a removed mediator shall not be affected. The parties shall make every effort to agree upon a substitute mediator.

#### **3-9.2. Grievance Mediation Panel Meetings and Authority.**

**3-9.2(a). *Mediation Panel.*** Either the UNION or the BOARD may request that a grievance be submitted to mediation. Grievances submitted to mediation shall be submitted to a five-person mediation panel consisting of a mediator selected by the parties and two permanent representatives designated by each party. One of the BOARD's representatives shall be a current or former principal. The parties shall establish regular meeting dates for the mediation panel, occurring no less often than twice per month or more frequently as is necessary to ensure that all grievances submitted to mediation are heard within six months of the grievance filing date.

**3-9.2(b). *Submission to Mediation.*** Within five school days of the selection of a mediator, the parties will contact the mediator directly and notify the mediator of his or her appointment, request available mediation dates and mutually agree to a mediation date. At least seven calendar days before the mediation session, the mediator shall mail notice of the date, time and place of the session to the BOARD and the UNION. The mediator for good cause shown

may postpone the mediation session or extend any period of time upon request of a party or upon his or her own initiative and shall postpone the session or extend any period of time upon mutual agreement of the parties. Prior to the mediation session, the BOARD and the UNION will submit to the mediator all relevant grievance documents for the grievance or grievances to be addressed at that session. Mediation sessions will be conducted upon request of the BOARD or the UNION on an as needed basis.

**3-9.2(c). *Recommendations and Resolutions.*** If appropriate, the mediation panel may make recommendations for resolution to the Chief Executive Officer and the UNION President. If the Chief Executive Officer and UNION President mutually agree to a resolution for a specific grievance, that agreement will be reduced to writing, executed by the parties and implemented. All resolutions shall be non-precedential and not cited in any arbitration case or labor board, administrative or judicial proceeding. In the event of a resolution, the grievance will be withdrawn with prejudice.

**3-9.3. Lack of Resolution.** If the parties cannot mutually agree to a resolution, they may mutually agree to table and further mediate the grievance at a subsequent mediation session. Absent a resolution or an agreement to table the grievance, the grievance will proceed to arbitration. Any grievance agreed to be submitted to mediation (other than under Article 29-4 or 29-5) and not considered by the mediation panel within sixty school days after the request for mediation will be submitted to arbitration.

**3-9.4. Requests for Grievance Mediation Simultaneous with Arbitration Demand.** Simultaneously with a demand for arbitration under this Article, the UNION may submit a written request for mediation to the Director of Employee Engagement. The grievance will proceed to mediation unless the Director of Employee Engagement notifies the UNION, in writing, within

ten school days that the BOARD does not agree to submit the grievance to mediation. Within ten school days of receiving the UNION's demand for arbitration of a particular grievance, the Director of Employee Engagement may request, in writing, that the grievance be submitted to mediation. Any such grievance will proceed to mediation unless the UNION notifies the Director of Employee Engagement, in writing, within ten school days that it does not agree to submit the grievance to mediation.

**3-9.5. Availability of Mediation Procedures.** The UNION and the BOARD may at any time agree to use the mediation procedures of this Section to assist in the resolution of grievances.

### **3-10. Arbitration.**

**3-10.1. Permanent Panel.** The parties shall establish a permanent panel of ten arbitrators to conduct hearings and to issue final and binding awards on grievances. Arbitrators shall have no jurisdiction to hear disciplinary matters except as specifically set forth in this Agreement. Arbitrators may be removed from the permanent panel by written notice from one party to the other requesting removal. Cases pending before a removed arbitrator shall not be affected. The parties shall make every effort to agree upon a substitute arbitrator. In no event may the arbitration panel be fewer than seven arbitrators. The parties will add additional arbitrators to their standing panel and explore options on how best to utilize available arbitrators.

**3-10.2. Demand for Arbitration.** Within fifteen school days after receiving the decision of the Chief Executive Officer or the Director of Employee Engagement or his or her designee, pursuant to Article 3-7 or 3-8, the UNION only may file a demand for arbitration with the Director of Employee Engagement. Within fifteen school days thereafter, the parties will mutually agree to an arbitrator for that grievance, selecting from the permanent panel. If the parties cannot mutually agree upon an arbitrator, then the arbitrator shall be selected

through a striking process with the UNION striking first and then the BOARD until one arbitrator remains. Within five school days of selection of an arbitrator, the parties will contact the arbitrator directly and notify the arbitrator of his or her appointment, request available hearing dates and mutually agree to a hearing date. At least seven calendar days before the hearing, the arbitrator shall mail notice of the date, time and place of the hearing to the BOARD and the UNION. The arbitrator for good cause shown may postpone the hearing or extend any period of time upon request of a party or upon his or her own initiative and shall postpone the hearing or extend any period of time upon mutual agreement of the parties.

**3-10.3. Subpoenas in Arbitration.** Whenever the UNION requests the issuance of subpoenas for the appearance of witnesses at an arbitration hearing, the UNION shall immediately forward copies of such requests to the Director of Employee Engagement. The UNION shall agree to pay the full cost of substitute service for the bargaining unit employee required to appear as a witness at said arbitration hearing.

**3-10.4. Decisions and Awards.** Within sixty calendar days after the closing of the record, the arbitrator shall render a decision and opinion. The decision shall be final and binding on the parties. The cost of the arbitrator shall be equally shared by the parties.

**3-11. Joint Arbitration Review Committee.** The parties shall establish a Joint Arbitration Review Committee to discuss possible settlement of pending arbitration cases. Either the BOARD or the UNION may submit cases for the committee's consideration. The committee shall meet on a monthly basis.

## ARTICLE 4

# ELEMENTARY SCHOOL

**4-1. Regular School Day.** The regular school day for early childhood and elementary school teachers shall not exceed seven hours with a continuous lunch period of forty-five minutes with no work responsibilities. Teachers' lunch shall not be scheduled before the first scheduled student lunch period and shall not be scheduled after the last scheduled student lunch period. Each teacher's day shall be comprised of no more than 296 minutes of instruction, 15 minutes of non-classroom supervision and 60 minutes of continuous duty-free preparation. Four days each week the teacher's preparation time shall be self-directed; one day each week this period shall be principal-directed.

**4-2. Model Early Childhood and Elementary Schedules.** The BOARD and the UNION shall develop up to five models for early childhood and elementary school schedules. The models shall be disseminated to the schools by March 1, 2013. The principal, in conjunction with the Professional Problems Committee, shall select two of the models, and the UNION's teacher members shall vote for one of the two and determine the schedule through a secret ballot majority vote.

**4-3. Beginning and Ending Times.** The day shall normally begin at 8:30 a.m. and end at 3:30 p.m.; however, the principal or Chief Executive Officer if appropriate may change the beginning and ending times after making his or her best effort to achieve the affirmative concurrence of the majority of classroom teachers.

**4-4. Duty Schedules.** A duty schedule for all teachers, teacher assistants, school assistants, instructor assistants and interpreter assistants shall be posted in each early childhood center or elementary school within one week of the start of each semester. Any schedule change shall be preceded by a twenty-four-hour notification to the appropriate staff.

**4-5. Scheduling of Preparation Periods.** Professional preparation periods shall be scheduled from the first in-

structional day of the school year through the last instructional day of the school year.

**4-6. Scheduling of Library, Physical Education and Arts Education Programs.** Library, physical education and arts education programs in all elementary schools where certificated physical education teachers, or teacher-librarians or arts teachers have been assigned shall begin on the first day of instruction and continue through the last instructional day.

**4-7. Cancellation or Shortening of Recess Period.** In those unusual circumstances where a twenty-minute recess period for the students is not scheduled or is canceled or shortened, a procedure shall be developed at each school to relieve teachers for a period of twenty minutes or for the equivalent number of minutes that recess was shortened or eliminated.

**4-8. Review of Recess Program.** The principal, in conjunction with the Professional Problems Committee, shall review issues related to the implementation of recess, including, but not limited to, the safety and supervision of students, play equipment and staffing. The Professional Problems Committee shall submit recommendations directly to the principal with copies of the recommendations submitted simultaneously to the Local School Council and the Chief Executive Officer.

**4-9. Late Arrival or Early Departure.** Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in an emergency situation only, a bargaining unit employee assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a bargaining unit employee assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

**4-10. Determination of Professional Development Activities.** In the spring semester of every school year, the PPLC, or in its absence the PPC, shall develop and formally present recommendations to the principal and the local

school council on professional development activities for the school staff for the subsequent school year. The principal shall determine professional development activities for the subsequent school year after hearing the recommendations of and in consultation with the Professional Personnel Leadership Committee, or in its absence the PPC.

**4-11. Start of Department Classes.** If a school is organized on a departmental basis, said departmental classes shall begin on or before the second Wednesday following the opening of the school year unless precluded by the unavailability of teachers with the required subject skills.

**4-12. Supervision of Students.** Teachers assigned to supervise students during their preparation periods shall be provided with an equal amount of time for preparation periods at another time agreed to between the teachers and the principal.

**4-13. Half Day Early Childhood and Kindergarten.** In order to ensure that early childhood and kindergarten students who attend the afternoon session receive the full instructional time allocation on days when one half day in-service meetings are scheduled, other available staff, in addition to the early childhood and kindergarten teacher, already at each local school and any available space shall be utilized by the principal to meet the instructional needs of said students.

**4-14. Placement of Students Completing Preschool or Kindergarten.** The principal shall receive pertinent information from the early childhood and kindergarten teacher and shall have the counsel of the elementary school counselor in the placement of students completing preschool or kindergarten.

**4-15. Travel Time.** A kindergarten teacher who spends the morning session at one building and the afternoon session at another building shall be given a daily uninterrupted lunch period of forty-five minutes with no work responsibilities exclusive of travel time.

**4-16. Non-Teaching Time for Early Childhood and Kindergarten Teachers.** At the beginning of each semester,

the early childhood and kindergarten teachers shall be scheduled a sufficient amount of non-teaching time, to the extent that the use of teacher assistants employed at the school will permit, to complete registration, including cumulative record cards, registration cards, emergency information cards and transfer records for early childhood and kindergarten students.

**4-17. Student Matriculation Dates.** All teachers in the early childhood programs should have the same student matriculation dates for entrance and pre-screening procedures.

**4-18.** The Professional Personnel Leadership Committee shall make written recommendations regarding school safety to the principal and Local School Council.

**4-19. Elementary Beginning of School Preparation Periods.** The BOARD and the UNION shall consult on elementary schedules for schools that maintain the current student instructional minutes at 360 while providing elementary teachers preparation time at the beginning of the school day.

No later than January 1, 2017, the parties shall agree on model schedules that will allow full-time elementary teachers a minimum of 15 minutes of preparation at the beginning of the school day for a minimum of 71 student attendance days (based on a 178 student attendance day school year; two per week).

Schools shall adopt a schedule in accordance with Articles 4-2 and 5-2. School must implement their first such schedule in SY2017-18 but the UNION and the BOARD shall meet and confer to determine whether some or all schools will implement by the start of the second semester in SY2016-17.

The preparation period will be self-directed.

## **ARTICLE 5 MIDDLE SCHOOL**

**5-1. Regular School Day.** The regular school day for middle school teachers shall not exceed seven hours with



a continuous lunch period of forty-five minutes with no work responsibilities. Teachers' lunch shall not be scheduled before the first scheduled student lunch period and shall not be scheduled after the last scheduled student lunch period. Each teacher's day shall be comprised of no more than 296 minutes of instruction, 15 minutes of non-classroom supervision and 60 minutes of continuous preparation time. Four days each week the teacher's continuous duty-free preparation time shall be self-directed; one day each week this period shall be principal-directed.

**5-2. Model Middle School Schedules.** The BOARD and the UNION shall develop up to five models for middle school schedules. The models shall be disseminated to the schools by March 1, 2013. The principal, in conjunction with the Professional Problems Committee, shall select two of the models, and the UNION's teacher members shall vote for one of the two and determine the schedule through a secret ballot majority vote.

**5-3. Beginning and Ending Times.** The day normally shall begin at 8:30 a.m. and end at 3:30 p.m.; however, the principal (or the Chief Executive Officer if appropriate) may change the beginning and ending times after making his or her best effort to achieve the affirmative concurrence of the majority of the classroom teachers.

**5-4. Duty Schedules.** A duty schedule for all teachers, teacher assistants, school assistants, instructor assistants and interpreter assistants shall be posted in each middle school within one week of the start of each semester or at the regular reorganization time. Any schedule change shall be preceded by a twenty-four-hour notification to the appropriate staff.

**5-5. Scheduling of Preparation Periods.** Professional preparation periods shall be scheduled from the first instructional day through the last instructional day of the school year.

**5-6. Scheduling of Library, and Physical Education Arts Education Programs.** Library, physical education and arts education programs in all middle schools shall

begin on the first instructional day and continue through the last instructional day of the school year.

**5-7. Cancellation or Shortening of Recess Period.** In those unusual circumstances where a twenty-minute recess period for the students is not scheduled or is canceled or shortened, a procedure shall be developed at each school to relieve teachers for a period of twenty minutes or for the equivalent number of minutes that recess was shortened or eliminated.

**5-8. Review of Recess Program.** The principal, in conjunction with the Professional Problems Committee, shall review issues related to the implementation of recess, including, but not limited to, the safety and supervision of students, play equipment and staffing. The committee shall submit recommendations directly to the principal with copies of the recommendations submitted simultaneously to the Local School Council and the Chief Executive Officer.

**5-9. Late Arrival or Early Departure.** Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in any emergency situation only, a bargaining unit employee assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a bargaining unit employee assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

**5-10. Determination of Professional Development Activities.** In the spring semester of every school year, the PPLC, or in its absence the PPC, shall develop and formally present recommendations to the principal and the local school council on professional development activities for the school staff for the subsequent school year. The principal shall determine professional development activities for the subsequent school year after hearing the recommendations of and in consultation with the Professional Personnel Leadership Committee, or in its absence the PPC.

## ARTICLE 6

# HIGH SCHOOL

**6-1. Regular School Day.** The high school day may begin and end at different times from school to school as determined at the local school level following discussion between the principal and local school faculty, but shall not exceed 435 minutes in length for a high school teacher. The high school teacher is to be in his or her room with the class ready to teach at the time designated on the teacher's schedule. The regular school day shall consist of eight fifty-minute periods, including five teaching periods, and up to thirty-five minutes of passing periods. Any special bell schedule that involves teacher supervision of students shall deduct time spent supervising students from the regular class periods. High school teachers shall have a continuous lunch period of fifty minutes with no work responsibilities, except that, if the regular lunch period is shortened to less than fifty minutes, the teacher's school day shall be shortened an equal number of minutes. Teachers' lunch shall not be scheduled before the first scheduled student lunch period and shall not be scheduled after the last scheduled student lunch period. Each teacher's schedule shall include seven fifty-minute duty-free, self-directed preparation periods per week. Each teacher's schedule shall include three principal-directed preparation periods per week, which shall be used only for staff development, teacher collaboration, advisory (one per week), department meetings, subject area team meetings and other professional preparation activities.

**6-2. Model High School Schedules.** The BOARD and the UNION shall develop up to five models for high school schedules. The models shall be disseminated to the schools by December 31, 2012. The principal, in consultation with the Professional Problems Committee, shall select two of the models, and the UNION's teacher members shall vote for one of the two and determine the schedule through a secret ballot majority vote.

**6-3. Advisory Periods.** A thirty-minute advisory period once a week paid at the teacher's regular rate of pay may

be added to the fifty-minute high school schedule by following the procedures for waivers outlined in Appendix C.

**6-4. Consultation with Department Chairs.** The principal shall consult all department chairpersons in connection with programming the respective school departments. Prior to March 1, each department chairperson shall submit written recommendations to the principal or the principal's designee concerning the programming of the department for the following school year.

**6-5. Placement of Students in Advanced Placement and Other Specialized or Leveled Classes.** The student, teacher, counselor, administrator and/or programmer shall consult with each other in placing students in advanced placement, specialized or specially leveled classes. The PPC shall discuss and advise the principal when student programming issues are reported.

**6-6. World Language Classes.** Separate world language classes for native speakers shall be provided where enrollment makes this possible. World language courses for native speakers and levels of world language courses (such as Honors versus Regular or Spanish I versus Spanish II) shall be considered unique lesson preparations, consistent with Article 40-6.

**6-7. Determination of Professional Development Activities.** In the spring semester of every school year, the PPLC, or in its absence the PPC, shall develop and formally present recommendations to the principal and the local school council on professional development activities for the school staff for the subsequent school year. The principal shall determine professional development activities for the subsequent school year after hearing the recommendations of and in consultation with the Professional Personnel Leadership Committee, or in its absence the PPC.

**6-8. Art Facilities.** New buildings shall include adequate facilities in all classrooms designated for the teaching of art, including adequate lighting, sinks and cabinet and storage space.

**6-9. Mathematics Classrooms.** Whenever possible, mathematics classes shall be assigned to rooms with adequate chalkboard and/or dry erase board space and provisions for maps, charts, graphs and other teaching aids.

**6-10. Availability of Chorus and Instrumental Music and Science Rooms.** The chorus room, instrumental music rooms and science rooms shall be made available to the chorus or instrumental music teacher during his or her preparation period whenever possible.

**6-11. Department Meetings.** One period every six school weeks shall be allowed for departmental meetings during the school day, provided that this does not necessitate the dismissal of students or cancellation of classes.

**6-12. Guest Speakers.** The teacher individually or through the department chairperson shall request in writing approval of the principal prior to inviting a guest speaker to address the class one week prior to the date of the appearance, and written approval of the principal must be secured before the invitation is extended. Any disapproval by the principal shall be submitted in writing.

**6-13. Professional Journals.** Professional journals and other publications shall be purchased through the high school library for use in each high school.

**6-14. RESERVED.**

**6-15. Training for Newspaper and Yearbook Sponsors.** Whenever funds can be made available, the BOARD shall institute an in-service training program for newspaper and yearbook sponsors.

**6-16. RESERVED.**

**6-17. Materials Service Centers.** As funds, staff and space are available, a materials service center to provide commonly used films, tapes, records, filmstrips, maps, diagrams and paperback books shall be provided in every high school.

**6-18. Late Arrival or Early Departure.** Upon reasonable notification to the principal in the case of late arrival or

early departure to or from school for good cause in an emergency situation only, a bargaining unit employee assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a bargaining unit employee assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

**6-19. Science Laboratory Teachers.** High school science laboratory teachers shall not be assigned a division.

**6-20. Rehabilitation Surveys.** All instrumental music, band or orchestra rooms in high school buildings over ten years old shall be surveyed for rehabilitation.

**6-21. World Language Recommendations.** Each world language teacher shall submit written recommendations annually to the principal or the principal's designee relative to organization of classes, level and placement of students in language classes.

**6-22. Duty Schedules.** A duty schedule for all teachers and teacher assistants shall be posted in each high school within one week of the start of each semester. Any schedule change shall be preceded by a twenty-four-hour notification to the appropriate staff.

**6-23. Screening and Searching of Students.** Only those members of the high school staff who are properly trained may be required to conduct or directly assist in screening or searching students or others, whether by mechanical, electrical or other means, on a daily or random basis.

**6-24. Nomination and Election of Department Chairs.** Principals shall solicit the input of department members prior to nominating department chairs. The principal shall nominate one or more candidate(s) in each department to serve as department chairs. The faculty members in that department will conduct a secret ballot vote to elect/confirm the department chairs.

**6-25. Maximum Teacher Periods for Certain Teachers.** High school teachers of art, drafting, music, physical

education and business education, and teachers in education and CTE guidance centers, shall have a maximum of twenty-five teaching periods per week.

## ARTICLE 7 TEXTS AND SUPPLIES

**7-1. Notice of Proposed Appropriations.** Within twenty school days after the proposed school budget is received in the school, the principal or the principal's designee shall advise the school's faculty members, subject area or grade level departments and appropriate committees within the school—including the Professional Problems Committee, the Professional Personnel Leadership Committee and text committees—of the total amount of funds proposed for the purchase of texts, instructional materials and supplies under all BOARD funds. The principal or the principal's designee shall provide the faculty and above-listed committees with access to a copy of the proposed school budget and related budgetary documentation.

**7.2 Text Committees.** Text committees shall be established in each school composed of teachers elected by their peers and may be subject-area specific as appropriate, including, but not limited to, the subjects of English, social studies, mathematics, science, business, and foreign language and special education. There shall always be at least one special education teacher on the committee. Text committees shall present written recommendations to the principal and the Professional Problems Committee concerning the purchase of texts and related instructional materials. Any approved text list shall be made available to the schools by February 1 of each school year whenever possible.

**7-3. Supply-Purchase Recommendations.** On or before a specific date to be established by the Professional Problems Committees and the principal, the Professional Problems Committee may submit, in writing, to the principal or the principal's designee, a suggested list of texts, instructional materials and supplies for students. The Pro-

Professional Problems Committee shall ensure that recommendations for texts, instructional materials and supplies are specifically solicited from special education teachers, ancillary teachers, bilingual teachers and librarians and incorporated into the overall recommendations submitted to the principal. Text and supply allocations are limited to the available funds.

**7-4. Unexpended Funds.** Funds for texts, instructional materials and supplies that are ordered and marked “out of stock” and that remain unexpended at the end of the school year shall be added to the local school’s regular supply appropriation for the following school year.

**7-5. Texts, Instructional Materials and Supplies Distribution and Collection.** Teacher-editions of texts, instructional materials, curriculum guides for each subject area and supplies shall be available for distribution to teachers and an assigned classroom with a teacher desk on the first day of teacher attendance of the regular school year and the summer school session. Student texts shall be distributed no later than the end of the first week of student attendance. School principals shall confer with the Professional Problems Committee on ways to expedite the distribution of texts to students. Collection and inventory of texts shall not be required before the last week of school. Teachers shall keep an accurate account of the educational equipment and materials issued to them for instruction of their classes. The principal shall consult with grade level representatives and/or department chairs (including a special education representative) and PPLC to determine the selection of texts and instructional materials. To the extent possible, each school shall ensure that staff is provided adequate and appropriate technology, current and culturally relevant curriculum guides and materials, both physical and digital copies for their classrooms. All decorations or educational items required by administration for the school classrooms shall be paid for and provided by the school administration.

**7-6. Supply Money.** Each Fiscal Year, the BOARD shall appropriate sufficient funds to each school or unit to re-



imburse teachers, counselors, clinicians, and speech-language paraeducators up to \$250.00 per employee for instructional supplies and materials, classroom library books and therapeutic materials purchased by them for student instruction and support. Principals and head administrators shall approve the reimbursements in accordance with the procedures developed by BOARD, and such reimbursements shall be paid by the end of the semester in which the receipts were submitted. Employees shall be reimbursed for reasonable purchases for classroom and school use. Additionally, the BOARD procedures will make clear that purchases by teachers, counselors, clinicians, and speech-language paraeducators are presumed to be reasonable and will not be denied for reimbursement unless clearly outside of a reasonable classroom or school use consistent with Board policy. If certain categories of purchases are being denied for reimbursement, the BOARD and the UNION shall meet and discuss whether they are reasonable and, if determined to be reasonable, the BOARD shall authorize an expeditious reimbursement. No later than the start of the 2020-21 school year, the BOARD shall retain mutually agreed upon vendors where bargaining unit employees in each of the above-listed titles can purchase supplies from prepaid accounts in the amount of up to \$250.00 per year.

## **ARTICLE 8 PROFESSIONAL DEVELOPMENT TEACHERS AND TEACHER LEADERS**

### **8-1. Professional Development Teachers.**

**8-1.1. Placement.** All professional development teachers assigned to instructional or professional development schools whose daily duties include instruction and professional development activities beyond a regular teacher's work day (i.e., 6.25 hours exclusive of lunch and seven hours inclusive of lunch) shall be

placed in teacher positions with a value of 1.2, and their compensation for their regular hours of work shall be considered regular salary and pensionable under Article 36-4.1.

**8-1.2. Regular Work Day.** The regular work hours of professional development teachers in 1.2 positions in instructional or professional development schools will include an additional 1.25 actual work hours (or seventy-five minutes) beyond the professional development teachers' work day. In every case, however, the total number of hours actually worked by professional development teachers in instructional or professional development schools (including the two ten-minute breaks) shall be 7.5 hours, exclusive of the forty-five-minute lunch period with no work responsibilities. The regular work day for professional development teachers in 1.2 positions at instructional or professional development schools shall not exceed 8.25 hours, including two ten-minute breaks and a forty-five-minute lunch period with no work responsibilities.

**8-1.3. Additional Work Hours.** If in any payroll period a professional development teacher's hours of work exceed seventy-five hours, the BOARD shall pay the professional development teacher for the additional time at his or her hourly rate of pay.

**8-1.4. Reclassification.** The BOARD may reclassify professional development teacher positions to regular teacher positions with a 1.0 value at the BOARD's sole discretion at the conclusion of a school year.

## **8-2. Teacher Leaders.**

**8-2.1. Placement.** Teacher leaders shall be placed in teacher positions with a value of 1.2, and all such salary is pensionable under Article 36-4.1.

**8-2.2. Regular Work Day.** Teacher leaders shall work an eight-hour work day exclusive of a forty-five-minute lunch period with no work responsibilities. The eight-hour work day shall include two ten-minute breaks.

**8-2.3. Additional Work Hours.** If in any payroll period a teacher leader's hours of work exceed eighty hours, the BOARD shall pay the teacher leader for the additional time at his or her hourly rate of pay.

**8-2.4. Reclassification.** The BOARD may reclassify teacher leader positions to regular teacher positions with a 1.0 value at the BOARD's sole discretion at the conclusion of a school year.

**8-3. Online Professional Development.** The BOARD shall work with the UNION to ensure that every CPS school shall have access to Board-provided free online professional development classes that meet requirements for ISBE licensure renewal. The BOARD shall advocate that ISBE allow schools to provide ISBE credit for grade-level, curriculum, and faculty meetings.

## **ARTICLE 9 PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL**

**9-1. Work Schedule and Work Space.** PSRPs are on duty seven hours and fifteen minutes each school day, exclusive of a thirty-minute lunch period. PSRPs shall be scheduled for a ten-minute relief period during the morning and a ten-minute relief period during the afternoon. PSRPs assigned to a local school site shall not be required to sign out for lunch unless they are leaving the school building. The hours of arrival and departure and lunch time are designated by the principal. In setting the starting and ending time for PSRPs, principals shall not act arbitrarily or capriciously nor shall they establish these times as a form of discipline. The BOARD shall provide adequate work space for all PSRPs, including citywide PSRPs, appropriate to their job duties. The work space shall include, at minimum, a desk, chair, access to a computer, working copiers, printers and telephones.

## **9-2. PSRP Professional Support and Evaluation Plan.**

The parties agree that the BOARD shall follow its PRSP Performance Evaluation Guidelines as customized for various employees within the bargaining unit, as it was promulgated on August 1, 2014. Employees who are rated unsatisfactory shall be afforded the remediation opportunity provided in the plan.

**9-3. Security After Working Hours.** No PSRP shall be requested to remain in a school building after that employee's regular working hours, unless security is provided in the work area.

**9-4. PSRP Duties and Responsibilities.** Utilization of all PSRPs shall be in conformity with applicable statutes and established guidelines. Such personnel shall not be used as a substitute for a teacher except for temporary emergency supervisory duty where the welfare of students is involved. Said temporary supervisory duty shall not exceed sixty minutes. No teacher may leave the teacher's assigned classroom under the supervision of said personnel, unless said teacher has received the approval of the principal or the principal's designee.

**9-5. Transfer Windows.** PSRPs may apply to transfer to vacant positions for which they qualify at any time during the school year.

**9-6. Governing Policies and Procedures.** PSRPs shall continue to be subject to the Rules of the Board of Education, applicable BOARD guidelines, BOARD policies and procedures and this Agreement.

**9-7. Staff Development.** Staff development at the school level shall include professional learning pertinent to the work of PSRPs. The Board and the Union shall form an ad hoc committee to study and make a plan to address staff development needs of the various PSRP job titles.

**9-8. Administrative Transfers.** Administrative transfers shall be executed promptly by the sending school's principal.

**9-9. Advance Step Placement.** When the BOARD appoints a PSRP to a full-time teaching position and the PSRP

has been employed by the BOARD for a minimum of one full school year without a break in service prior to appointment to the teaching position, the BOARD shall place the PSRP on a step equivalent to his or her years of service as a PSRP with the BOARD up to Step 5. He or she shall retain all accumulated sick and personal business days accumulated as a PSRP. All additional applicable benefits shall be transferred to said new teacher and he or she shall be granted one year of teacher seniority for the years employed as a PSRP.

**9-10. Layoff and Recall.** The BOARD's ESP Layoff and Recall Policy will be applied to include criteria for determining bargaining unit employees to be laid off. Except when bargaining unit employees are laid off due to school actions, employees shall be laid off by school unit in the following manner:

The school principal or unit head shall determine the number of positions and which classification(s) within the unit shall be affected. Employees within those classifications will be laid off in the following order:

1. Employees who do not possess the highly qualified status or who do not hold necessary certifications or other qualifications;
2. Employees rated unsatisfactory (i.e., below 1.9 points on current system) in their most recent performance rating.
3. Employees rated developing (i.e., 2.0-2.6 points on the current evaluation system) in their most recent performance rating.
4. All other employees by seniority.

For purposes of this policy only, "seniority" with regard to layoff and reappointment shall mean the length of full-time accumulated service in any career service/ESP position, with such seniority accruing from the date of initial appointment to a career service/ESP position with the Board. This definition of "seniority" shall apply only to those ESP employees who are represented by a bargaining unit at the time of their layoff.

**9-11. Paraprofessional and School-Related Personnel and No Child Left Behind Act.** The BOARD agrees that it will reimburse a PSRP for the cost of the test option required by the No Child Left Behind Act, provided the PSRP submits written verification of passage of such test.

**9-12. Truant Officers.** In the event the BOARD hires truant officers, the BOARD and the UNION shall meet promptly to bargain over their terms and conditions of employment.

### **9-13. School Library Assistants.**

**9-13.1. Work Orders.** School library assistants shall receive work orders only from the principal, the assistant principal or the head teacher-librarian.

**9-13.2. Job Duties.** School library assistants shall perform work related primarily to the school library and other responsibilities as set forth in their job descriptions. School library assistants shall not be responsible for giving formalized instruction to classes of students.

**9-13.3. Professional Development Workshops.** All school library assistants shall attend professional development workshops conducted by the BOARD for the purpose of upgrading their skills. Each school library assistant shall attend a minimum of one such workshop annually.

### **9-14. School Clerks.**

**9-14.1. Review of Staffing Formula.** The BOARD shall review annually the current school clerk staffing to allow modification of staffing of school clerks at any work location where such a need is determined by the BOARD.

**9-14.2. Substitute School Clerks.** The BOARD will allocate \$300,000.00 each year for additional substitute school clerks who will be assigned to perform the duties of absent school clerks in those schools with less than two clerks beginning with the second day of absence, and in all other schools, beginning with the fourth day of absence.

**9-14.3. Staffing, Student Orientation and Articulation Days.** School clerks authorized by BOARD action to work on student orientation and articulation days in the weeks preceding the first employee work day of a new school year shall be paid at the school clerk's regular rate of salary. Every school shall have a school clerk I. Effective with the 2013-2014 school year, school clerks shall be assigned to work three work days more than teachers assigned to their schools which shall be scheduled on the three days before teachers commence the school year. School clerks shall be paid their regular hourly rate of pay on those three days, which are reflected in Appendix A.

**9-14.4. Professional Development.** The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. Two workshops per year shall be scheduled in order to provide school clerks with new techniques required to fill their job responsibilities and to familiarize school clerks with new technology utilized by the BOARD.

**9-14.5. School Clerk Assistant.** Any regular school clerk assistant assigned in a school clerk I position for a period of ten consecutive school days shall be paid at the appropriate step of the school clerk I salary schedule and staffed in the position, effective on the eleventh consecutive school day. Upon the assignment or transfer of a regular school clerk I to said position, the school clerk assistant shall revert to the former pay status as a school clerk assistant.

**9-14.6. Training.** All school clerks shall be provided necessary training in Kronos, attendance management and internal accounts, as well as the implementation of any new programs or responsibilities that are introduced into the schools and performed by the school clerks. Such training shall be provided annually during normal work hours. When such training is provided, the BOARD shall determine the nature, extent, location and duration of the training.

**9-14.7. School Clerk Duties.** The BOARD shall clearly delineate the duties of the school clerk. Registration

and enrollment responsibilities shall be performed primarily by bargaining unit employees.

## **9-15. Audiometric and Vision Screening Technicians.**

**9-15.1. Administration of Screenings.** Only qualified audiometric and vision screening technicians and temporary audiometric and vision screening technicians shall administer vision and hearing screenings.

**9-15.2. Scheduling.** When schedules are assigned, ability and qualifications being equal, audiometric and vision screening technicians shall be given preference based on seniority.

**9-15.3. Cluster Meetings.** Two city-wide or district cluster meetings shall be held annually, one on a professional development day before the start of school year and one on a professional development day at the end of the first semester for audiometric and vision screening technicians in order to review new procedures and other related matters.

**9-15.4. Travel Time.** Travel between schools required by the BOARD shall be conducted within the established seven-hour and fifteen-minute duty day.

**9-15.5. Changes in Procedures.** Audiometric and vision screening technicians shall be informed, in writing, of any procedural changes and recording procedures and any change in the date for submission of time sheets and monthly travel reimbursement applications. Said audiometric and vision screening technicians shall implement and comply with said changes.

**9-15.6. Screening Guidelines.** Audiometric and vision screening technicians, regardless of the program they are staffed into, shall conform with the screening guidelines outlined by the State of Illinois, Department of Public Health, and the duties established by the BOARD.

**9-15.7. Equipment and Forms.** As determined by the Office of Diverse Learner Supports and Services, audiometric and vision screening technicians shall be



provided with replacement equipment to the extent possible and printed forms when necessary.

**9-15.8. Certifications.** Current state certifications for audiometric and vision screening technicians shall be kept on file by the Office of Diverse Learner Supports and Services.

## **9-16. Teacher Assistants.**

**9-16.1. Recess Duty.** In schools where there are two or more teacher assistants and where outside recess is scheduled, and where the principal determines that all teacher assistants are not needed for recess duty, the recess duties of the teacher assistants shall be rotated.

**9-16.2. Crossing Activities.** The BOARD, principals and head administrators shall not assign PSRPs to work outside the school traffic zone designated by traffic control barricades or to perform traffic control activities, including setting up barricades. The BOARD, principals and head administrators are not prohibited from requiring PSRPs to escort children across streets adjacent to the school and may require them to carry stop signs. They may also station PSRPs at the street corners within the school zone traffic barricades defining the school zone; however, PSRPs shall not be assigned outside the parameters of the school.

**9-16.3. Reclassification of Teacher Assistants.** The BOARD shall not reclassify a teacher assistant to a special educational classroom assistant who does not perform diapering and feeding.

## **9-17. School Assistants.**

**9-17.1. Recess Duty.** In schools where there are two or more school assistants assigned and present, if outside recess is scheduled and the principal determines that all school assistants are not needed for recess duty, the recess duties of the school assistants shall be rotated.

**9-17.2. School Assistants Who Become Highly Qualified Under No Child Left Behind Act.** School assistants

I and II who become highly qualified under the No Child Left Behind Act during the term of this Agreement shall be reclassified to teacher assistants I or II (depending on which position they qualify for) after producing Illinois State Board of Education verification of their highly qualified status to the Talent Office and shall be placed on the appropriate step of Grades GB1 or GB2 and shall retain their seniority for all purposes.

## **9-18. Computer Technicians and Technology Coordinators I, II and III.**

**9-18.1. Work Space and Equipment.** Each school shall provide a desk and a chair for the computer technicians and technology coordinators I, II and III. Telephone service and computer access shall be available.

**9-18.2. Professional Orientation Workshops and In-Service Meetings.** The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. A minimum of one city-wide in-service meeting per school year shall be scheduled during the school day for computer technicians and technology coordinators I, II and III.

**9-18.3. Transfers.** Seniority will be considered in the selection of computer technicians and technology coordinators I, II and III seeking transfer to an announced vacancy. For this purpose, seniority shall be determined from the date of hire.

**9-18.4. Work Orders.** Computer technicians and technology coordinators I, II and III shall receive work orders only from the principal and the assistant principal.

**9-19.1.** American Sign Language Interpreters Regular School Day. [Was Article 21-17.] The regular day for sign language interpreters shall be seven hours and forty-five minutes with a continuous duty-free lunch period and no work responsibilities. Each interpreter's school day shall include 45 minutes of continuous duty-free preparation time. Four days each week, the interpreter's preparation time shall be self-directed. One day each week, this period

shall be directed by the principal(s) or the interpreter supervisor for interpreter-related preparation or duties, e.g., IEP meetings and/or collaboration with the IEP team. The Board shall ensure that qualified substitutes are provided for ASL Interpreters who are absent.

**9-20. PSRP Probationary Period.** Consistent with long-standing past practice and BOARD policy, the probationary period for PSRP bargaining unit employees shall be one year.

**9-21. Financial Support for Teacher Candidates.** In consultation with the Union, the BOARD will increase its financial commitment to support PSRPs (and other teacher candidates involved in schools such as parents) who desire to pursue becoming classroom teachers in CPS. The Board shall secure funding to ensure that said candidates receive financial support and health insurance.

## ARTICLE 10 OTHER POSITION TITLES

### 10-1. YOUTH INTERVENTION SPECIALISTS ("YIS") CLASSIFICATION.

**A. *Job Duties/Responsibilities.*** Youth Intervention Specialists shall only perform work in conformity with applicable statutes, established guidelines and their job description.

**B. *Exempt Status.*** YISs are non-exempt employees.

**C. *Status Quo after Recognition.*** No YIS shall suffer a loss in salary or benefits due to the agreement to bring YISs into the bargaining unit.

**D. *Applicability of the Collective Bargaining Agreement.*** All provisions of the CBA applicable to PSRPs also apply to YISs unless they specifically conflict with the provisions of this Article.

**E. *Regular Work Day.*** YISs shall work an 8-hour work-

day, inclusive of a forty-five minute duty free lunch period. All travel time is part of an 8-hour workday, except travel to and from the school each day. The practice of two attendance swipes per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, the start and end times may vary according to the school start and end times as well as any meetings prior to or after the regular work day (e.g., if a YIS is assigned to a school that starts at 8:30 a.m. and has mandatory administrative meetings at 7:30 a.m., the YISs day would start at 7:30 a.m. and end at 3:30 p.m.). It is understood that YISs may be required to work outside their regular workday or workweek schedule.

**F. Work Year.** YISs are employed on a 208-day basis.

**G. Salary.**

**1. Grade.** YIS employees shall be placed on Grade GA10.

**2. New hire step placement.** New hires will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

**3. Incumbent Employee Step Placement.** Effective July 1, 2016, the Board will place employees on payroll as of October 31, 2019 (“incumbent YIS employees”) on a step in accordance with the following principles:

a) All YIS incumbents except those identified in subparagraph (b) will be placed on the step closest to their salary as of July 1, 2016 or their respective date of entry into their position without going under.

b) Those identified in the attached chart will be placed on the appropriate step commensurate with their years of service as follows: one year of service credit for every two years of service in a CTU position from the initial hire date to their entry date in the YIS position provided that the step has a salary equal to or greater than their current salary.

**4. *Retroactive Step.*** As soon as practicable after placing them on the appropriate step under paragraph three above, the Board will pay incumbent YIS employees any retroactive step pay due to them between July 1, 2016 and the date of actual step placement within six pay periods after the execution of this agreement.

**5.** Effective immediately, incumbent YIS employees step anniversary date will be July 1st.

## **10-2. FAMILY ENGAGEMENT COORDINATOR ("FEC") AND COMPREHENSIVE SERVICE COORDINATOR ("CSC") CLASSIFICATIONS.**

**A. *Job Duties/Responsibilities.*** Family Engagement Coordinator's and Comprehensive Service Coordinators shall not perform any work not in conformity with applicable statutes, established guidelines and their job description.

**B. *Exempt Status.*** FECs and CSCs are exempt professional employees.

**C. *Status Quo after Recognition.*** No FEC or CSC shall suffer a loss in salary or benefits due to the agreement to bring them into the bargaining unit.

**D. *Applicability of the Collective Bargaining Agreement.*** All provisions of the CBA applicable to PSRPs also apply to FECs and CSCs unless they specifically conflict with the provisions of this Article.

**E. *Regular Work Day.*** FECs and CSCs shall work an 8-hour workday, inclusive of a forty-five minute duty free lunch period. All travel time is part of an 8-hour workday, except travel to and from their first and last work location each day. The practice of one attendance swipes per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, the start and end times may vary per the manager or according to the school start and end times as well as any meetings prior to or after the regular work day (e.g., if an FEC or CSC is assigned to a school that starts

at 8:30 a.m. and has mandatory administrative meetings at 7:30 a.m., the FECs or CSCs day would start at 7:30 a.m. and end at 3:30 p.m.). It is understood that FECs or CSCs may be required to work outside their regular workday or workweek schedule.

**F. *Work Year.*** FECs and CSCs are continuously employed on a 12 month, 52-week basis.

**G. *Salary.***

**1. *Grade.*** FEC and CSC employees shall be placed on Grade G08.

**2. *New hire step placement.*** New hires will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

**3. *Incumbent Employee Step Placement.*** Effective August 1, 2018 for FECs and July 1, 2019 for CSCs, the Board will place employees on payroll as of October 31, 2019 (“incumbent FEC and CSC employees”) on a step in accordance with the following principles:

a) An FEC or CSC who has not been employed for 12 months or more as of October 31, 2019, will be placed on the step closest to their current salary without going under.

b) All other FECs and CSCs will be given step credit for all years as a FEC, CSC, Head Start Educational Resource Assistant, Head Start Health Resource Assistant, Head Start Parent Resource Assistant, or Head Start Social Service Resource Assistant from their initial hire date to their entry date in the FEC or CSC position. For those who have no experience in the above positions those members will be given one year of service credit for every two years of service in a CTU position from the initial hire date to their entry date in the position provided that the step has a salary equal to or greater than the FEC and CSC’s current salary.

**4. *Retroactive Step.*** As soon as practicable after placing them on the appropriate step under paragraph three above, the Board will pay incumbent FECs any retroactive step pay due to them between August 1, 2018 and the date of actual step placement within six pay periods after the execution of this agreement. The Board will pay incumbent CSCs any retroactive step pay due to them between July 1, 2019 and the date of actual step placement within six pay periods after the execution of this agreement.

5. Effective immediately, incumbent FEC employees step anniversary date will be August 1st and incumbent CSC employees step anniversary date will be July 1st.

#### **H. *Saturday/Sunday Work.***

FECs and CSCs who are required to work on Saturday or Sunday will be paid a non-pensionable stipend of \$100 per day for work performed on those days.

#### **I. *Layoff and Recall.***

**1. *Notice of Position Closing.*** When a determination is made that an FEC or CSC's services are no longer required, the FEC or CSC will be so notified (hereinafter "notice of layoff") at least 21 days in advance of the effective date of layoff.

2. All other provisions of Appendix I shall apply.

#### **J. *Vacation Accrual and Scheduling.***

**1. *Vacation Accrual.*** FECs and CSCs will accrue vacation in accordance with the Board's Paid Time Off Policy.

**2. *Vacation Scheduling.*** Individual networks may create vacation black-out periods during which FECs and CSCs will not be permitted to schedule vacations. Notice of vacation black-out periods during the school year shall be provided to the FECs and CSCs no later than the first day of student

attendance of the school year. Notice of vacation black-out periods during July and August shall be provided by June 1st. In other periods, vacation requests of one week or less shall not be denied absent reasonable justification. Vacation requests of two or more consecutive weeks shall be discussed with the Network Chief or designee and accommodated to the extent possible, provided that the work of the Network is not disrupted.

**K. *Committee.*** FECs and CSCs shall bring any issues of mutual concern, including recommendations from FECs and CSCs on how to improve the work of FECs and CSCs to the Early Childhood Education Committee established in Article 45-4.2 of the CBA.

### **10-3. ATTENDANCE COORDINATOR ("AC") CLASSIFICATION.**

**A. *Job Duties/Responsibilities.*** Attendance Coordinators shall not perform any work not in conformity with applicable statutes, established guidelines and their job description.

**B. *Exempt Status.*** ACs are non-exempt employees.

**C. *Status Quo after Recognition.*** No AC shall suffer a loss in salary or benefits due to the agreement to bring ACs into the bargaining unit.

**D. *Applicability of the Collective Bargaining Agreement.*** All provisions of the CBA applicable to PSRPs also apply to ACs unless they specifically conflict with the provisions of this Article.

**E. *Regular Work Day.*** ACs shall work an 8-hour workday, inclusive of a forty-five minute duty free lunch period. All travel time is part of a 8-hour workday, except travel to and from the school each day. The practice of two attendance swipes per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, the start and end times may vary according to the school start and end times as well as any meetings prior to or after the regular work day (e.g., if



an AC is assigned to a school that starts at 8:30 a.m. and has mandatory administrative meetings at 7:30 a.m., the ACs day would start at 7:30 a.m. and end at 3:30 p.m.). It is understood that ACs may be required to work outside their regular workday or workweek schedule.

**F. Work Year.** ACs are employed on a 208-day basis. All incumbent 52-week ACs will be employed on a 208-day basis starting the first day after the last day of student attendance for the 2019-2020 school year.

**G. Salary.**

**1. Grade.** AC employees shall be placed on Grade G08.

**2. New hire step placement.** New hires will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

**3. Incumbent Employee Step Placement.** Effective August 1, 2018, the Board will place employees on payroll as of October 31, 2019 (“incumbent AC employees”) on the step in accordance with the following principles:

a) An AC who has not been employed for 12 months or more as of October 31, 2019, will be placed on the step closest to their current salary without going under.

b) All other AC incumbents except those identified in the attached chart will be placed on the appropriate step commensurate with their years of service as follows: one year of service credit for every two years of service in a CTU position from the initial hire date to their entry date in the AC position provided that the step has a salary equal to or greater than their current salary.

**4. Retroactive Step.** As soon as practicable after placing them on the appropriate step under paragraph three above, the Board will pay incumbent AC employees any retroactive step pay due to them between August 1, 2018 and the date of actual step placement within six pay periods after the execution of this agreement.

5. Effective immediately, incumbent AC employees step anniversary date will be August 1st.

#### **10-4. COLLEGE AND CAREER SPECIALIST ("CCS") CLASSIFICATION.**

**A. *Job Duties/Responsibilities.*** College and Career Specialists shall not perform any work not in conformity with applicable statutes, established guidelines and their job description.

**B. *Exempt Status.*** CCSs are exempt professional employees.

**C. *Status Quo after Recognition.*** No CCS shall suffer a loss in salary or benefits due to the agreement to bring CCSs into the bargaining unit.

**D. *Applicability of the Collective Bargaining Agreement.*** All provisions of the CBA applicable to PSRPs also apply to CCS unless they specifically conflict with the provisions of this Article.

**E. *Regular Work Day.*** CCS shall work an 8 -hour workday, inclusive of a forty-five minute duty free lunch period. All travel time is part of an 8-hour workday, except travel to and from their first and last work location each day. The practice of one attendance swipes per day shall be maintained. The work day shall normally begin at 9:00 a.m. and end at 5:00 p.m.; however, the start and end times may vary per the manager or according to the school start and end times as well as any meetings prior to or after the regular work day. It is understood that CCS may be required to work outside their regular workday or workweek schedule.

**F. *Work Year.*** CCS are continuously employed on a 12 month, 52-week basis.

#### **G. *Salary.***

**1. *Grade.*** CCS employees shall be placed on Grade T13.

**2. *New hire step placement.*** New hires will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

**3. Incumbent Employee Step Placement.** Effective February 1, 2018, the Board will place employees on payroll as of October 31, 2019 (“incumbent CCS employees”) on the step in accordance with the following principles:

a) A CCS who has not been employed for 12 months or more as of October 31, 2019, will be placed on the step closest to their current salary without going under.

b) All other CCS incumbents will be placed on the appropriate step commensurate with their years of service as follows: one year of service credit for every two years of service in a CTU position from the initial hire date to their entry date in the CCS position provided that the step has a salary equal to or greater than their current salary.

**4. Retroactive Step.** As soon as practicable after placing them on the appropriate step under paragraph three above, the Board will pay incumbent CCS employees any retroactive step pay due to them between February 1, 2018 and the date of actual step placement within six pay periods after the execution of this agreement.

**5.** Effective immediately, incumbent CCS employees step anniversary date will be February 1st.

#### **H. Saturday/Sunday Work.**

CCSs who are required to work on Saturday or Sunday will be paid a non-pensionable stipend of \$100 per day for work performed on those days.

#### **I. Annual Budget Money.**

By September 1st, OSCPA will notify CCSs of its annual post-secondary investment budget. CCSs will submit funding requests for post-secondary activities including but not limited to college tours, college fairs and citywide LEARN PLAN SUCCEED events. Approval of funding requests will be done equitably and not solely on a first come first serve basis. All such requests are subject to approval by OSCPA at its discretion.

**J. Reimbursement.** CCSs will be reimbursed for work related expenses in accordance with the Board's Employee Travel and Work Related Expense Reimbursement Policy.

**K. Vacation Accrual and Scheduling.**

1. **Vacation Accrual.** CCSs will accrue vacation in accordance with the Board's Paid Time Off Policy.

2. **Vacation Scheduling.** The Board may create vacation black-out periods during which CCSs will not be permitted to schedule vacations except as stated herein. Annual black-out periods shall include May 1-31st, June 15-30th, July 15-31st and October 15-31st. The Board will provide at least 45 days' notice in the event any additional black-out periods are created. The Board will strive to accommodate vacation requests that fall within all black-out periods provided that the Board's work is not disrupted. In other periods, vacation requests of one week or less shall not be denied by the Board absent reasonable justification. Vacation requests of two or more consecutive weeks shall be discussed with the manager or designee and accommodated to the extent possible, provided that the Board's work is not disrupted.

**L. Layoff and Recall.**

1. **Notice of Position Closing.** When a determination is made that a CCS's services are no longer required, the CCS will be so notified (hereinafter "notice of layoff") at least 21 days in advance of the effective date of layoff.

2. All other provisions of Appendix I shall apply.

**M. Committee.** CCSs shall bring any issues of mutual concern, including recommendations from CCSs on how to improve the work of the CCSs and development of a policy for selection of individuals to attend professional development activities and conferences to the Ad Hoc committee established for the College and Career Coaches.

## 10-5. GEAR UP COACH (“GUC”) CLASSIFICATION.

**A. *Job Duties/Responsibilities.*** Gear Up Coaches shall not perform any work not in conformity with applicable statutes, established guidelines and their job description.

**B.** All terms applicable to College and Career Coaches also apply to GUCs except:

1. Retroactivity date is October 1, 2019.
2. GUCs shall only be employed on a 12 month, 52-week basis.

## 10-6. COLLEGE AND CAREER COACH CLASSIFICATION.

**A. *Class and Duties/Responsibilities.*** College and Career Coaches are non-instructional employees who assist school staff, students, parents and school communities in creating college-going environment, assist students in preparing for post-secondary education and careers, and track metrics to support their function.

**B. *Licensure.*** Licensure is not required.

**C. *Exempt Status.*** CCCs are exempt professional employees.

**D. *Status Quo after Recognition.*** No CCC shall suffer a loss in salary or benefits due to the agreement to bring ISLs into the bargaining unit in December 2015. Employees currently classified as post-secondary liaisons shall be reclassified as College and Career Coaches.

**E. *Salaries.***

1. ***Grade.*** CCC employees shall be placed on Grade GA10.

2. ***New hire step placement.*** New hires will be placed on step 1 or any appropriate advanced step in accordance with CPS policies.

3. ***Incumbent Employee Step Placement.***

- a. Effective July 1, 2016, the Board will place CCC employees on payroll as of March 31, 2017

“incumbent CCC employees”) on the step set forth in the Incumbent Step Placement Chart (Appendix A). Step Placement shall be in accordance with the following principles:

i. A CCC who has not been in either a CCC or Post-Secondary Liaison position for 12 months or more as of March 31, 2017 will be placed on the step closest to his/her current salary provided that the step has a salary equal to or greater than the CCC’s current salary.

ii. A CCC whose salary is \$65,000 or more per year will be placed on the step closest to his/her current salary provided that the step has a salary equal to or greater than the CCC’s current salary.

iii. All other CCCs will be placed on a step that has a salary at least \$1500 greater than their current salary.

b. As soon as practicable after placing them on their step in paragraph c(i) above, the Board will pay those incumbent CCC employees any retroactive step pay due to them between July 1, 2016 and the date of actual step placement.

c. Effective immediately, incumbent CCC employees step entry and anniversary dates will be July 1st.

#### ***F. Saturday/Sunday Work.***

CCC’s who are required to work on a Saturday or Sunday will be paid a non-pensionable stipend of \$100 per day for work on those days.

***G. Supply Stipend.*** CCCs shall receive the supply money stipend of up to \$250 provided for in Article 7-6.

#### ***H. Regular Work Day and Work Year.***

##### ***1. Regular Work Day.***

a. CCCs shall work an eight-hour work day, inclusive of a forty-five minute duty-free lunch period.

b. The practice of one attendance swipe per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, start and end times may vary according to school start and end times as well as any meetings prior to or after school (e.g., if a CCC is assigned to a school that starts at 8:30 a.m. and has administrative meetings at 7:30 a.m. that the CCC is required to attend, the CCCs' day would start at 7:30 a.m. and end at 3:30 p.m.)

c. It is understood that CCCs may be required to work outside their regular workday or work week schedule.

**2. Work Year.** ISLs continuously employed in a twelve-school-month, 52-week schedule (or its previous equivalent) shall maintain their 52-week schedule, unless they voluntarily elect to transfer to a different position with a shorter work year.

### ***I. Vacation Accrual and Scheduling.***

**1. Vacation Accrual.** As 52-week employees, CCCs will accrue vacation in accordance with the BOARD's Paid Time Off Policy.

**2. Vacation Scheduling.** Schools may create vacation black-out periods during which CCCs will not be permitted to schedule vacations. In other periods, vacation requests of one week or less shall not be denied absent justification. Vacation requests of 2 consecutive or more weeks shall be discussed with the principal or supervisor and accommodated to the extent possible provided that the work of the school is not disrupted.

### ***J. Layoff and Recall.***

1. CCCs will be subject to Appendix I.

2. When a vacancy is posted in a CCC position, the hiring manager will interview any laid off CCC whose layoff was effective within the last two years who applies to fill the vacancy

**K. *Ad Hoc Committee.*** CCCs shall have an ad hoc Professional Problems Committee which shall meet on an as needed basis, at the call of either the Union or the BOARD to discuss issues of mutual concern and interest, including recommendations from CCCs on how to improve the work of the CCCs.

## **10-7. CTE ACADEMY COORDINATORS (CTEAC).**

**A. *Regular Schedule.*** All CTE Academy Coordinators (hereafter, CTEACs) will have a daily work schedule inclusive of lunch and their compensation for regular hours of work shall be considered regular salary and pensionable under Article 36-4.1. No CTEAC shall suffer a loss in salary or benefits due to the agreement to bring CTEACs into the bargaining unit.

### **1. *Regular Work Day.***

- a. CTEAC are exempt professional employees. The regular workday for CTEACs shall not exceed 8.0 hours.
- b. CTEAC shall have to punch once per day.
- c. CTEACs shall work an eight-hour work day inclusive of a forty-five minute duty-free lunch period.
- d. CTEACs continuously employed in a twelve-school-month, 52-week schedule (or its previous equivalent) shall maintain their 52-week schedule.
- e. The workday shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, start and end times may vary according to school start and end times as well as any meetings prior to or after school (e.g., if a CTEAC is assigned to a school that starts at 8:30 a.m. and has administrative meetings at 7:30 a.m. that the CTEAC is required to attend, the CTEAC's day would start at 7:30 a.m. and end at 3:30 p.m.). The practice of one attendance swipe per day shall be maintained.
- f. Upon reasonable notification to the chief or school principal in the case of late arrival or early



departure to or from school for good cause, a bargaining unit employee present for more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a bargaining unit employee present three-fourths or more of the regular working day is considered as having worked a full day.

**2. Additional Work Hours/Flexible Scheduling.** It is understood that CTEACs may be required to work outside that regular workday or workweek schedule.

**B. CTE Academy Coordinators Classification.**

1. As part of the agreement to bring the CTEAC's into the UNION's bargaining unit, the current CTEACs are grandfathered into the job classification.

2. No CTEAC shall suffer any adverse action or other loss in compensation, benefits, or rights due to the agreement to bring CTEACs into the bargaining unit. All current CTEACs are considered grandfathered into this agreement.

**C. Promotion and Professional Opportunity for CTEAC.**

The BOARD shall provide qualified bargaining unit members notice of all promotional and professional opportunities concerning CTEAC positions and any other positions at network offices or district offices through its posting system.

**D. CTEAC Layoff.** When a determination is made that a CTEAC's services are no longer required, the CTEAC will be so notified (hereinafter "notice of layoff") 14 days in advance of the effective date of layoff. The provisions of Appendix I of the collective bargaining agreement will be followed.

**E. Salaries.**

1. **Grade.** CTEAC employees shall be placed on Grade GA10.

2. **New hire step placement.** New hires will be placed on the step 1 or any appropriate advanced step in accordance with CPS policies.

### **3. Incumbent Employee Step Placement.**

- a. Effective July 11, 2016, the Board will place CTEAC employees on payroll as of March 13, 2017 (“incumbent CTEAC employees”) on Incumbent Step Placement Chart set forth below.
- b. As soon as practicable after placing them on their step in paragraph c(ii) above, the Board will pay those incumbent CTEAC employees any retroactive step pay due to them between July 1, 2016 and the date of actual step placement.
- c. Effective July 1, 2017, the Board shall move incumbent CTEAC employees one additional step but not greater than Step 10 (the maximum step).
- d. Effective immediately, incumbent CTEAC employees step anniversary date will be July 1st.

## **10-8. INSTRUCTIONAL SUPPORT LEADERS.**

### **I. Instructional Support Leaders (“ISL”) Classification.**

**(a) Class and Duties/Responsibilities.** ISLs are quasi-administrative positions that have the authority, duty and responsibility to evaluate, coach and mentor teachers, principals and other staff but do not have authority to hire, fire or otherwise supervise teachers and PSRPs except that a network chief or designee may delegate these responsibilities to an ISL on a temporary basis.

**(b) Licensure and position definition.** Licensure as a teacher or administrator is a strongly preferred but not required credential. Nothing shall impede the BOARD’s ability to set the required subject-area credentials for each ISL position, based upon the instructional needs of the Network.

**(c) Exempt Status.** ISLs are exempt professional employees.

**(d) Status Quo after Recognition.** No ISL shall suffer a loss in salary or benefits due to the agreement to bring ISLs into the bargaining unit in December 2015.

II. Salary. This section sets for the minimum and maximum salaries for ISLs, their salary increases during the term of this agreement and stipends that will be paid to them during the term of this agreement. A Salary Chart which sets forth each ISLs salary and the impact of this provision on them during the contract term is incorporated as Appendix A.

**(a) Salary Band.** ISLs shall be placed on the administrative salary schedule, Pay Band A07. For FY 2020, the maximum annual salary of Pay Band A07 shall continue to be \$111,000 the minimum annual salary for the position shall be \$90,000.

Teachers moving into ISL positions will receive starting salaries no less than 10% above their current step and lane on the 208-day teacher salary schedule, provided however that no annual salary will exceed the annual maximum as set forth in this Section II.

**(b) FY2021 Annual Salary Increases for ISLs.** Effective July 1, 2020, the Board shall increase ISL salaries by the lesser of:

- i. the amount that would increase the ISL's annual salary to \$114,000; or
- ii. an amount equal to 3.0 % of their annual salary.

**(c) FY2022 Annual Salary Increases for ISLs:** Effective July 1, 2021, the Board shall increase ISL salaries by the lesser of:

- i. the amount that would increase the ISL's annual salary to \$117,000; or
- ii. an amount equal to 3.0% of ISL's annual salary.

**(d) FY2023 Annual Salary Increases for ISLs.** Effective July 1, 2022, the Board shall increase the annual salary of each ISL by the lesser of:

- i. the amount that would bring the ISL's annual salary to \$120,000; or
- ii. an amount equal to 3.5% of the ISL's annual salary.

**(e) FY 2024 Annual Salary Increases for ISLs.** Effective July 1, 2023, the Board shall increase the annual salary of each ISL by the lesser of:

- i. the amount that would bring the ISL's annual salary to \$120,000; or
- ii. an amount equal to 3.5% of the ISL's annual salary.

**III. Regular Work Day and Work Year.**

**(a) Regular Work Day.**

i. ISLs shall work an eight-hour work day, inclusive of a working lunch up to forty-five minutes or exclusive of a duty-free lunch period up to thirty minutes. All travel time is part of 8 hour work day, except travel to the first and from the last work location each day.

ii. The practice of one attendance swipe per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, start and end times may vary according to school start and end times as well as any meetings prior to or after school (e.g., if an ISL is assigned to a school that starts at 8:30 a.m. and has administrative meetings at 7:30 a.m. that the ISL is required to attend, the ISL's day would start at 7:30 a.m. and end at 3:30 p.m.)

iii. It is understood that ISLs may be required to work outside their regular workday or work week schedule.

**(b) Work Year.** ISLs continuously employed in a twelve-school-month, 52-week schedule (or its previous equivalent) shall maintain their 52-week schedule, unless they voluntarily elect to transfer to a different position with a shorter work year.

**(c) Change in Work Year.** During the annual budgeting process prior to the beginning of each fiscal year, Network Chiefs and ISLs may mutually decide

to convert an ISL's position from a 208-day schedule to a 248-day schedule, or vice versa. Nothing shall impede the Network Chiefs' authority to change an ISL's annual schedule from/to a 208- or 248-day schedule to accommodate appropriate budgetary or instructional needs, provided the ISL is provided at least two months' notice of any such change.

#### **IV. Promotion and Professional Opportunity for ISL.**

**(a)** The BOARD shall post all vacant ISL positions for at least ten days prior to the deadline for applications. The positions shall be posted on the Chicago Public Schools job application portal.

**(b)** The posting shall include a description of the duties of the position; the qualifications required of persons applying for the position; the location of the position, if known; and the salary range of the position.

#### **V. Return to Classroom.**

An ISL who decides to return to a teaching or PSRP position shall be placed in the appropriate lane and step, as applicable. The ISL shall get credit on the step placement for time worked for CPS in a Network position and/or outside of the bargaining unit.

#### **VI. Supply Money.**

Each Fiscal Year, the BOARD shall appropriate sufficient funds to reimburse ISLs up to \$250.00 per employee for instructional supplies and materials, class library books and curriculum materials purchased by them for student instruction and support. Administrators shall approve the reimbursements in accordance with the procedures developed by BOARD, and such reimbursements shall be paid by the end of the semester in which the receipts were submitted.

#### **VII. ISL Layoff.**

**(a) Application of Appendix H and I.** Neither Appendix H nor Appendix I will apply in the event of an ISL layoff.

**(b) Notice of Position Closing.** When a determination is made that an ISL's services are no longer required at a network, the ISL will be so notified (hereinafter "notice of layoff") at least two months in advance of the effective date of layoff.

**(c) Order of ISL Layoff.** In the event that the BOARD closes ISL positions, the BOARD shall determine which ISL classification shall be retained and which shall be closed. Among ISLs within the network (or other business unit or department) and within the same classification, the order of layoff shall be as follows:

- i. ISLs without a teaching certificate or licensure shall be laid off first;
- ii. Additional ISLs shall be laid off by inverse order of seniority, starting with the least senior.

**(d) Assistance in Permanent Placement after Layoff.** The BOARD shall assist ISLs who are laid-off in an effort to find them permanent placements in vacancies in appropriate areas of licensure (certification)

### **VIII. Evaluation.**

**Evaluation Tool and Process.** The BOARD and the UNION shall agree upon an evaluation system for ISLs. The parties will reach agreement on this evaluation system on or before the beginning of the 2021-2022 school year to be implemented effective for the 2021-2022 school year. If the parties fail to reach agreement by August 1, 2021, the BOARD shall develop and implement an evaluation system for the 2021-2022 school year that includes the components described below.

The Parties agree to negotiate an evaluation system in good faith and that the evaluation system shall include the following components:

**(a) Annual evaluation.** The ISLs shall be evaluated annually.

**(b) Flexible Timelines.** The evaluation timelines shall incorporate flexibility to allow the evaluation

process to be thorough and fair to both managers and employees.

**(c) Competency-Based Rubric.** The evaluation tool will include a competency-based rubric, documentation of feedback, and an unscored self-assessment component.

**(d) Goal-Setting and Rubric.** The evaluation tool will incorporate annual goal setting done collaboratively at a meeting of the ISL and the evaluator, including weighting goals to their relative priority. In cases of misalignment, final goals and weighting shall be at the discretion of the evaluator and shall be reasonably related to job content and responsibilities.

**i. Mid-year check-in.** The evaluation system will include a mid-year check-in for each evaluator and ISL to provide an opportunity to discuss progress towards goals, feedback and additional support for the ISL.

**ii.** At the request of Evaluator or ISL, a meeting will be scheduled to adjust the goals to reflect any changes in job duties and responsibilities.

**(e) Summative Rating.** The summative evaluation will incorporate a 4-rating system, “excellent,” “proficient,” “developing” or “unsatisfactory” based on a numerical scoring system. The summative rating score will include the score from both the competency-based rubric and a rubric for assessing goals. Each shall be weighted 50% for the overall summative evaluation rating.

**(f) Remediation.** Any ISL rated “developing” shall be placed on a Professional Development Plan, the parameters and timelines of which shall be set by the evaluator in consultation with the Talent Office. Any ISL rated “unsatisfactory” or rated “developing” for two consecutive evaluations will be placed on a Remediation Plan. The evaluation system shall set forth specific timelines and parameters for a Remediation Plan, including what constitutes suc-

cessful completion, and which requires termination if an ISL does not successfully complete a Remediation Plan.

#### IX. ISL Termination

**Appeal.** Review of dismissals under terms corresponding to CBA Art. 29-5.

## ARTICLE 11 DRIVER EDUCATION TEACHERS

**11-1.** The assignment of driver education teachers shall be based upon the date of their approval to teach this subject by the BOARD.

**11-2.** As far as possible, all work assignments at each center shall be equalized to guarantee to each teacher an equal share of available work, except where an unusual condition exists.

**11-3.** There shall be no change in the status of elementary teachers now employed in the program.

**11-4. Transfers.** Teachers assigned to a center who are being transferred shall have the right to a conference, if requested, and may be represented by the UNION.

**11-5.** All assignments shall be made through the Department of Sports Administration.

**11-6. Use of Funding.** Funds allotted for driver education supplies for high school may be utilized for the purchase of approved driver education films provided there is no greater need.

**11-7.** In addition to established certification and educational requirements, all teachers employed in the summer driver education program must not have received an unsatisfactory summative rating during the preceding school year, and preference shall be given to those who



received an excellent or proficient rating as a driver education teacher during the preceding school year.

**11-8. Independence Day.** A driver education teacher shall receive regular driver education pay for the national holiday July 4 when this holiday is celebrated on the day that teacher is scheduled to work, provided that said driver education teacher works the day before and the day after the holiday. This provision shall not be applicable when July 4 occurs on Saturday.

## **ARTICLE 12 LEGISLATIVE PARTNERSHIP**

### **2-1. Partnership.**

A joint BOARD-UNION commission shall be established in accordance with the BOARD-UNION Partnership Agreement under Section 34-3.5 of the Illinois School Code. The commission shall study, discuss, formulate and submit recommendations to the Chief Executive Officer, the BOARD of Education of the City of Chicago, and UNION President regarding a joint legislative, media, and outreach strategy to advance the shared interests of the BOARD and the UNION and facilitate the passage of legislation in furtherance of those interests, including, but not limited to, additional State funding and alternative revenue options that can be cooperatively pursued. Membership on this commission shall be limited to five individuals appointed by the BOARD and five individuals appointed by the UNION. Said limitations shall not preclude the utilization of appropriate resource personnel.

**12-2. Sustainable Community Schools.** As part of the partnership required by the School Code, the BOARD shall fund the 20 sustainable community schools currently in operation for the 2019-20 school year. The BOARD and the UNION will jointly evaluate these 20 schools during the 2019-20 school year and will determine the continuation of these schools and any expansion of the Sustainable

Community Schools program in future years. The BOARD agrees to maintain, for each year of the Agreement, the level of funding currently provided for the 2019-20 school year for Sustainable Community Schools for support of a community schools initiative. The Task Force referenced below will decide upon the list of a minimum of 20 Sustainable Community Schools to receive funding for SY 2020-21 and thereafter.

The Board and the Union agree to form a 20-person task force, with 10 persons appointed by each, to effectuate, monitor and implement the following initiatives with respect to these community schools:

- An agreed process to select the schools
- Consultation with LSC, principals and community members
- Program elements may include, without limitation:
  - Medical or mental health services available to the school community
  - The expansion of after-school programs
  - The expansion of facility use for students or the school community
  - Social-emotional supports/trauma interventions
  - Parent mentor and home visit program
  - Restorative Justice Coordinator and professional development for parents, students and staff
  - Clinical services and community programming
  - STLS coordinator, homelessness services, truancy supports, food pantry
- Coordination of City and Park District services

The Board and Union agree that members of the task force shall not have a conflict of interest in the selection and delivery of services to the sustainable community schools.

The BOARD and the UNION agree to jointly assess the functioning of the Task Force and make recommendations for its improvement.

## **ARTICLE 13 EXTRACURRICULAR PERSONNEL**

**13-1. Programs for Advisors of Yearbooks and Related Publications.** A high school teacher appointed by the principal as the advisor for the official school yearbook or a newspaper or similar publication, which newspaper or similar publication shall be published at intervals scheduled by the principal, shall be programmed for a normal program less one teaching period. Where an advisor sponsors both the school newspaper and yearbook, said advisor shall be programmed for a normal program less two teaching periods.

**13-2. Priority for Coaching Positions.** Physical education teachers shall be given priority in coaching positions; however, qualified persons presently serving in coaching positions will not be replaced by this provision.

**13-3. Activity Calendars.** Each school shall develop a schedule of activities for the first five months, other than class field trips, no later than September 30 and for the second five months no later than February 1, and the events and rehearsals warranting student excuses from class shall be kept to a minimum. Deviation from the activity calendars will be made only in exceptional cases.

**13-4. Responsibility for Extracurricular Program.** The principal, in consultation with the staff, shall be responsible for the conduct of the entire extracurricular program within the school. Whenever in the estimation of the principal, in consultation with the staff, any of the activities being conducted do not continue to meet the requirements of the school, such activity shall be discontinued at once in that school. If the activity is discontinued, the teacher will be paid on a prorated basis.

**13-5. Limitations on Coaching Assignments.** No teacher shall be assigned to a head coaching position in more than one of the following sports: football, baseball, basketball or track; or to more than two coaching assignments in interscholastic sports during a school year.

**13-6. Compensation for Overlapping Seasons.** When a teacher, because of extenuating and special circumstances, is assigned to teach two activities and the official season of the first activity has not been terminated before the official opening date of the second activity, full compensation will be allowed only for that activity in connection with which the teacher serves the entire official season. Compensation for the other activity will be made on the basis of the percent of the total official season during which service was rendered.

**13-7. Supervision of Students.** At least one teacher is to remain with the students after the close of any activity, practice session or game until the last student has left the premises. This rule applies whether the group is at the home school or field or is away.

**13-8. Coaches of Swim Teams.** To be eligible for appointment as a coach of a swimming team, an applicant must submit to the BOARD's Department of Sports Administration a teaching certificate indicating that the applicant meets the BOARD's requirements, has a current Red Cross Senior Life Saving certificate, a current Red Cross Water Safety Instructor's certificate or a current YMCA Aquatic Leader Examiner's certificate.

**13-9. Parental Permission Procedures.** A copy of the BOARD's parental permission procedures for in-school and after-school clubs and extracurricular activities will be provided to each activity and club sponsor no later than September of each school year.

## ARTICLE 14

# SAFE AND HEALTHY WORK ENVIRONMENT

**14-1. Safe and Healthful Working Conditions.** Bargaining unit employees shall work under safe and healthful conditions.

**14-2. Situations Likely to Cause Serious Harm.** When the UNION determines that a situation has arisen that is likely to cause serious physical or emotional harm to bargaining unit employees, the UNION may bring it to the attention of the Chief Executive Officer who shall assess the situation within three school days. The assessment shall include on-site inspection where appropriate. After performing the assessment, the Chief Executive Officer and the UNION President or their designees shall meet to discuss the situation and explore possible solutions.

**14-3. Special Notice for Victims of Violence.** In the event of a school-related assault on or battery of a teacher or PSRP, the Law Department of the BOARD, when notified, shall inform the teacher or PSRP of the teacher's or PSRP's legal rights, and the teacher or PSRP shall be assisted by the Law Department in court appearances.

Principals shall immediately report all school-related assaults by telephone, followed by a written or online assault or battery report, to the Department of Safety and Security and to their respective Area Instruction Officer. The member shall receive a copy of the assault or battery report at this time. The Department of Safety and Security shall immediately notify the Law Department of the BOARD.

Whenever a teacher or PSRP listed under Article 1-1 is involved in a school-related assault or battery case resulting in a court appearance by the teacher or PSRP, said teacher or PSRP shall inform the principal through a written notice stating the date, time and place of the scheduled court appearance. The principal shall forward the written notice from the employee to the network or other designated regional or area office and the Law Department.

## **14-4. Special Leave Benefits for Victims of Violence.**

**14-4.1. Compensation and Medical Benefits.** Subject to the credit below, bargaining unit employees whose absences result from a school-related assault or battery shall be paid full salary and medical expenses by the BOARD for the time of their total temporary incapacity, and no deductions shall be made from accumulated sick days.

**14-4.2. Coordination with Workers' Compensation Benefits.** There shall be coordination of salary payable hereunder with any sums payable under the Workers' Compensation Act for temporary total incapacity for work in that, in calculating the amount due to an employee under this Section, the BOARD shall be entitled to and shall take credit for any sum payable under the Workers' Compensation Act for temporary total disability. The credit hereunder is to be limited to temporary total disability only.

**14-4.3. Reporting of Cases of Assault or Battery.** Bargaining unit employees shall immediately or as soon as they are able report to the school principal all cases of assault or battery in which they are involved while acting in the course of their employment.

**14-4.4. Responsibility to Supply Information and Cooperate in Legal Action.** Each bargaining unit employee shall be responsible for supplying any available information concerning a school-related assault or battery and shall cooperate in any subsequent legal action concerning said incident.

**14-5. Emergency Situations.** In emergency situations over which the school system has no control (e.g., natural and man-made disasters, fires or criminal behavior) that disrupt schools and/or threaten the safety of bargaining unit employees, students or BOARD property, the UNION agrees to cooperate with the school administration in implementing workable solutions. Upon request of the UNION, the BOARD shall bargain with the UNION over compensation or alternatives for compensation for responding to the emergency.

**14-6. Safety Clothing and Equipment.** Special clothing and safety equipment used by teachers and required by statute shall be provided by the BOARD.

**14-7. Policy on Communicable Diseases.** The BOARD policy on the management of communicable diseases, including HIV and AIDS, shall be posted in every school and BOARD facility.

**14-8. Reporting Acts of Vandalism.** Bargaining unit employees shall report immediately or as soon as possible any acts of vandalism to the principal.

**14-9. Fitness for Duty Medical Examinations.** If the BOARD requests that an employee undergo a fitness for duty examination, the BOARD shall pay the cost of the examination. The parties agree to reconstitute the tie-breaker panel of physicians used to make fitness for duty and medical clearance for work determinations, and they shall finalize a new list of mutually agreed upon physicians by no later than January 1, 2020.

## **ARTICLE 15 LIBRARIANS: ELEMENTARY AND HIGH SCHOOL**

**15-1. Staffing Ratio for Librarians.** The standard (prescribed by the American Library Association in its Standards for School Library Programs, 1960, and supported by the Office of the Superintendent of Public Instruction in Standards for School Library Programs in Illinois, 1966) that there shall be one librarian for every five hundred students or major fraction thereof shall be a goal toward which to work as funds become available.

**15-2. Staffing Ratio for Library Clerks.** The standard (prescribed by the American Library Association in its Standards for School Library Programs, 1960, and supported by the Office of the Superintendent of Public Instruction in Standards for School Library Programs in

Illinois, 1966) that there shall be one library clerk for every six hundred students or major fraction thereof shall be a goal toward which to work as funds can be made available.

**15-3. Assignment of Additional Library Clerical Help.**

The needs of the students shall be taken into consideration when determining the priority for assignment of additional library clerical help in high schools and elementary schools.

**15-4. Library Facilities.** Adequate library facilities shall be provided in all new school buildings. In existing buildings, the BOARD shall provide such facilities as funds and space can be made available.

**15-5. Primary Student Schedules.** As a goal toward which the BOARD shall work as funds become available, provision shall be made for all primary school students in each elementary school to have one library period per week under the direction of the teacher-librarian.

**15-6. Class Size.** The number of students attending elementary or middle school libraries shall not exceed the maximum class sizes provided in Article 28 for their appropriate grade levels.

**15-7. Use of Library Facilities.** If the school library facilities are to be used when the teacher-librarian is absent from the premises, guidelines for their use which are not in conflict with BOARD policy shall be established by the librarian, the principal and the Professional Problems Committee.

**15-8. Elementary Teacher-Librarian Preparation Periods.** The program of the elementary teacher-librarian shall be so arranged as to provide for two additional preparation periods per week for processing books and kindred library tasks, provided that, in addition, teacher-librarians shall be provided not less than the average number of preparation periods accorded to other educational personnel in the school.

**15-9. Bulletins.** Every effort shall be made by the CPS Department of Literacy: Libraries to send pertinent bulletins explaining library policies, practices and procedures to the teacher-librarians.



**15-10. Workshops and In-Service Meetings.** One workshop or in-service meeting per school year for teacher-librarians shall be conducted at the area or district level during the regularly scheduled in-service time to provide information about new materials, equipment, techniques and new approaches to library media service and the teaching of reading.

**15-11. Department Chairpersons.** The principal shall designate a high school librarian to serve as department chairperson, and such chairperson shall attend all school department chairperson meetings.

**15-12. High School-Wide Library Program.** In accordance with current policy, the professional high school library staff in conjunction with the faculty and administration shall plan and implement a school-wide library program.

**15-13. High School Curriculum Committees.** A librarian shall be included on all high school curriculum committees.

**15-14. Clerical Assistants.** Clerical assistants in the schools shall not replace teacher-librarians in class instruction or library administration.

**15-15. Assignment of Duties.** Where administratively possible, elementary librarians serving more than one school during one school week and high school librarians shall be assigned duties related only to the library program. On the day when a half-time librarian spends the morning at one building and the afternoon at another, said half-time librarian shall be assigned no duties outside of those resulting directly from said library assignment.

**15-16. Storage Facilities.** New buildings shall include adequate storage facilities for media equipment. In existing buildings, the BOARD shall provide the necessary storage facilities as funds and space can be made available.

**15-17. Teacher Assistants.** To the extent that funds can be made available, the BOARD shall provide trained teacher assistants to distribute and maintain media equipment in the elementary school library.

**15-18. Trained Media Assistants.** Trained media assistants shall be provided in the high school library as soon as funds can be made available.

## **ARTICLE 16 PHYSICAL EDUCATION TEACHERS**

**16-1. Time Allotment.** The time allotment for physical education classes will be reviewed and clarified by the Physical Education Committee.

**16-2. Sponsors of School Safety Patrol.** Teachers of physical education who sponsor the school safety patrol shall have one period per week for patrol gym and/or administration of the patrol.

**16-3. Supervisory Position Applications.** Applicants for supervisory positions in the Department of Sports Administration may apply for such positions on the basis of teaching experience at the elementary or secondary level by submitting an application to the BOARD.

**16-4. Scheduling of Successive Classes.** Wherever possible, physical education programs shall be planned to avoid frequent attire changes in successive classes. Whenever possible, principals shall seek input of the PE Department Chair on scheduling of PE classes.

**16-5. Facilities.** New buildings shall include proper dressing and toilet facilities for the physical education department.

**16-6. Equipment.** Equipment shall be available from the supply lists or through special order for all activities in the physical education course of study. The Joint PE committee will determine which, if any, schools lack space in which to store PE equipment in a safe and secure environment and make recommendations on ways to secure equipment.

**16-7. Professional Development.** Professional development for physical education teachers shall be provided in city-wide or district level meetings during the school day in their subject area.

**16-8. Assignment of Duties.** On a day when a half-time physical education teacher spends the morning at one building and the afternoon at another, said half-time physical education teacher shall be allowed seventy-five minutes including lunch for travel time.

**16-9. Physical Education Class Supplies.** Effective July 1, 2013, the BOARD shall appropriate the sum of \$225,000.00 to be allocated to schools for supplies and equipment for physical education classes. The per student allocation may be increased as determined by the Chief Executive Officer or his or her designee in consultation with a representative of the UNION.

**16-10. Limitations on Classes in Gymnasiums.** Principals and head administrators should strive to program no more than one class in any gymnasium at any given time, unless the space provides for the safe separation of the two classes.

## **ARTICLE 17 EARLY CHILDHOOD TEACHERS**

**17-1. Nap Time.** In full-day pre-K classrooms, children shall be allowed to nap.

**17-2. Kindergarten Report Card Release Time.** Principals shall convert two principal-directed preparation periods to teacher-directed preparation periods or provide any other release time as determined by the principal for a minimum of two hours to kindergarten teachers during the first quarter, or in any quarter that the KIDS assessment is administered in order to complete kindergarten report cards.

**17-3. Pre-K Teacher Assistants.** In accordance with the Chicago Public Schools preschool handbook, Preschool Teacher Assistants shall assist Pre-K classroom teachers 100% of their day and shall not be used to substitute, to cover lunchroom duty or recess duty unless accompanying their assigned students, to perform office duties or perform other capacities in the building except for temporary emergency supervisory duty where the welfare of students is involved (emergency duties do not include regular lunch duty and recess assignments). Said temporary emergency supervisory duty shall not exceed sixty minutes. All preschool classrooms shall maintain a 10:1 child to teacher ratio at all times, including during nap or rest time, meals, specials, etc. Teacher Assistants shall have their contractual breaks covered by school staff to maintain the 10:1 ratio.

**17-4. Hygienic Equipment and Facilities.** Preschool classrooms with SECAs shall have access to adequate bathroom facilities including safe and sanitary diapering facilities for children who are unable to use the toilet consistently. These facilities shall be easily accessible to students and school staff. The school shall provide all necessary supplies for containment of soiled clothing in safe and sanitary fashion. Disposable safety gloves shall be provided in all early childhood classrooms in case of toileting accidents. Adequate staff shall be provided to assist students in case of toileting accidents and no student shall be punished or excluded from instruction due to toileting accident.

**17-5. Early Childhood Substitute Teacher Assistants.** The BOARD shall establish a pool of substitute teacher assistants qualified to serve early childhood classrooms and shall staff the pool at sufficient levels to meet early childhood classroom coverage needs across the school district.

**17-6. Playground Teachers.** In the event the BOARD hires Playground Teachers, the BOARD and the UNION shall meet promptly to bargain over their terms and conditions of employment.

## ARTICLE 18

# CAREER AND TECHNICAL EDUCATION TEACHERS

### **18-1. Definition of Career and Technical Education.**

Career and Technical Education (“CTE”), formerly known as Education-to-Careers (“ETC”) and Practical Arts and Vocational Education (“PAVE”), are organized educational activities offering a sequence of courses that provides students with relevant technical knowledge and skills needed to prepare for further education and careers in current or emerging professions;

- provides technical skill proficiency, which may include an industry- recognized credential, a certificate, or an associate degree;
- includes competency-based applied learning that contributes to the academic knowledge, higher-order reasoning and problem-solving skills, work attitudes, general employability skills, technical skills, work-based learning experiences, and occupation-specific skills.

Career and Technical Education programs are organized as defined by the Illinois State Board of Education and the sixteen (16) nationally recognized Career Clusters—

- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, A/V Technology & Communications
- Business Management & Administration
- Education & Training
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism
- Human Services
- Information Technology
- Law, Public Safety, Corrections & Security

- Manufacturing
- Marketing
- Science, Technology, Engineering & Mathematics (STEM)
- Transportation, Distribution & Logistics

## **18-2. Advanced Step or Lane Placement.**

**18-2.1. Prior Work Experience Following Receipt of Bachelor's Degree.** A teacher of drafting, industrial arts or unit shop subjects shall be allowed credit for salary step placement for service and experience as a registered architect, registered professional engineer or drafter senior level or above, journey-level crafts worker qualified through completion of a registered apprenticeship program or industrial experience at the technician level or above in the areas to be taught in the industrial education curriculum, gained through full-time employment in a position satisfactory to the Chief Executive Officer, provided that such service and experience occurred subsequent to receiving a bachelor's degree from an accredited college or university.

**18-2.2. Prior Work Experience with Trade Certificate.** A Career and Technical Education teacher with an Illinois State Board of Education Professional Educator License (PEL) with an endorsement in Career and Technical Education, or an Educator License with Stipulations – Career and Technical Educator (ELS(CTE)), or an Educator License with Stipulations – Provisional Career and Technical Educator (ELS(CTEP)) shall be allowed credit for salary step placement for service and experience gained through non-educational industry related employment in a position satisfactory to the Chief Executive Officer.

**18-2.3. Lane Placement with Trade Certificate.** The present practice of lane placement of teachers employed under a trade certificate will continue.

**18-3. Programming.** CTE teachers on regular day programs shall not have more than twenty-five teaching periods per week. CTE teachers on an extended day program

shall have no more than thirty teaching periods week. The length of classes shall vary from one period to four periods not to exceed twenty-five periods per week or thirty periods per week for extended day programs.

Where administratively possible, no more than one class should be programmed for any CTE area at any given time. The principal shall consult with the CTE department chairperson and CTE teachers in connection with programming. Each CTE teacher, in conjunction with the school counselor and programmer, shall develop a student roster for the next school year. Student participation in CTE programs is to be based on the student CTE high school entrance application and/or student interest activities. Prior to March 1, each department chairperson shall submit written recommendations to the principal or the principal's designee concerning the programming of CTE for the following school year.

**18-4. Scheduling of Preparation Periods for Culinary Arts Teachers.** Where possible for teachers of culinary arts in the high schools, one or more of their professional preparation periods each week shall be programmed at the end of the day for the purpose of securing authorized supplies when classes are scheduled for food preparation and/or demonstration.

**18-5. Appropriations.** Six percent of each Fiscal Year's Career and Technical Education Improvement and Perkins Grants funds provided by the State of Illinois shall be allocated by teachers, subject to BOARD procurement rules and grant guidelines. The BOARD shall use its best efforts to remove any impediments to timely procurement of materials and equipment.

**18-6. Availability of Baseline Materials and Equipment.** All CTE labs, shops and classrooms will be given baseline materials and equipment ready to be used on the first day of teacher attendance of the school year that meet industry standards.

**18-6.1. Repairs and Replacements.** Before the end of the school year, the CTE Teacher shall provide the CTE

Department a list of needed repairs and/or replacement upgrades or updates for all equipment.

**18-6.2. Funds for CTE Equipment Maintenance.** The BOARD shall provide funds for regular and necessary maintenance for CTE equipment per CTE grant guidelines and regulations.

**18-7. Safety.** The BOARD will work with the CTE committee to identify safety issues within CTE programs and to identify ways and means to protect the safety of the students in CTE classes and maintain OSHA compliance.

### **18-8. Student Conduct Creating Safety Hazard.**

**18-8.1. Notification of Principal.** Whenever a CTE teacher determines that the classroom conduct of a student may create a safety hazard for said student or for other students enrolled in the class, the CTE teacher shall immediately notify the principal or the principal's designee, requesting exclusion of that student, stating in writing the reasons therefore.

**18-8.2. Exclusion.** Upon receipt of written directions from the principal or the principal's designee as to where the student is to be sent, the student may be excluded from that CTE related shop or laboratory environment.

**18-8.3. Investigation and Disposition.** The principal or the principal's designee shall immediately investigate the matter. Based on the findings of the investigation and a conference with the CTE teacher and other appropriate members of staff, as determined by the principal, the principal shall determine the disposition of the matter.

### **18-9. Cooperative Education.**

**18-9.1.** Cooperative Education must be taught by Cooperative Education teachers in approved Career and Technical Education programs authorized by the Office College and Career Success.

**18-9.2.** All teacher-coordinators for Cooperative Education programs are required to have a valid Illinois Career and Technical Education educator license, 6 semester



hours in Administration and Organization of cooperative education, and 2,000 hours of paid work experience.

**18-9.3.** Special needs teacher-coordinators of Cooperative Education programs such as Work Experience and Career Exploration program (WECEP), Early School Leaver, and Secondary Transition Education Program (STEP) shall have a valid Illinois educator certificate, 6 semester hours in Administration and Organization of cooperative education, and 2,000 hours of paid work experience.

**18-9.4.** Credentials for all Cooperative Education teachers will be reviewed and approved by the Career and Technical Education in accordance with rules set by the Illinois State Board of Education as outlined in the State of Illinois Cooperative Education Handbook dated June 2009.

## **18-10. RESERVED.**

**18-11. Workforce Council.** The BOARD and the UNION will work cooperatively through co-sponsorship for the establishment of an educational manpower council or to join a similar established council. The council will be represented as a goal by the ten largest employment sectors in the metropolitan area with representatives from the business community, other educational institutions, labor organizations and state and local governments to identify workforce needs within the Chicago metropolitan area to ensure that CTE curricula and programs are aligned to those needs.

**18-12. CTE Teacher Credentials.** The parties agree that the CTE teachers must keep current in their content areas and industry credentials in order to maintain their positions. If the BOARD seeks to require that the current CTE teachers increase their credentials (other than staying current in their content area or industry certifications) in order to qualify for their current positions, the BOARD will meet with the CTE Committee or other UNION designees to bargain over the impact of changes in such requirements. In accordance with CTE policies and procedures, and where funds are available, CTE will support CTE teachers' training for obtaining previously approved credentials. CTE will support CTE teachers training for

obtaining previously approved credentials. Credentials for all cooperative education teachers will be reviewed and approved by the Department of Career and Technical Education in accordance with Illinois State Board of Education Rules and Regulations as outlined in the State of Illinois Cooperative Education Handbook.

**18-13. Cooperative Education Teachers.** Each cooperative education teacher shall have communication service available when necessary to contact employers concerning job opportunities for students enrolled in cooperative education.

**18-14. School Actions.** In the event a school action (as defined in Appendix H) occurs at a school with a CTE program, the BOARD will bargain with the UNION over the impact of the action on the CTE teachers teaching in that program.

**18-15. Placement of Students.** Prior to February 15, each Career and Technical Education cooperative program teacher shall confer with the principal, or the principal's designee, relative to a registration procedure for students recommended for placement in the cooperative program. Each Career and Technical Education cooperative program teacher shall furnish to the principal, or the principal's designee, data and rationale to support the recommendations being submitted for consideration. The recommendations of the CTE cooperative program teacher shall be given the highest priority.

**18-16. Extended Day for Cooperative Education Teachers.**

Cooperative Education Teachers in approved Career and Technical Education programs authorized by the Office of College and Career Success working outside the contractual day to conduct workplace observations shall be paid their base salary plus twenty percent of their base salary. Funding is to be covered by the school.

**18-17. Cooperative Work Training Teachers.**

Twenty days past the second semester, Career and Technical Education or the Office of College and Career Success

shall deliver to the principal, or the principal's designee, those students identified as eligible to participate in Cooperative Education for the next school year. The teacher shall develop a student roster from the eligibility list. Each cooperative work training teacher shall have telephone service available when necessary to contact employers concerning job opportunities for students enrolled in the cooperative work training program.

## **18-18. Career and Technical Education General.**

**18-18.1.** Career and Technical Education Teachers in approved Career and Technical Education programs teaching 6 periods per day shall be paid their base salary plus twenty percent of their base salary. Funding is to be covered by the school.

**18-18.2.** CTE programs opened by a school with the support of Career and Technical Education must remain in effect for a minimum of 5 school years before consideration to close the program is considered, except for financial reasons.

**18-18.3.** School Administrators shall consult with the school LSC prior to closing a CTE program. CTE programs shall not be closed or removed from schools without prior approval of the Chief Officer of College and Career Success or designee. The Chief Officer of College and Career Success or designee shall advise and consult with the Union prior to approving the closure of a CTE program.

**18-18.4.** CTE Program Expansion. The BOARD, in consultation with the UNION through the Joint CTE Committee, shall continue to plan opportunities for Career and Technical Education program expansion in CPS neighborhood high schools.

**18-19. Professional Development.** Teacher participation in the annual CTE Summer Institute is mandatory unless the teacher was not staffed at the time of the event. Summer Institute will cover a wide range of professional learning session formats including but not limited to district initiatives, technical skill advancements, work-based

learning, and an opportunity to share best practices as it relates to Career and Technical Education. Summer Institute will not include REACH orientation training. The BOARD, in consultation with the UNION, shall plan the content of the Summer Institute.

## ARTICLE 19

# ACADEMIC CALENDAR

**19-1. Professional Development Days.** The BOARD shall provide bargaining unit employees with ten paid professional development days per year, which shall be scheduled during or contiguous with the school year. The BOARD may schedule professional development days in full or half-day increments. Principal-directed professional development days shall be aligned to the Learning Forward Professional Learning Standards (including time for active engagement, collaborative cultures, whole school team collaboration, and/or individual based learning, etc.). Teachers shall have a duty-free lunch period on professional development days.

**19-2. Professional Development Days Prior to Report Card Pick-Up.** The following Professional Development days shall be designated as teacher-directed: the first Friday of Teacher Attendance; the third quarter professional development day, and the professional development day following the last day of student attendance. All other professional development days, including flex days, shall be fully principal-directed.

**19-3. Work Days Before Start of School Year.** Teachers and school clerks authorized by BOARD action to work before the start of a new school year shall be paid at the teacher's or school clerk's regular hourly rate of salary.

### **19-4. Regular Academic Calendar.**

**19-4.1. 208-Day Academic Calendar.** Teachers and PSRPs on a 208 paid day academic calendar will be scheduled for 190 work days (including 10 professional development days if applicable), 10 paid vacation days and 8 paid holidays.

**19-4.2. 228-Day Academic Calendar.** Teachers and PSRPs on a 228 paid day academic calendar will be scheduled for 209 to 210 work days (including 10 professional development days if applicable), 10 paid vacation days and up to 9 paid holidays.

**19-4.3. 248-Day Academic Calendar.** Teachers and PSRPs on a 248 paid day academic calendar will be scheduled for 229 to 230 work days (including 10 professional development days if applicable), 10 paid vacation days and up to 9 paid holidays.

**19-4.4. 52-Week Academic Calendar.** Teachers and PSRPs on a 52-week paid day academic calendar will be provided the same professional development days if applicable and the same vacation benefit (commonly based on years of service) and paid holidays (commonly up to 11 paid holidays) as administrators.

## **ARTICLE 20 CLINICIANS**

### **20-1. General Provisions.**

#### **20-1.1. Definitions.**

**20-1.1(a). *Teacher Clinicians Defined.*** For the purposes of this Article, clinicians are defined as all full-time certified or licensed employees who hold School Service Personnel certifications under Article 21 of the Illinois School Code in the following titles: counselor, certified school nurse, school psychologist, school social worker, case manager or individuals assigned case management responsibilities, speech pathologist, occupational therapist, and physical therapist.

**20-1.1(b). *PSRP clinicians defined.*** For purposes of this Article, PSRP clinicians are defined as full-time certified or licensed employees who are employed in the following titles: PSRP case manager or PSRPs assigned case management responsibili-

ties, licensed practical nurse, health service nurse, and health assistant.

### **20-1.2. Teacher clinician Regular School Day**

**20-1.2(a). *Elementary and Middle Schools.*** The regular school day for clinicians assigned to any elementary or middle school (including schools operated by entities other than the BOARD) shall be seven hours with a continuous lunch period of forty-five minutes with no work responsibilities.

**20-1.2(b). *High Schools.*** The regular school day for clinicians assigned to any high school (including schools operated by entities other than the BOARD) shall be seven hours and fifteen minutes with a continuous lunch period of forty-five minutes with no work responsibilities.

**20-1.3. Teacher Clinician Preparation Periods.** Each clinician's school day shall include sixty minutes of continuous duty-free preparation time. Four days each week the clinician's preparation time shall be self-directed; one day each week this period shall be directed by the principal or the clinician manager, as appropriate.

**20-1.4. Content of Professional Development.** The BOARD shall provide relevant professional development to clinicians to promote positive student and school outcomes. Professional development shall include, but not be limited to, training on new BOARD-managed initiatives and changes to IMPACT and other BOARD hardware and software computer applications. The BOARD shall survey clinicians' professional development needs annually. All clinicians shall receive training for all computer programs required to complete their work.

**20-1.5. Receipt of Tentative Schedules.** Clinicians shall receive their tentative schedules no later than May 15.

**20-1.6. Teacher Clinician Responsibilities.** In programming and directing the work of Office of Diverse Learner Supports and Services clinicians, the BOARD

and its administrators shall endeavor to assign duties consistent with the recommendations and guidelines developed by national and other recognized professional organizations, except when such recommendations are inconsistent with fair-share responsibilities or BOARD or local school level administrative and educational requirements.

**20-1.7. Work Space and Equipment for Clinicians.** Clinicians shall be provided with appropriate work space to include a desk, chair and testing tables; a computer; a locking file cabinet with a key; direct access to working copiers, printers and telephones for follow up calls; testing environments that are heated and well ventilated; and necessary supplies, including file folders, paper clips and envelopes to store professional protocols. The Office of Diverse Learner Supports and Services shall inform principals annually at the beginning of the year about clinician work space needs in writing. A copy of this written transmission shall be submitted to the City-Wide Professional Problems Committee at the first meeting. The Principal shall provide clinicians access to a designated space within the school building that is confidential and private for the provision of therapeutic services and testing to students. The Principal or designee will provide clinicians a weekly schedule of the designated space. Work space allocated to clinicians shall provide appropriate privacy for the administration of tests (in accordance with CPS-allocated test requirements and state and national standards) and confidential discussions and shall be as free from noise and interruption as the educational program and the school facility permits. The Office of Diverse Learner Supports and Services shall conduct a survey to be distributed to clinicians before the end of September each school year to ascertain whether the work space conditions are adequate as defined in this article. A process to remediate the situation shall be determined by the Clinician Professional Problems Committee with the Office of Labor Relations and the administrators of Office of Diverse Learners Services and Supports.

**20-1.8. Filling Vacancies.** Vacancies in clinician positions shall be filled based upon city-wide needs. First consideration for such vacancies shall be given to those clinicians who have expressed a desire to transfer. Experience shall be a consideration. The final decision as to the transfer shall be made by the Office of Diverse Learner Supports and Services, unless the duties of the position are performed at a single attendance center, in which case the final decision as to transfer shall be made by the receiving school principal.

**20-1.9. Travel Time.** A clinician who must travel during the afternoon shall be given a daily uninterrupted lunch period of forty-five minutes with no work responsibilities exclusive of travel time.

**20-1.10. Meetings Among Related Services Personnel.** Related services personnel (e.g., school psychologists, school social workers, speech language pathologists, school nurses, physical therapists, occupational therapists and/or other district resource personnel) shall be provided time to meet periodically with special education teachers during the school day during their preparation periods to discuss matters of professional interest. Related services personnel shall arrange conferences periodically with the teachers of students with disabilities during the school day at times, if possible, when students are not scheduled for their classrooms.

**20-1.11. Caseloads for City-Wide Itinerant Teachers and Service Providers.** Caseloads for city-wide itinerant teachers and service providers shall be established by the Office of Diverse Learner Supports and Services on a yearly basis taking into consideration the suggestions of the City-Wide Professional Problems Committee. The suggestions may include the number of schools per teacher, the number of students per teacher, travel times, direct and consultative minutes, the nature of cases and other relevant matters. Caseloads for city-wide itinerant teachers and service providers shall be assigned on as equitable a basis as possible.

**20-1.12. Licensure Compliance.** The Board and the



Union recognize that clinicians are licensed by the state and must abide by state and federal laws and regulations. The Board will not take any action to jeopardize the professional licensure of clinicians.

**20-1.13. Elimination of Subcontracting and Privatization of Clinicians, Teacher Assistants, Librarians, and Nurses.** Beginning in the 2020-21 school year, the BOARD will not contract out or otherwise privatize teacher clinician positions (as defined in Article 20-1.1(a)), PSRP clinician positions (as defined in Article 20-1.1(b)), teacher assistants or librarians. Beginning with the 2019-20 school year, the BOARD will implement a program to reduce the number of contract or agency nurses that it currently utilizes with the goal of eliminating all contract or agency nurses by the end of the term of this Agreement, except for short-term substitute and/or supplemental nursing services.

## **20-2. Counselors.**

### **20-2.1. Testing.**

**20-2.1(a). *Elementary and Middle Schools.*** Wherever possible, no more than forty students shall be tested at any one time.

**20-2.1(b). *High Schools.*** Wherever possible, no more than eighty students shall be tested at any one time.

**20-2.2. Professional Orientation and Staff Development.** A professional orientation meeting for counselors shall be held once each year during the regular school day. The BOARD shall also conduct one annual staff development workshop for counselors to review the duties and responsibilities of counselors. School administrators shall schedule beginning of the year activities requiring counselor involvement so that said activities do not prevent counselors from attending beginning of the school year all staff orientation and professional development. The BOARD shall provide counselors with additional release time for professional development specific to counseling during the school day and year.

### **20-2.3. Elementary Staffing Formula.**

**20-2.3(a).** *General Objective.* The recommendation of the 1960 White House Conference on Children and Youth of a counselee-counselor ratio of six hundred to one at the elementary level is accepted as a desirable goal.

**20-2.3(b).** *Allocation.* All elementary schools shall be allocated a 1.0 elementary school counselor position.

**20-2.4. New Buildings.** New buildings shall include adequate space to conduct interviews and meetings and provide counseling for students.

**20-2.5. Guidance Staff Lists.** A list of schools with the names of principals and counselors shall be sent to each elementary and high school for the guidance staff.

**20-2.6. Counselor Duties.** In programming and directing the work of an Elementary, Middle, and High School counselor, a principal shall assign duties to the counselor that are consistent with the CPS Reach Framework for School Counselors which will remain aligned with the recommendations of the American School Counselor Association (ASCA). Principals will ensure that School Counselors are given adequate time during the school day to deliver Tier 1, 2, and 3 student supports and counseling activities. Disagreements over this Section shall be resolved initially by the counselor, the principal and the Professional Problems Committee.

## **20-3. School Psychologists.**

### **20-3.1. Work Year.**

**20-3.1(a).** All school psychologists and all provisional and temporarily certificated school psychologists shall be employed on a ten-school-month (208-day) basis.

**20-3.1(b).** Pension contributions and sick leave shall be based on the 208-day year.

#### **20-4.1. Work Year.**

**20-4.1(a).** All school social workers and all provisional and temporarily certificated school social workers shall be employed on a ten-school-month (208-day) basis.

**20-4.1(b).** Employment of ten-school-month (208-day) school social workers beyond ten school months shall be considered as summer employment. Pension contributions and sick leave shall be based on the 208-day year.

### **20-5. Speech Language Pathologists**

**20-5.1. Staff Development Workshop.** The BOARD shall also conduct one annual staff development workshop for speech pathology teachers and speech language pathologists.

**20-5.2. Protocols and Supplies.** The BOARD shall provide to all clinicians the number of protocols in proportion to the number of students and schools that they are assigned to service. The BOARD shall make those protocols and supplies available for distribution to all clinicians on the first day of attendance for clinicians.

### **20-6. School Nurses.**

**20-6.1. Work Year.** All newly appointed school nurses and all provisional and temporarily certificated school nurses shall be employed on a ten-school-month (208-day) basis. Employment of ten-school-month school nurses beyond ten school months shall be considered summer employment. Pension contributions and sick leave shall be based on the 208-day a ten-school-month year.

**20-6.2. Supervision.** The school nurse and the health assistants assigned to a school are under the supervision of the principal or nurse manager, as appropriate. The school nurse shall have direct supervision over health records as well as responsibility for assigning specific duties to the health assistant which relate to the health program.

**20-6.3. Professional Orientation.** At least one professional orientation meeting shall be held during the regular school in-service meeting time for all school nurses. Said meeting may be held at the area or city-wide level. It is understood that area meetings may be on different dates in order to provide appropriate resource personnel, if such resource personnel are needed.

**20-6.4. Salary Adjustments.**

**20-6.4(a).** All newly appointed school nurses shall receive credit on the teacher salary schedule for full-time nursing experience subsequent to receipt of a bachelor's degree in the manner provided under the provisions of Article 38-1 of this Agreement.

**20-6.4(b).** All newly appointed PATs and new TATs who are school nurses shall receive credit on the teacher salary schedule for full-time nursing experience subsequent to his or her receipt of a bachelor's degree in accordance with section 302.8 of the Chicago Public Schools Policy Manual (Compensation and Pay Plan) (Board Report: 08-0123-PO1).

**20-6.5. Internships for Health Service Nurses.** Health service nurses (HSNs) shall be allowed to participate in an on-the-job internship for school nurse certification, under the supervision of a certificated school nurse or an instructor from the certification program. This internship shall be allowable during school hours as long as they are providing services to students and staff in the Chicago Public Schools.

**20-6.6. Clerical Assistance.** School nurses shall be provided with clerical assistance in consultation with and approval of the principal.

**20-6.7. Missed Lunch.** Licensed Practical Nurses and Health Service Nurses who work through their regularly scheduled lunch period shall be permitted to schedule it at another time during the day, including at the end of the day.

**20-6.8. Nurse Educational Advancement.** The BOARD, in consultation with the UNION, will develop and im-

plement a program for LPNs interested in becoming HSNs and HSNs interested in becoming CSNs. The BOARD will devote no less than \$2,000,000 during the term of this Agreement to support tuition assistance for nurses, employees and prospective employees toward mutually agreed upon universities between the BOARD and UNION, as well as other related program costs.

**20-6.9 Nurse Job Classification Changes.** Nurses who advance job classifications will be placed in the appropriate lane according to their level of education and job classification on the step in that lane closest to, but not less than, their salary prior to the change. From there, they shall advance steps and lanes as determined by Appendix A.

**20-7. Counselors, Clinicians and Special Educators Case Management Responsibilities.** The Board shall not require school counselors, clinicians and special educators to perform case management responsibilities. The Board and Union shall form a committee to recommend to the CEO how to implement this provision.

## ARTICLE 21 SPECIAL EDUCATION TEACHERS

**21-1. Definition of Special Education Teacher.** The phrase “special education teacher” includes all teachers who are deemed highly qualified by the Illinois State Board of Education Rules and Regulations to teach students with disabilities and who are assigned or appointed by the BOARD as teachers of students with disabilities.

**21-2. Temporarily Assigned Teachers.** Temporarily assigned teachers with a minimum of eight semester hours of approved credit in special education may replace TATs with no training in special education.

**21-3. Lane Advancement.** Appointed teachers and temporarily assigned teachers who are deemed highly qualified by the Illinois State Board of Education Rules and

Regulations to teach students with disabilities, who are assigned or appointed by the BOARD as teachers of students with disabilities and who have completed thirty semester hours of approved graduate credit in the area of special education shall be permitted to advance to Lane II of the salary schedule. Termination of service in the area of special education shall cause said appointed teacher or temporarily assigned teacher to revert to the appropriate lane of the salary schedule and, further, it shall be the responsibility of the teacher to notify the BOARD of such termination.

**21-4. Submission of Applications.** Teachers who possess the necessary qualifications for possible assignment in the area of special education are encouraged to submit applications for such assignment.

**21-5. Development, Implementation and Progress Monitoring of Individualized Education Program.** The educational and extracurricular program of a student with disabilities shall be developed by the student's Individualized Education Program team in accordance with the student's Individualized Education Program. The IEP team shall make least restrictive environment (LRE) decisions based on the students' strengths and needs as demonstrated through data. Decisions on the development of the IEP shall be made solely by the IEP team, pursuant to state and federal law, and reflective of the provision of a continuum of services. The BOARD shall post on its website a list of specialized programs, including school names and grade-levels served not later than July 1 for the upcoming school year.

**21-6. Meetings Among Clinicians.** Clinicians (e.g., school psychologists, school social workers, speech language pathologists, school nurses, physical therapists, occupational therapists and/or other district resource personnel) shall be provided time to meet every other week with special education teachers during the school day during a principal-directed preparation period for consultation regarding their students. Clinicians shall arrange conferences periodically with the teachers of students with disabilities during the school day at times, if possible, when students are not scheduled for their classrooms.

**21-7. In-Service Meetings.** One full-day or two half-day in-service meetings per year for all special education teachers shall be scheduled on professional development days. Such meetings shall be held on an area, district, assignment or similar basis to discuss educational, medical and other topics related to their assignments. After consultation with and consent of the school principals, special education teachers may elect between district-wide or locally provided PD when they are offered on the same day.

**21-8. New High School Special Education Teachers of Students with Cognitive Disabilities or Autism.** New special education teachers of high school students with cognitive disabilities or autism shall be provided with appropriate in-service education during the school day to the extent possible with the supervisory staff and the substitute service available.

**21-9. Student Referrals.** A high school or elementary school special education teacher shall refer a student with cognitive disabilities or autism in that teacher's class at any time said teacher believes re-evaluation is desirable. Said teacher shall continue to be alert to students who appear in need of different special education placement.

**21-10. Grants.** The UNION shall have representation on city-, area- or school-level committees established to plan and develop proposals seeking government funding for programs in special education subject areas.

**21-11. Duties Expected of Special Education Faculty.** In directing the work of a special education teacher, a principal shall ensure that the special education teacher is not assigned any duties not related to school special education services. Disagreements over this Section shall be resolved by the special education teacher, the principal and the Professional Problems Committee.

**21-12. Faculty Meetings.** The principal and special education teacher, including the department chair if any, shall adopt a reasonable schedule for department or grade level faculty meetings to ensure the special education teacher is able to maintain an equitable distribution of resources

across such departments or grade levels and to minimize any undue burden on the special education teacher. After consultation with and with the consent of the school principal, special education teachers may elect to collaborate with other special education teachers or clinicians during weekly grade-level meetings.

## **21-13. Work Load for Special Educators and PSRPs.**

**21-13.1. Development of Work Load Plan.** In accordance with Sections 226.730 and 226.735 of the Illinois State Board of Education Rules and Regulations, as they read on June 30, 2015, the BOARD shall develop, in cooperation with the UNION, a plan specifying limits on the work load of its special education teachers to ensure that all services required under the students' Individualized Educational Programs, as well as all needed ancillary and support services, will be provided at the requisite level of intensity. This plan shall include a procedure for special education teachers to report when they believe their workloads do not comply with the plan and shall contain a method for expeditiously and efficiently resolving any non-compliance. By January 1, 2013, through the parties' Special Education and Case Management Committee, the parties shall review and assess the plan as required by this Section, and the plan shall be amended as necessary or appropriate based on the review and assessment of such committee.

**21-13.2. Limitations on Work Load.** Bargaining unit employees who work with students with disabilities shall not be required to exceed caseloads, class sizes, limits on ratios of students with disabilities to general education students and limits on ratios of students with disabilities to teachers and PSRPs as required under law.

## **21-14. Individualized Education Program Meetings.**

Individualized Education Program meetings may be scheduled before, during or after the school day. Bargaining unit employees required to attend such meetings before or after the school day shall be paid their regular



instructional hourly rates of pay. Principals are encouraged to use available Cadre substitutes and day-to-day substitutes to provide coverage for teachers participating in such meetings.

**21-15. Training and Resource Materials.** The BOARD shall ensure that special education teachers have access to training and resource materials regarding the preparation of Individualized Education Programs. Such materials may be available online. At the beginning of each school year, the BOARD shall advise all special education teachers of the training and resource materials available and shall ensure such teachers are informed of how to access such materials. Principals shall inform special education teachers at the start of the school year the amount of funds that have been allocated in the school budget for special education resources and materials and shall work with the special education teachers to identify which resources and materials will be purchased to best serve the needs of the students. Principals shall be encouraged to use Guidance, developed by the Joint Special Education Committee, on the allocation and the use of these funds the allocation and the use of these funds to meet the needs of the students' IEPs, including but not limited to modified curriculum, assistive technology, and classroom based evaluation tools.

**21-16. Release Time to Complete Individualized Education Programs.** Recognizing that some Individual Education Plans require more time to develop and implement, Principals shall, to the extent possible, disperse IEP writing workload equitably among special education teachers. All schools shall provide collaboration time at the beginning of the school year for special education teachers, general education teachers, clinicians, and support staff as needed.

Special education teachers' job requirements shall prioritize the development and implementation of the Individual Education Plan. Where possible, Principals shall use either substitutes or release time (from principal directed preps, lesson plans and/or other paperwork and workload requirements) as determined through the PPC to provide

adequate time for special education teachers to complete these duties during the work day. The Joint Committee will discuss workload issues and relief. If workload issues cannot be solved by the principal and/or the PPC, then the issue may be brought to the Joint Committee.

The district agrees to not increase workload for bargaining unit members due to the Student Specific Corrective Action.

**21-17. [RESERVED -- Was American Sign Language Interpreters Regular School Day.** See Article 9-19.1.]

**21-18. Case Load Development.** School principals, their designees, or Program Manager shall consult with Special Education teachers on case load development.

**21-19. Special Education Student Ratio.** When a student's IEP calls for services in a general education classroom, the student must be served in a class that is composed of students of whom at least 70 percent are without IEPs, that utilizes the general curriculum, that is taught by an instructor certified for general education, and that is not designated as a general remedial classroom.

**21-20. Special Education Position Funding.** The Board shall provide centralized funding for special education teacher positions. The Board shall develop a process to evaluate and adjust funding allocations for special education teacher and paraprofessional positions. The Joint Committee will develop a timeline and provide input into the process to evaluate and adjust funding allocation for special education positions.

**21-20.1. Data Access.** A Special Education teacher shall have access to the assessment data, grade book, grades, student roster and attendance data for all students served by the Special Education teacher, including any general education students in that teacher's co-teaching classroom.

**21-20.2. [Reserved]**

**21-20.3. Teaching Location Assignment Changes.** When a Special Education Teacher is required to change teaching location and/or room assignment

during the school year, the teacher may submit a request to the Principal to have specialized furniture, equipment, and specialized supplies to be moved. If such a request is made, the Principal shall arrange for the equipment and supplies to be moved.

**21-20.4. Lesson Preparations.** Where administratively possible, the number of lesson preparations for Special Education inclusion and co-teachers in high school shall not exceed three, and every effort shall be made to keep the number at two.

**21-20.5. Common Preparation Periods.** Where administratively possible, Principals shall make every effort to program special and general education teachers so that co-teachers have common preparation periods. Principals may also use Principal-directed preparation periods to provide for preparation time for co-teachers.

## **ARTICLE 22 ITINERANT TEACHERS**

**22-1. Regular School Day.** The regular school day for Deaf and Hard of Hearing Itinerants, Assistive Technology Itinerants, Augmentative Communication Itinerants, Early Childhood SPED Itinerant teachers, Home/Hospital Teacher, Orientation and Mobility Specialists, and itinerant teachers of the Visually Impaired shall be seven hours, with start and stop times aligned to the schools they are assigned to, with a continuous duty-free lunch period of 45 minutes and a 60 minute preparation period daily and four days of self-directed and one day of principal or clinician manager directed time per week.

**22-2. Geographic Area.** To the extent possible, the Board shall assign itinerant teachers within a designated geographic area.

**22-3. Secure Storage.** School administrators shall provide itinerant teachers working in their schools a secure location to store their belongings while they are in the building.

**22-4. Travel Time.** A clinician who must travel during the afternoon shall be given a daily uninterrupted lunch period of forty-five minutes with no work responsibilities exclusive of travel time.

**22-5. Work Space and Equipment for Itinerant Teachers.** Itinerant Teachers shall be provided with appropriate work space to include a desk, chair and testing tables; a computer; a locking file cabinet with a key; direct access to working copiers, printers and telephones for follow up calls; testing environments that are heated and well ventilated; and necessary supplies, including file folders, paper clips and envelopes to store professional protocols. The Office of Diverse Learner Supports and Services shall inform principals annually at the beginning of the year about Itinerant Teacher work space needs in writing. A copy of this written transmission shall be submitted to the City-Wide Professional Problems Committee at the first meeting. The Principal shall provide Itinerant Teachers access to a designated space within the school building that is confidential and private for the provision of therapeutic services and testing to students. The Principal or designee will provide Itinerant Teachers a weekly schedule of the designated space. Work space allocated to Itinerant Teachers shall provide appropriate privacy for the administration of tests (in accordance with CPS-allocated test requirements and state and national standards) and confidential discussions and shall be as free from noise and interruption as the educational program and the school facility permits. The Office of Diverse Learner Supports and Services shall conduct a survey to be distributed to Itinerant Teachers before the end of September each school year to ascertain whether the work space conditions are adequate as defined in this article. A process to remediate the situation shall be determined by the City-Wide Professional Problems Committee with the Office of Labor Relations and the administrators of Office of Diverse Learners Services and Supports.

# ARTICLE 23

## CLASSIFICATIONS OF TEACHERS

**23-1. Appointed Teachers.** Appointed teachers are full-time teachers who are on a tenure track or who have attained tenure in accordance with Section 34-84 of the Illinois School Code.

**23-2. Appointed Tenured Teacher.** An appointed tenured teacher is a full-time certified teacher who has successfully completed the probationary period required by Section 34-84 of the Illinois School Code or who has been reappointed with tenure in accordance with BOARD policies and procedures.

**23-2.1. Dismissal for Cause.** The BOARD may dismiss appointed tenured teachers for cause in accordance with Section 34-85 of the Illinois School Code and BOARD policies and procedures, subject to the provisions of this Agreement.

**23-2.2. Displacement, Lay Off or Honorable Termination.** The BOARD may displace, lay off or honorably terminate appointed tenured teachers during or at the end of the school year in accordance with the law and BOARD policies and procedures, subject to the provisions of this Agreement.

**23-3. Probationary Appointed Teacher.** A probationary appointed teacher (“PAT”) is a full-time certified teacher who is in the process of completing the probationary period defined in Section 34-84 of the Illinois School Code.

**23-3.1. Dismissal.** The BOARD may dismiss PATs for misconduct during or at the end of the school year consistent with BOARD policies and procedures, subject to the provisions of this Agreement.

**23-3.2. Displacement, Lay Off or Dismissal.** The BOARD may displace, lay off or dismiss PATs during or at the end of the school year in accordance with the law and Board policies and procedures, subject to the provisions of this Agreement.

**23-3.3. Renewal or Non-Renewal.** The BOARD may non-renew a PAT for the following school year and dismiss the PAT at the end of the current school year as provided in this Section, Article 39 and the teacher evaluation plan. If a PAT's performance for the school year is rated as "excellent" or "proficient," the PAT shall be renewed for the following school year, but such renewal shall not be a guarantee of employment for the following school year. In the event a PAT's rating is projected to be less than "proficient" and the PAT is recommended for non-renewal for the following school year, the BOARD shall provide the PAT with written notice in private by June 1 of the current school year. A PAT whose final rating is less than "proficient" shall be afforded the opportunity to submit a resignation within ten days of receipt of the rating or projected rating, and the resignation will be effective no earlier than the end of the school year. If the PAT resigns, the BOARD agrees to maintain the PAT's health insurance coverage through August. Any notice of non-renewal shall provide the reason(s) for the non-renewal. PATs who are non-renewed are eligible to apply for open teaching positions.

**23-3.4 Reappointment within Ten Months.** A probationary teacher who is reappointed within ten months of the probationary teacher's displacement shall not be considered as suffering a break in service for purposes of the consecutive years' requirement for achieving tenure.

## **23-4. Attainment of Tenure for PATs Appointed Before July 1, 2013.**

**23-4.1. Probation Period.** PATs shall be appointed on a school-year basis in accordance with this Article. Notwithstanding the provisions of Section 34-84 of the Illinois School Code and Article 39, PATs who achieve three years of consecutive satisfactory service shall be afforded all rights received by tenured teachers under Section 34-85 of the Illinois School Code and Article 39. Effective July 1, 2013, for the purposes of this paragraph only, "satisfactory" service shall be defined as an annual summative rating other than "unsatisfactory."

**23-4.2. Notice.** A PAT who is completing his or her first or second year of probationary service shall receive written notice by May 10 as to whether the teacher will be non-renewed for the following school year. A PAT who does not receive such notice shall be deemed reappointed for the following school year.

**23-4.3. Notice in Final Probationary Year.** A PAT who is completing his or her final year of probationary service prior to earning tenure shall receive written notice by May 10 as to whether or not the teacher will be reappointed for the following school year. A PAT who does not receive such notice shall be deemed reappointed for the following school year and shall become a tenured teacher during the next school year on the anniversary date of his or her initial appointment as a teacher.

### **23-5. Attainment of Tenure for PATs Appointed On or After July 1, 2013.**

**23-5.1. Expedited Tenure Track.** For a PAT in full-time service who is appointed on or after July 1, 2013 and who receives ratings of “excellent” during his or her first three school terms of full-time service, the probationary period shall be three school terms of full-time service.

**23-5.2. Out of District Transfer Tenure Track.** For a PAT in full-time service who is appointed on or after July 1, 2013 and who had previously attained tenure in another school district in this State or in a program of a special education joint agreement in this State as defined in Section 24-11 of the Illinois School Code, the probationary period shall be two school terms of full-time service, provided as follows: the teacher voluntarily resigned or was honorably dismissed from the prior school district or program within the three-month period preceding his or her appointment date with the BOARD; the teacher’s last two ratings in the prior school district or program were at least “proficient” and were issued after the prior school district’s or program’s implementation date under the Performance Evaluation Reform Act; and the teacher receives ratings of “excellent” during his or her first two school terms of full-time service with the BOARD.

**23-5.3. Regular Tenure Track.** For a PAT in full-time service who is appointed on or after July 1, 2013 and who has not attained tenure after two or three school terms of full-time service as provided in this subsection, the probationary period shall be four school terms of full-time service, provided that the teacher receives a rating of at least “proficient” in the last school term and a rating of at least “proficient” in either the second or third school term.

**23-5.4. Effective Tenure Date.** A PAT who receives the necessary ratings to attain tenure after two, three or four school terms of full-time service as provided in this subsection shall be appointed as a tenured teacher and be entitled to the rights afforded to tenured teachers effective the first day of the school term following the school term in which he or she received the final rating necessary to attain tenure. The attainment of tenure as provided in this paragraph shall not be a guarantee of employment for the school term following the school term in which he or she received the final rating necessary to attain tenure.

**23-5.5. “School Term” Defined.** As used in this subsection, “school term” means the academic calendar established by the BOARD pursuant to Section 10-19 of the Illinois School Code that specifies the opening and closing dates of the school year, and “full-time service” means the teacher has actually worked at least 150 days during the school term.

**23-5.6. Reappointment to Tenure Track.** PATs who become part-time will resume their position on the tenure track where they left off once reappointed to a full-time position if they have remained continuously employed by the District. PATs who are non-renewed shall not be considered as suffering a break in service for purposes of attaining tenure if they are reappointed within ten months of their non-renewal.

**23-6. Assigned Teachers.** Assigned teachers are certified teachers employed on a temporary or part-time basis and not on a tenure track.



**23-6.1. Temporarily Assigned Teacher.** A temporarily assigned teacher (“TAT”) is a certified teacher who is employed on a full-time temporary basis to provide class coverage when the teacher appointed to a position is on a leave of absence. When a TAT is assigned to a position for a teacher on leave and that position becomes vacant, the TAT shall be appointed to such position within ten days of the date on which the position became a vacancy. A TAT who is rated and subsequently appointed to the position in which they were rated will have the rating count towards the purpose of attaining tenure, provided that he or she while serving as a TAT satisfied the requirement of working a school term of full-time service in such position.

**23-6.2. Cadre Substitute.** A Cadre substitute is a certified teacher who is employed on a school-year basis and who is assigned to work only on student attendance days. A principal may permit a Cadre substitute to work on professional development and report card pick-up days, provided that the local school pays for the cost of such service.

**23-6.3. Day-to-Day Substitute.** A day-to-day substitute is a teacher who is either a certified teacher or a teacher certified to substitute teach and who is employed in accordance with the Illinois State Board of Education Rules and Regulations. Day-to-day substitutes are employed on a temporary daily basis to provide class coverage when the teacher assigned or appointed to a position is absent. Day-to-day substitutes are employees who have no guarantee of continued employment.

**23-6.4. Part-Time Teachers.** A part-time teacher is a certified teacher who is assigned to work less than the full-time schedule worked by school-based appointed teachers. The BOARD may utilize part-time teachers, including teachers on leave. The salary and benefits of such teachers under this Agreement shall be prorated to correspond to the length of the part-time assignment (e.g., a teacher assigned to half-time shall have his or her salary and benefits prorated by .5). Such part-time teachers

shall maintain benefits and seniority accrued through their assignment to a part-time position and shall continue to accrue benefits and seniority thereafter on a prorated basis. The BOARD agrees that the employment and assignment of part-time teachers shall not result in the displacement of any appointed teacher. In addition, the BOARD agrees that part-time teachers will not be used to supplant the assignment of appointed teachers.

**23-6.5. Retired Teachers.** The BOARD may employ and assign retired teachers as day-to-day substitutes for no more than one hundred and twenty school days during the school year and shall pay such teachers the rate paid to day-to-day substitutes. The BOARD shall compensate such retired teachers in accordance with Appendix A-1L. Such retired teachers shall not be eligible for any other benefits provided to bargaining unit employees under this Agreement. The BOARD agrees that the employment and assignment of retired teachers shall not result in the displacement of any appointed or assigned teacher.

**23-6.6. Provisional Cadre Substitutes.** A provisional cadre substitute is a teacher with day-to-day substitute teacher credentials who is employed on a school year basis and who is assigned to work only on student attendance days. A principal may permit a Provisional Cadre Substitute Teacher to work on professional development and report card pick-up days, provided that the local school pays for the cost of such services. A provisional cadre substitute who obtains a full teacher licensure shall be reclassified as a Cadre substitute teacher.

## **ARTICLE 24 SUMMER SCHOOL**

**24-1. Applications.** Each year summer school employment applications (including for Drivers Education) shall be available on or before the Monday following spring recess. Nothing herein shall be construed to be applicable to

any program which may be developed, funded, or implemented subsequent to the above-stated date.

## **24-2. Selection Process of Teachers.**

**24-2.1.** Assignments to all summer schools shall be made in the following order: (A) appointed teachers certified in the subject matter or grade level within the school; (B) if certified teachers within the school are unavailable or insufficient, then preference will be given first to tenured teachers and then non-tenured teachers outside the school, but within the school district; (C) TATs; (D) Cadre substitutes; and (E) day-to-day substitutes.

**24-2.2.** In schools which have summer programs where there are more qualified teacher applicants for summer school positions than positions available, preference shall be given to teachers who have taught fewer than two summer sessions immediately preceding the current summer session. Summative ratings may be a consideration.

**24-2.3.** In the case of special education teachers, assignments to all summer schools shall be made in the following order: (A) appointed special education teachers working on their special education certificates; (B) tenured teachers with special education certificates or endorsements and then non-tenured teachers with special education certificates or endorsements within the school; and (C) certificated or endorsed tenured special education teachers and then non-tenured special education teachers outside the school, but employed by the BOARD.

**24-3. Deadline for Assignments of Teachers.** Assignments to regular summer school positions shall be made ten school days prior to the end of the school year.

## **24-4. Selection Process of PSRPs.**

**24-4.1.** In schools which have summer programs, where there are more qualified PSRP applicants in a given job title for summer school positions than positions available, preference shall be given to PSRPs who have worked fewer than two summer sessions immediately preceding the current summer session.

Summative ratings may be a consideration. In order to provide continuity of service to students, a one-on-one Teacher Assistant assigned to the school during the regular school term in a special education program or classroom shall have first preference to work summer school if the student to whom the Teacher Assistant is assigned will attend summer school.

**24-4.2.** When summer school programs are so designated as on-going in accordance with Article 24-6, in order to provide continuity of service, a PSRP regularly assigned to said program shall be selected for that summer school program if a position in the PSRP's job title is necessary. Such service shall be considered as summer employment. Summative ratings may be a consideration.

**24-4.3.** In order to provide continuity of service, one of the regular school clerks regularly assigned to a school shall be retained for summer service, if a school clerk position is necessary for said program. Such service shall be considered as summer school employment.

If the regular school clerks assigned to the school during the regular school year waive this opportunity, the position shall be filled in accordance with Article 24-4.1.

**24-4.4.** Deadline for Assignments of PSRPs. To the extent possible, assignments for summer school employment for other bargaining unit employees shall be made by June 1.

**24-5. Lists of Teachers and PSRPs Assigned to Summer School Positions.** The BOARD shall establish and promptly provide to the UNION a list of teachers and other bargaining unit employees assigned to summer schools during the summer school sessions within ten days after the date summer school assignments are made under the provisions of Article 24.

**24-6. Exceptions.** Any exception to Articles 24-2.1, 24-2.2, 24-4.1, and 24-4.2 shall be discussed between a three-member committee of the UNION and a three-member committee of the BOARD, which shall include a representative of the Chief Executive Officer. Such discussion shall include all

programs designated as on-going. Exceptions to the above-cited Articles shall not be implemented unless there is agreement between the BOARD and the UNION. Every effort will be made to conclude the discussions by March 1 of each year.

## ARTICLE 25 HOLIDAYS

**25-1. Holidays.** During the term of this Agreement, the BOARD shall recognize eight paid holidays per academic year.

### **25-2. Holidays during Regular Academic Calendar.**

**25-2.1. 208-Day Academic Calendar.** Teachers and PSRPs on a 208 paid day academic calendar will be scheduled for 190 work days (including 10 professional development days if applicable), 10 paid vacation days and 8 paid holidays.

**25-2.2. 228-Day Academic Calendar.** Teachers and PSRPs on a 228 paid day academic calendar will be scheduled for 209 to 210 work days (including 10 professional development days if applicable), 10 paid vacation days and up to 9 paid holidays.

**25-2.3. 248-Day Academic Calendar.** Teachers and PSRPs on a 248 paid day academic calendar will be scheduled for 229 to 230 work days (including 10 professional development days if applicable), 10 paid vacation days and up to 9 paid holidays.

**25-2.4. 52-Week Academic Calendar.** Teachers and PSRPs on a 52-week paid day academic calendar will be provided the same professional development days if applicable and the same vacation benefit (commonly based on years of service) and paid holidays (commonly up to 11 paid holidays) as administrators.

## ARTICLE 26 PERSONAL DAYS

### **26-1. Award of Personal Days to Active Employees.**

On July 1, 2012 and each July 1 thereafter, the BOARD shall award active full-time employees three paid personal days for use during the Fiscal Year to attend to the employee's personal business. Personal days unused upon separation from employment or on June 30 of each Fiscal Year shall be forfeited. Personal days awarded to employees on or after January 1, 2012 and before June 30, 2012 shall remain in the employee's personal day bank. If such personal days are unused by December 31, 2012, the unused days shall be rolled over into the employee's retained sick day bank defined in Article 37.

**26-2. Pro Rata Award to New Hires.** Full-time employees with fewer than twelve months of service with the BOARD shall be granted personal days as follows:

<b>Appointment Date</b>	<b>Number of Personal Days</b>
July 1 through September 30.....	3
October 1 through March 31.....	2
April 1 through May 31.....	1
June 1 through June 30.....	0

**26-3. Consecutive Use of Personal Days.** Employees may use personal days on three successive days.

## ARTICLE 27 CLASS COVERAGE

### **27-1. Day-to-Day Substitutes.**

**27-1.1. Staffing.** The BOARD shall hire and maintain sufficient day-to-day substitutes to cover the classes of absent teachers so that educational programs in elementary schools, middle schools, education and CTE guidance centers and high schools shall not be curtailed.

**27-1.2 List of Day-to-Day Substitutes.** The BOARD

agrees to maintain a list of day-to-day substitutes who wish to make themselves available for work.

**27-1.3 Day-to-Day Substitutes Availability to Work.**

Day-to-day substitutes shall indicate their availability for work on a given school day by contacting the substitute center prior to 5:00 p.m. on the preceding school day or between 6:00 a.m. and 7:00 a.m. on that given school day.

**27-2. Cadre.**

**27-2.1. Establishment of Cadre and Assignments of Cadre Substitutes.** Effective July 1 of each year, the BOARD shall establish a Cadre to which it will select and assign Cadre substitutes for each school year to cover the classes of absent teachers in the early childhood centers, elementary schools, middle schools, upper grade centers and high schools.

**27-2.2. Employment Criteria.** The Talent Office shall establish criteria to be used in the selection and retention of Provisional Cadre substitutes. The Cadre and Provisional Cadre substitutes selected by the BOARD shall be employed on all student attendance days during the time they are assigned to the Cadre other than on the final day of the school year. Said Cadre and Provisional Cadre substitutes shall be continuously available to perform substitute service at least three days per week, on average. Further, they shall accept all assignments in any and every school.

**27-2.3. Eligibility to Become TATs.** Cadre substitutes are eligible to become TATs. Whenever a Cadre substitute becomes a TAT, a replacement for the Cadre substitute shall be employed immediately. If a Cadre substitute who becomes a TAT is subsequently released as a TAT for reasons other than unsatisfactory service, said TAT shall be reassigned to the Cadre in accordance with Article 38-2.

**27-2.4. Recruitment of Cadres and Provisional Cadre Substitutes.** The Board shall recruit and maintain a pool of Cadre and Provisional Cadre Substitutes which,

in combination with the Day-to-day Substitute Pool, is sufficient to cover the classes of absent teachers. These efforts shall include recruiting candidates for Cadre or Provisional Cadre Substitutes from:

- (1) the Teacher Quality Pool;
- (2) displaced, laid off, honorably terminated and non-renewed tenured and probationary teachers;
- (3) existing day-to-day substitutes;
- (4) student teachers; and
- (5) qualified external applicants.

**27-2.5. Compensation and Benefits.** Cadre substitutes shall be paid the daily rate set forth in Appendix A-1J. The provisions of Article 44-2 shall not apply to required in-service training for Cadre substitutes up to a limit of three such sessions of up to two hours per session. Except as provided in Appendix B, the BOARD agrees to pay the cost of individual health insurance for each Cadre substitute. A full-time Cadre substitute shall have the option of purchasing at the Cadre substitute's own expense family plan hospitalization and major medical insurance coverage at the group rate during the period said Cadre substitute is assigned to the Cadre. A Cadre substitute shall receive holiday pay provided he or she is present and serves as a teacher on the school day immediately before and after the holiday. Any and all benefits associated with duty in the Cadre are limited to those enumerated in this Article.

**27-2.6. Notice to Potential Cadre and Provisional Cadre Substitutes.** If the BOARD does not have a sufficient number of Cadres and Provisional Cadres under Article 27-2.4, the BOARD will notify individuals of an opportunity to join the Cadre and Provisional Cadre as follows:

- (1) Individuals in the Teacher Quality Pool at least once prior to the start of each school year and once after 20th day staff reductions;



- (2) Day-to-Day Substitutes at least once prior to the start of each school year and again if they are still not employed after the 20th day staff reductions;
- (3) Individuals in the Cadre at or near the conclusion of their Cadre service;
- (4) Non-renewed PATs immediately upon or immediately after their non-renewal;
- (5) Displaced or honorably terminated teachers upon displacement or honorable termination.

**27-3. Using Appointed Teachers or TATs to Provide Class Coverage.** The BOARD agrees, in principle, that no teacher shall be requested to assume responsibility for students from classrooms of absent teachers when substitutes are unavailable. In elementary schools, middle schools, education and CTE guidance centers and high schools, at no time should special education classes nor special programs, such as library, physical education, shop, TESL, bilingual or special reading classes, be discontinued so that substitute service may be performed by teachers of these programs, except in the case of emergencies, in which case the above teachers shall be subject to last call, with special education teachers the very last to be called, after available non-teaching certificated personnel have been assigned.

**27-3.1. Substitute Teachers for High-needs Schools.** CPS shall pay substitute teachers additional compensation when they agree to serve at high-needs schools, as identified by CPS.

**27-3.2. Special Education Substitute Teachers.** CPS will work with CTU to develop appropriate special education training for substitutes. CPS shall pay retiree substitute teachers with special education licenses additional compensation at rates agreed upon with the Union when they serve as substitutes in a special education capacity.

**27-4. Reporting Absences.** Teachers shall report their anticipated absences to the substitute center as early as possible in order to enable substitute teachers to arrive

in the school before the beginning time of the teachers' work day. Teachers shall also report their anticipated absences to the school no later than their reporting time. If the teachers cannot report because the telephone lines are busy or similar such occurrences, the teachers shall report as soon thereafter as possible.

**27-5. Rescheduling of Preparation Periods Due to Class Coverage.** The BOARD agrees, in principle, that teachers, during their duty-free professional preparation periods, shall not be requested to take the class of an absent teacher. Whenever a teacher's duty-free professional preparation period is canceled, the principal shall schedule a make-up duty-free professional preparation period for that teacher by the end of the next academic quarter following, or by the last day of teacher attendance that school year, whichever occurs first, to the extent practicable. Effective with the 2017-2018 school year and thereafter, if cancelled self-directed preparation periods are not made up in accordance with this Article, they shall be considered lost. The BOARD shall pay the teacher for the lost preparation period at his/her regular hourly rate no later than the start of the next school year.

**27-6. Class Coverage During In-Service Meetings and Workshops.** A substitute shall be provided to cover the classes of classroom teachers required by the BOARD to attend BOARD-sponsored workshops or BOARD in-service meetings when held during the regular school day.

**27-7. Substitute Coverage for Teacher Assistants in Early Childhood Classrooms.** The BOARD shall provide substitute coverage for teacher assistants in early childhood classrooms who are absent.

**27-8. Bilingual Substitutes.** The substitute center shall maintain a list of bilingual substitutes and shall make every effort to provide a bilingual day-to-day substitute in the case of the absence of the bilingual teacher.

**27-9. Substitute Coverage During Mandated Testing.** A principal shall provide substitute coverage for teachers engaged in one-on-one required testing and for teachers

providing modifications or accommodations to students with disabilities during testing.

**27-10. Class Coverage List.** At the beginning of each school year, and as necessary thereafter, the school principal or his/her designee, in consultation with the PPC, shall create and post an ordered list of emergency class coverage for classroom and special program teachers, under which they shall be assigned coverage on a rotating basis.

**27-11. Staffing System Errors.** No substitute teacher shall be penalized for time errors generated by the BOARD's substitute staffing system (currently AESOP). The BOARD shall report school start times accurately on the substitute staffing system.

### **27-12. General Class Coverage Provision.**

**27-12.1. Lunch Period.** Substitutes shall have a continuous duty-free lunch period with no work responsibilities.

**27-12.2. Professional Development.** Two city-wide or district cluster meetings shall be held annually, to provide professional development for substitute teachers, on topics including special education, English language learners, and technology.

**27-12.3. Substitute Teacher Handbook.** The BOARD shall abide by the provisions of the Substitute Teacher Handbook developed by the BOARD and the UNION during the 2016-17 school year, subject to the terms of this Agreement.

**27-12.4. Geographic-area-specific Cadre Substitutes.** The BOARD shall hire additional cadre substitutes who will agree to any school assigned within a particular geographic area, as defined by the BOARD prior to each school year.

## **ARTICLE 28**

# **CLASS SIZE**

**28-1.** The BOARD of Education acknowledges and strives to maintain class sizes as established in Board Policy Section 301.2 (Class Size) and Board report: 10-0615-PO1 (adopted June 15, 2010) shall provide as follows:

### **I. ELEMENTARY SCHOOLS AND CTE GUIDANCE CENTERS (IF ANY)**

#### **A. STAFFING**

**28** at the kindergarten level

**28** at the primary level

**31** at the intermediate level and upper grade level

**20** in the education and CTE guidance centers (if any)

**1.** The number of classroom teaching positions provided to each elementary school will generally be determined as follows:

**a.** The total number of intermediate and upper grade students will be divided by 31 on a whole number basis (i.e., the division will not be extended to a decimal place). If the division is uneven, then the remaining students will be included in the primary membership;

**b.** The total number of primary students will be divided by 28 extended to one decimal place, and rounded up to the nearest whole number;

**c.** The total number of kindergarten students will be divided by two, extended to one decimal place, and rounded up to the nearest whole number; this number will then be divided by 28, extended to one decimal place, and rounded up to the nearest half (0.5) number;

**d.** The sum of (a), (b) and (c) represents the

total number of teaching positions that will be provided to each elementary school;

e. Teachers assigned to the Intensive Reading Improvement Program or to bilingual programs will not be counted as part of the number provided to implement the maximum class size program in each school.

2. The total number of education and CTE guidance center students (if any) will be divided by 20, extended to one decimal place, and rounded up to the nearest whole number.

## **B. ORGANIZATION**

### **1. Elementary Schools With Space Available**

In those elementary schools in which space is available, the maximum number of students in classes will generally be as follows:

**27-29** in kindergarten classes

**27-29** in primary grade classes

**30-32** in intermediate classes and upper grade classes

Implementation of these class sizes in specific schools may result in problems relating to class reorganization, single section classes, split grades, and installation of experimental programs. Local school deviations from the class sizes indicated above may be made by the principal, after consulting the Professional Problems Committee and the teachers involved, when necessary to implement special programs for instructional improvement or to meet special needs of the particular school.

### **2. Elementary Schools Without Space Available**

In those elementary schools in which space is unavailable to organize classes as indi-

cated above, the additional teachers provided under the staffing in (A) will share the curriculum planning, instructional responsibilities, and all other related duties of teachers. Said additional teachers will be programmed in such a way as to provide for maximum teacher-student contacts on a regularly scheduled basis to share the instructional load of the classroom teachers. Said additional teachers should not be used primarily for:

- administrative assistance
- building security purposes
- clerical or office-type tasks
- discipline purposes
- substituting
- lunchroom duty
- playground duty
- guidance purposes—adjustment and counseling

**3.** All schools will be designated as schools with space available or schools without space available. Five periodic reports will be prepared during the school year and will include the following:

- a.** a listing of the names of the schools where space is available;
- b.** listing of the names of the schools where space is not available and where additional teachers have been assigned.

**4.** Elementary schools without space available and where additional teachers have been assigned will:

- a.** receive first priority in the assignment of Cadre and day-to-day substitute teachers;
- b.** have physical education teachers and teacher-librarians assigned based on the

number of teaching positions, with each kindergarten class counted as one position.

## II. HIGH SCHOOL STAFFING AND ORGANIZATION<sup>1</sup>

A. The maximum number of students in the classes indicated below will generally be as follows:

English (regular, honors and advanced placement): 28

English (essential or basic): 25

Mathematics (regular, honors and advanced placement): 28

Mathematics (remedial): 25

Foreign Language: 28

Social Studies: 28

Business Education: 28

General Science–Science Laboratory: 28

Home Economics–Non-Laboratory: 28

If essential or basic students are programmed in the same English or mathematics class with regular or honors students, the maximum class size will generally be 25 students.

Implementation of the policy on class sizes in specific schools may result in problems relating to individual class sizes, single section classes, installation of experimental programs, scheduling of special subject classes, and class organization and reorganization. Local school deviations from the class sizes indicated above may be made by the principal, after consulting the Professional Problems Committee and the teachers involved, when necessary to implement special programs for instructional improvement or to meet special needs of the particular schools. The total number of subject matter students assigned to each teacher should not exceed the number of subject classes

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<sup>1</sup>One of the responsibilities of all high school teachers is to work to improve reading skills of all students in all subject areas.

multiplied by the maximum class size for the given subject indicated.

**B.** The number of students assigned to teachers indicated below will generally be determined by multiplying the number indicated next to the subject by the number of classes in the given subject.

Art: 31

General Music: 34

Physical Education: 40

### **III. ELEMENTARY SCHOOLS—ART & MUSIC**

The BOARD will continue to assign art and music teachers to elementary schools in accordance with the following formula:

.5 position for schools whose enrollment is 750 or less;

1.0 position for schools whose enrollment is 751 or more.

### **IV. SHOP, HOME ECONOMICS, LABORATORY AND DRAFTING**

Shop, home economics, laboratory and drafting classes shall be limited in size to the maximum number of work stations available in each individual physical classroom in each school. The number of stations in each individual classroom shall be determined by the individual teacher, school administrator, and the shop supervisor of the BOARD.

### **V. SPECIAL EDUCATION**

The class size in special education classes shall be in accordance with the guidelines established by the BOARD in “Guidelines for Special Education Programs” and the Rules and Regulations of the State Board of Education.

### **VI. ADMINISTRATIVE DISCRETION IN EXCEPTIONAL CIRCUMSTANCES**

The Chief Executive Officer or Chief Financial Officer is authorized to permit deviations from this pol-



icy where circumstances in the judgment of either of them require it.

## **VII. PROCEDURES FOR MODIFYING CLASS SIZE POLICY**

Prior to BOARD adoption of any amendments to this policy altering the class size provisions contained herein, notice and an opportunity to meet and confer regarding the alterations will be provided to the UNION at least 45 calendar days prior to implementation.

The class size in bilingual classes shall be in accordance with the guidelines established by the BOARD in the BOARD policy for bilingual education and the Rules and Regulations of the State Board of Education.

### **28-2. Enforcement of BOARD Policy on Class Size.**

Section 301.2 of the Chicago Public Schools Policy Manual (Class Size) shall be enforced only through the joint BOARD-UNION Class Size Monitoring Process including decisions of the Joint Class Size Assessment Council established in Article 28-3, and are not subject to the grievance and arbitration procedure in Article 3, except that disputes over the compliance with the process set forth in Article 28-3 with respect to the Joint Class Size Assessment Council and enforcement of Joint Class Size Assessment Council decisions are subject to expedited grievance and arbitration in Article 3-8.3.

### **28-3. Class Size Monitoring Process.**

**28-3.1. Joint Class Size Assessment Council.** Effective the 2020-2021 school year, the BOARD and the UNION shall staff a 12-member Joint Class Size Assessment Council (hereinafter within this Article referred to as “the Council”). Council members must include representation of former educators or school-level administrators. To avoid deadlocks, the parties shall mutually agree upon a neutral tiebreaker appointee who will be a current or former educator. The Council shall be provided with adequate administrative support to carry out its function, which will be paid by CPS and not taken out of class size enforcement funds. The BOARD shall appoint six members, one of whom

must be an educator, and the UNION shall appoint six members, one of whom must be an educator. Within 90 days of ratification of this agreement, the Council shall set standards and priorities for addressing oversized classrooms, including targeted relief to ensure equity in Priority Schools. Within the same time period, the Council shall also set standards for the functioning of the Council. The Council shall meet as needed, at the request of either party, beginning thirty days before the first day of student attendance until December 1 of each school year. After December 1, the Council shall meet monthly.

**28-3.2. Priority Schools.** For the purpose of this Article, Priority Schools are defined as neighborhood schools with 60% or more students attending the school who reside in Tier 1 communities. The BOARD and the UNION have the joint goal of addressing class size in schools where the student population has higher needs and may need more targeted resources in order to ensure equity.

**28-3.3. Council Review of Class Size Data.** The Council will be provided with schools' enrollment projections and budget reports following LSC/District approval in the spring, class size data by the 10th day of the school year, and class size data quarterly. The Council will review projected school budgets, schedules, organization charts, space utilization, and school level staffing. The Council may request additional information from the Council administrator which shall be provided promptly in order to effectuate a timely decision. The Council shall review the class size data with a focus on oversized classrooms in Priority Schools as well as oversized classrooms in other schools as defined in 28-4. Upon review of the data or if notified of either oversized classrooms or oversized high school teaching loads, the Council shall identify which classrooms to investigate further.

**28-3.4. Council Review Team Investigations.** The Council shall assign two- member review teams, with one member appointed and paid for by the UNION and

one member appointed and paid for by the BOARD, to investigate the identified oversized classes. Compensation for Council members shall include reimbursement for travel expenses and members will be paid for travel time. Oversized classes, per Council criteria in alignment with Article 28-4, trigger automatic investigation.

**28-3.5. Council Review Team Reports.** The Council review teams shall begin their assessment no later than 3 days after notification. When conducting a review of an identified class size issue, the Council review team members shall meet with the principal and impacted teachers, who shall work collaboratively with the Council members to arrive at a solution. Based on its investigation, the review teams shall provide a report to the Council within five days. The report shall include a recommendation as appropriate, inclusive of the input of the principal and impacted teachers, on how to remedy any identified class size issues. The recommendation must be shared simultaneously with the principal and the impacted teachers. The principal shall respond to the Council's final recommendation, if the principal chooses, within three days, or before the next Council meeting, whichever occurs later. These deadlines may be extended at the discretion of the Council for good cause.

**28-3.6. Council Decisions.** The Council shall issue a decision, either accepting or modifying the review team's recommendation, at the next Council meeting following receipt of the review team's report. The Council's decision may include: separating oversized classrooms; adding teacher assistants; reorganizing classes or class schedules (including possible prospective relief); and other remedies as determined by the Council. The Council will grant funds necessary for the implementation of its decision. The Council shall not impose a remedy that includes establishing multi-grade classrooms in elementary schools. Council decisions are final and binding.

**28-3.7. Enforcement.** The Joint Class Size Assessment Council shall be the sole and exclusive means of en-

forcing the commitments set forth in this Article. The Council structure shall be reviewed at the end of the 2020-2021 school year to determine effectiveness and to determine if changes to the Council or the process are necessary to improve the effectiveness of the Council.

## 28-4. Oversized Classrooms Entitled to Automatic Investigation.

The BOARD shall aspire to stay within the class size limits contained within Article 28-1. Effective for the 2020-2021 school year, in the event that class sizes fall within the oversize class limits in columns 4 and 5 in the chart below, it shall trigger an automatic investigation by the Council. As set forth in Article 28-3, when setting standards and priorities, the Council may set lower limits in Priority Schools and give Priority Schools preference for remedies.

Grade Level	Article 28-1 Class Size Limits	Over-sized classes	Article 28-4 Oversized Class Limits Eff. 7/1/20	Article 28-4 Oversized Class Limits After 20-21 school year
K	28	29-31	32+ (+4 students over)	Available money for class size reduction in 28-5 will allow for further reduction in subsequent years.
1-3	28	29-31	32+ (+4 students over)	
4-8	31	32-34	35+ (+4 students over)	
9-12	25, 28, 31*	26-31, 29-34, 32-37*	32, 35, 38 (+7, respectively)**	

\*Varies by class—e.g. basic or essential classes are 25, regular 28, etc.

\*\*Or where teacher average load is oversized by 14 students

Within the funding provided for in Article 28-5:

- Oversized classrooms in grades K-8 shall be addressed either by adding an instructor, or by adding a teacher assistant to each oversized class, or other

remedies determined by the Council depending on space available and the number of students.

- Oversized classrooms (including oversized teacher loads) at the high school level shall be addressed by adding an additional instructor, additional class sections, or other remedies determined by the Council depending on space available and the number of students.
- Effective just second semester of the 2019-20 school year, a teacher assistant or instructor assistant shall be assigned to kindergarten, first grade, second grade, and third grade classrooms that have 32 or more students enrolled. The teacher assistant or instructor assistant shall assist in core instruction and may be shared with more than one classroom. The BOARD shall observe the terms of Article 28-4 of the 2015-19 Agreement for the first semester of the 2019-2020 school year.

**28-5. Funding.** The BOARD shall provide \$35 million each Fiscal Year to fund the costs associated with providing class size relief to meet or exceed the class size limits in Article 28-4.

## ARTICLE 29 EMPLOYEE DISCIPLINE

**29-1. Employee Discipline.** The BOARD, the Chief Executive Officer and their respective designees shall discipline employees only for just cause.

**29-2. Discipline of and Disciplinary Procedures for Appointed Teachers, Temporarily Assigned Teachers and PSRPs.**

**29-2.1. Progressive Discipline Defined.** The parties embrace the concept of progressive and corrective discipline for employees. Progressive discipline is a systematic approach to correct unwanted behavior and deter its occurrence by administering disciplinary

actions based upon various factors, including but not limited to: (a) the seriousness of the misconduct; (b) the number of times it has occurred; (c) prior acts of misconduct; (d) the attitude and cooperation of the employee; (e) the employee's work history; and (f) the totality of the circumstances. Toward that end, the following disciplinary process and forms of discipline shall be used for appointed teachers, temporarily assigned teachers and PSRPs.

**29-2.2. First Step – First Warning Notice (Corrective Action Notice).** The principal or head administrator invites the employee to a private meeting in writing to have a formal conversation to discuss the particular discipline matter. The meeting is between the principal or head administrator and the employee. After the meeting, the principal or head administrator will serve the employee with a First Warning that memorializes the meeting, the nature of the misconduct and sets forth the improvement needed. The First Warning shall be issued within ten school days of the meeting. If the employee disagrees with the First Warning, the employee may submit a written rebuttal, which shall be included in the employee's disciplinary file and copied to the UNION, and which will be reviewable should the discipline be escalated to a Final Warning in Lieu of Suspension or dismissal decision.

**29-2.3. Second Step – Second Warning Notice.** In the event that the employee commits the same unwanted behavior after being afforded a reasonable period of time for correcting the behavior but within twelve months of the delivery of a First Warning, the principal or head administrator shall serve the employee with the Pre-Meeting Second Warning notice and any supporting documents that evidence the misconduct. This notice also sets a date and time for a private meeting to occur between the principal or head administrator and the employee. After the meeting, if appropriate, the principal or head administrator will serve the employee with a Second Warning that memorializes the meeting, the nature of the misconduct and sets forth

the improvement needed. The Second Warning shall be issued within ten school days of the meeting. If the employee disagrees with the Second Warning, the employee may submit a written rebuttal, which shall be included in the employee's disciplinary file and copied to the UNION. Second Warnings are not reviewable except in the context of a review of a Final Warning in Lieu of Suspension or dismissal decision.

**29-2.4. Third Step – Final Warning in Lieu of Suspension.** In the event that the employee commits the same unwanted behavior after being afforded a reasonable period of time for correcting the behavior but within twelve months of the delivery of a Second Warning Notice, the principal or head administrator shall serve the employee with the Pre-Meeting Final Warning in Lieu of Suspension notice and any supporting documents that evidence the misconduct. This notice also sets a date and time for a private meeting to occur between the principal or head administrator and the employee. After the meeting, if appropriate the principal or head administrator will serve the employee with a Final Warning in Lieu of Suspension that memorializes the meeting, the nature of the misconduct and sets forth the improvement needed. The Final Warning in Lieu of Suspension will be issued within ten school days of the meeting.

**29-2.5. Fourth Step – Dismissal.** The Chief Executive Officer or the BOARD may dismiss an appointed teacher or a temporarily assigned teacher when he or she fails to adhere to a Final Warning In Lieu of Suspension or when he or she engages in misconduct for which dismissal is the appropriate discipline. When a principal, head administrator or Chief Executive Officer seeks dismissal of probationary appointed teachers or temporarily assigned teachers, the BOARD shall afford the employee with a pre-dismissal conference in the Talent Office of Employee Engagement before making a final decision or recommendation to dismiss is made. If the Chief Executive Officer seeks discharge of a tenured teacher, the Chief Executive Officer shall follow the requirements of Section 34-85 of the Illinois School Code.

**29-3. UNION Representation.** In all steps of progressive discipline, if the employee chooses to have UNION representation at the meeting, it is the employee's responsibility to contact his or her UNION representative and secure his or her attendance at the meeting. An employee requesting UNION representation will be allowed a reasonable amount to time to secure representation before the disciplinary meeting begins. When a UNION representative is present at a disciplinary meeting, the principal or head administrator shall have the right to have an observer present as well.

**29-4. Review of Discipline – Appointed Teachers and Temporarily Assigned Teachers.** Within fifteen school days of its receipt by the employee, appointed teacher and temporarily assigned teacher Warnings in Lieu of Suspension shall be submitted to mediation under Article 3-9, if requested by the UNION. The mediation panel and procedures outlined in Article 3-9 shall be employed when the UNION requests mediation, except that the neutral mediator shall issue a final and binding decision resolving the dispute if the parties are not able to reach agreement on a resolution.

**29-5. Review of Discipline and Dismissal for PSRPs.** Non-probationary PSRP Warnings in Lieu of Suspension may be submitted to mediation under Article 3-9 exclusively upon request of the UNION. Non-probationary PSRP dismissals shall be submitted to grievance arbitration under Article 3-10 if requested by the UNION, or alternatively, shall be submitted to mediation under Article 3-9, exclusively upon request of the UNION. The mediation panel and procedures outlined in Article 3-9 shall be employed when the UNION requests mediation, except that the neutral mediator shall issue a final and binding decision resolving the dispute if the parties are not able to reach agreement on a resolution.

**29-6. Professional Administration of Disciplinary Policies and Procedures.** In all steps of progressive discipline, all persons shall treat the others with dignity and respect. The principals or assistant principals shall not reprimand a teacher or other bargaining unit employee in the presence of his or her colleagues, other teachers and



bargaining unit employees, students or parents. Reprimands and criticism shall be made only in a place ensuring privacy.

**29-7. Notices to Employee and UNION.** When a bargaining unit employee receives a pre-meeting notice or disciplinary action, a copy of the notice or principal's discipline summary shall be promptly provided to the bargaining unit employee and the UNION.

**29-8. Anonymous Complaints.** The BOARD shall not issue discipline to any bargaining unit employees based solely on an anonymous complaint.

**29-9. Stale Discipline.** The BOARD shall not rely on active employees' records of disciplinary action for any labor relations purposes, nor shall such records be shown or indicated to principals by the BOARD, three years after the issuance of the disciplinary action, provided that nothing in this Section shall be construed to prevent or limit a principal from relying on or viewing any disciplinary records of former employees seeking to be rehired as BOARD employees.

## **ARTICLE 30 STUDENT DISCIPLINE**

### **30-1. Discipline Referrals.**

**30-1.1. Request for Exclusion from Class.** A teacher, upon written notice to the principal or the principal's designee, and upon receipt of written instruction of where the student is to be sent, which the principal or the principal's designee shall send immediately, may exclude from class a student who seriously disrupts the orderly educational process as defined by the Student Code of Conduct.

**30-1.2. Completion of Uniform Student Discipline Referral Form or Alternative Platform for Referring Students.** Whenever a student is excluded from class, the teacher will confer with the principal, or the prin-

principal's designee, to provide the necessary information concerning the student and shall provide a complete written statement of the problem within twenty-four hours, which shall be via the uniform student discipline referral form or alternative platform for referring students. Said written statement via the discipline referral form or alternative platform for referring students shall include a summary of any informational background or prior action taken by the teacher relative to the student's behavioral problems.

**30-1.3. Reinstatement of Student.** The principal or the principal's designee will only reinstate the student after a conference on classroom conduct and school rules which will be held on non-instructional time and must include the teacher.

### **30-2. Conference Following Three Written Referrals.**

After a total of three written referrals for a student causing serious disruption as defined by the Student Code of Conduct, the principal or the principal's designee shall have the student, parent or legal guardian and teacher or teachers involved attend a conference on classroom conduct and school rules. The school shall be represented at this conference by the principal or the principal's designee. If the teacher or teachers involved and the principal or the principal's designee agree that a procedure other than a parental conference would be most beneficial to the student or is required by law, that procedure may be substituted. This shall be a prerequisite to returning the student to class. The principal or the principal's designee will provide the referring teacher or teachers with a copy of the misconduct report or, if none, orally advise the referring teacher(s) of the disposition.

### **30-3. Commencement of Disciplinary Procedures.**

If the student continues to cause serious disruption as defined by the Student Code of Conduct, the principal shall commence disciplinary procedures in accordance with the Student Code of Conduct. When a student has been suspended, the principal, or the principal's designee, and the teacher will take the necessary steps to continue the

diagnostic review with the appropriate members of staff to attempt to determine the basic cause of the student's behavioral problem and the corrective measures to be taken.

**30-4. Notification of Police.** Principals, or their designees, shall notify the police in case of serious school-related offenses including, but not limited to, extortion, possession of narcotics, possession of alcohol, arson or attempted arson, serious theft, serious vandalism, false reports of fire or bombs, possession or use of weapons, assault or battery on an employee and reported instances of trespassing. Trespassing is defined as presence without invitation or consent of one in legal possession of the property. Nothing in this Section shall be construed to prohibit a teacher or PSRP who has been the victim of a school-related offense from independently notifying the police of the offense.

**30-5. Student Disciplinary Records.** A continuous record of student discipline cases shall be maintained by the principal or the principal's designee and shall be available in the school office for use by the assistant principal, the student's classroom teachers, counselor, truant officer, psychologist, social worker and school nurse when needed.

**30-6. Improvement of Disciplinary Policies and Procedures.** The BOARD, through its principals and other administrators, agrees to work with bargaining unit employees, parents and appropriate agencies in seeking solutions to school and classroom discipline problems within the applicable provisions of the Illinois School Code, the Rules of the Board of Education and the Chicago Public Schools Policy Manual.

**30-7. Responsibility for Maintaining Student Discipline.** All other bargaining unit employees shall continue to assist teachers in the maintenance of proper standards of student behavior on the school premises during recess, passing periods and at times of student entrance and dismissal.

**30-8. Availability of Disciplinary Policies and Procedures.** Each local school principal, or the principal's designee, shall have available for day-to-day substitutes local school discipline procedures to be followed by day-to-day

substitutes. Day-to-day substitutes, upon reporting for duty, shall request this information from the principal or the principal's designee.

### **30-9. Restorative Justice Practices.**

**30-9.1. Climate and Culture.** The BOARD and the UNION acknowledge the importance of creating a positive climate and culture in every school that is conducive to learning. Staff, families, students and community members all play a role in creating this positive school climate. The BOARD and UNION are committed to creating safe, inclusive, and positive environments that support academic, behavioral, and social-emotional success for all students. Restorative Justice practices are ways for a school community to build relationships, problem solve, and learn.

**30-9.2. School Climate Discipline Plan.** The BOARD shall receive recommendations from the faculty and staff of each school to improve the culture and climate of the school in order to implement the BOARD's commitment to Restorative Justice practices, Social Emotional Learning, and Safety. Each school's Professional Problems Committee shall develop and annually review a school climate discipline plan.

**30-9.3. Restorative Practices Curriculum and Training.** The BOARD and the UNION shall work collaboratively with local restorative practice community experts to develop curriculum and training modules to train school communities, individual teachers, and parents on restorative practices.

## **ARTICLE 31 LABOR-MANAGEMENT COOPERATION COMMITTEE**

**31-1. Labor-Management Committee Meetings.** For the purpose of maintaining communications between the parties, and to discuss any relevant subject of mutual concern, but excluding specific grievances, proposed changes to the

Agreement, and specific matters covered by a different committee process, the parties will hold Labor Management Committee meetings on a quarterly basis. The Committee will consist of appropriate representatives of the UNION and appropriate representatives of the Board, including representatives from the Department of Human Resources/Labor Relations, the Law Department, the Office of Budget and Management, relevant operating departments, and other appropriate representatives, as needed. Relevant subjects of mutual concern to be discussed may include matters formerly handled by the Committee on Continuous Process Facilities, the Labor Management Training Committee, and the Emergency Call Out Plans Committee.

**31-2. Health Care Plan.** The BOARD and the UNION agree to direct the LMCC to evaluate and initiate changes to the current Health Care Plan (the “Plan”) effective June 30, 2013 and thereafter in areas that will facilitate the shift to a preventive health care model and will result in design improvements, cost containment or savings, including but not limited to the following areas:

- Expanded Disease Management Program
- Bio-metric Screening
- Health Fairs
- Weight Management Program
- Utilization Management
- Subscriber Share for Hospital Bills and Co-insurance
- Open enrollment: Comprehensive Communication and Outreach Strategies.
- Prescription Coverage.
- Vendor Performance Management.

## **ARTICLE 32 HEALTH CARE BENEFITS PROGRAM**

**32-1. Health Benefits Provided.** Except as provided for in Appendix B, the BOARD shall provide for each full-time teacher or other bargaining unit employee medical

and health care benefits, including an indemnity/preferred provider option (PPO) plan and an alternative medical pre-paid group health plan.

**32-1.1. Health Benefits During Leave.** The BOARD shall provide the applicable coverage for teachers and other bargaining unit employees granted a leave for illness under the provisions of Board Rule 4-12 or 4-13 and other bargaining unit employees on leave for ordinary or duty disability. Continued coverage for appointed teachers and PSRPs shall not exceed twenty-five school months. Continued coverage for TATs shall not exceed five school months unless extended, provided, however, that all coverage shall terminate at the end of June with the close of school. Such continued coverage is subject to the provisions of Appendix B.

**A.** The BOARD shall provide the applicable coverage for teachers and other bargaining unit employees granted a leave for illness in the family under the applicable provisions of Board Rule 4-12 which restricts the duration of said leave to five school months without extension. Such continued coverage is subject to the provisions of Appendix B.

**B.** The BOARD shall provide the applicable coverage for teachers and other bargaining unit employees granted a Parental Leave of absence under Article 33-7.1 or Board Rule 4-12 for a maximum of five calendar months. Such continued coverage is subject to the provisions of Appendix B.

**C.** The BOARD shall provide medical, prescription drug, mental health, dental and vision benefits, flexible spending accounts, life and personal accident insurance and a savings and retirement program as set forth in the summary of the plan design attached hereto as Appendix E, subject to the terms of this Agreement.

**32-1.2. The BOARD shall provide medical, prescription drug, mental health, dental and vision benefits, flexible spending accounts, life and personal accident**

insurance and a savings and retirement program as set forth in the summary description attached hereto as Appendix E, subject to the terms of this Agreement.

**32-1.3. Mammography Coverage.** All employee health plans shall include coverage for annual physicals and routine and diagnostic mammography in accordance with the Affordable Care Act. This coverage shall not require payment of a deductible.

**32-1.4. Infertility Coverage.** The BOARD shall provide benefits in connection with the diagnosis and/or treatment of infertility which are in conformance with guidelines of the American College of Obstetrics and Gynecology.

**32-2. Change of Insurance Carriers.** In consultation with the LMCC, the BOARD has conducted an RFP process for Insurance Carriers for the Benefit Plans Described herein and in Appendixes B and E for implementation on January 1, 2017. the BOARD may change insurance carriers, Health Maintenance Organizations or administrators or self-insure all or any part of the coverage provided for herein if such change does not reduce the level of benefits, and provided any such change is in conformity with the following:

The following provisions shall facilitate the BOARD's responsibility to administer the plan of benefits which is collectively bargained. The purpose is to maximize the strength of the BOARD on behalf of the employees to purchase aggressively health care under the plan of benefits in the marketplace.

**A.** No standing commitment to any carriers, administrator(s), providers or vendors shall be named within the Agreement.

**B.** All commercial relationships can be competitively evaluated, which may include either being competitively bid formally or rigorously evaluated and negotiated without formal bidding, if administratively and/or economically advantageous, and prudent for the BOARD as fiduciary, subject to all applicable law. The UNION shall be advised of such problems that may be addressed in this manner.

C. The PPO networks can be altered if necessary should the BOARD re-evaluate the administrative, vendor or provider relationships, should the full responsibilities of the carrier(s) or administrator(s) be bid or should the current responsibilities be unbundled and competitively evaluated and subsequently awarded.

D. Current HMO configurations may be altered to take advantage of administrative prerogatives and fiscal requirements, and characteristics of the marketplace.

E. Reconfigurations of either the PPO institutions or the number of HMOs under either sections C and D above shall be explicable to the UNION and shall be supported by analyses and not be arbitrary.

F. No reconfiguration of PPO institutions or change in the number or identity of HMOs shall be made except in compliance with the following:

i. The UNION shall be notified in writing of the intent to change at least ninety calendar days prior to the proposed change where circumstances are within the BOARD's control. In all other cases, the BOARD will provide the maximum notice as is practicable under the circumstances.

ii. The UNION and the BOARD shall meet within five school days of receipt of the notice by the UNION or at such other mutually agreeable date consistent with the parties' desire to expedite such meeting.

iii. The notice referred to shall, at the time the notice is given, provide sufficient information to explain the contemplated action and shall include, at a minimum, but shall not be limited to, the following:

a. the affected PPO institutions or HMOs.

b. the precise reason(s) the action is being contemplated.

c. the number of covered participants (employees and/or dependents) receiving in-patient ser-



vice from such affected institutions or HMOs at the time the notice is given.

d. the number of covered participants (employees and/or dependents) receiving in-patient service from such affected institutions or HMOs during the preceding twelve months.

iv. The BOARD shall provide to the UNION all additional relevant information which is reasonably available and shall be responsible for notices to participants.

v. In the event the parties are unable to resolve a dispute within five school days of the first meeting or such other time as may be mutually agreed upon, the dispute shall be submitted to arbitration pursuant to the provisions of Article 3-10 of the Agreement on an expedited basis.

**32-3. Group Life Insurance.** Effective July 1, 2004 and thereafter, the BOARD will provide group life insurance in the amount of \$25,000.00 for each bargaining unit employee, including teachers granted a leave for illness, illness in the family, child-rearing or FMLA leave, and other bargaining unit employees on leave for ordinary or duty disability, illness in the family, child-rearing, maternity or paternity leave. Payment of premium for bargaining unit employees on any such leave shall not exceed twenty-five school months.

**32-4. Job-Related Accidents or Injuries.** The BOARD shall provide payment for all medical treatment arising out of job-related accidents or injuries covered under the Illinois Workers' Compensation Act and Occupational Disease Act.

**32-5. Civil Unions.** Partners in a civil union or qualified domestic partners of bargaining unit employees who were designated as qualified domestic partners prior to February 1, 2016 are entitled to the same benefits as are available to the spouses of bargaining unit employees.

**32-6. Health Care Reopener.** This Agreement shall be reopened to further discuss the health plan for the following reasons:

**A.** Any change(s) in the applicable law(s), including, but not limited to, a universal, national or state health care program mandating significant changes in health insurance benefits that becomes law and is effective during the term of this Agreement and that directly affects the benefits/coverage of BOARD employees and dependents;

**B.** The lack of achievement of health care cost containment as anticipated by the parties pursuant to the establishment and administration of the Labor-Management Cooperation Committee on health care, as defined as follows:

i. where health insurance related costs exceed six percent over the prior benefit (calendar) year for any individual plan (i.e., HMOI, UHC HMO, BCBS PPO, UHC PPO or UHC PPO with HRA); or

ii. where the recommendations of the Labor-Management Cooperation Committee on health care are implemented as recommended and fail to result in cost containment or savings as measured by an increase in health insurance related costs over the prior benefit (calendar) year.

If any one of the foregoing events or conditions occurs, either party to this Agreement has thirty days to notify the other party of its intent to reopen this Agreement in order to negotiate the health plan. Should either party elect to reopen negotiations pursuant to this provision, it shall submit written notice to the other party. The status quo shall remain in effect unless otherwise agreed to.

## **32-7. Wellness Program.**

**32-7.1. Creation of Program and Employee Benefits Handbook.** The BOARD shall create a Wellness Program as a feature of its health care plan (“Plan”) for employees and their covered spouses, civil union partners or domestic partners (collectively referred to as “covered individuals”). The Wellness Program shall be set forth in the Employee Benefits Handbook (“Handbook”), which shall govern its operations, the terms and conditions of

enrollment, opt-out elections and involuntary exclusions from the program. The Handbook shall govern the terms and conditions of the program exclusively, and its dispute resolution procedures shall be used exclusively to resolve disputes between the BOARD and covered individuals. The Wellness Program and Handbook shall be reviewed by the LMCC and shall not be modified without approval from the LMCC.

**32-7.2. Enrollment.** Effective January 1, 2013, all covered individuals who enroll in the Plan will either opt-in or opt-out of the Wellness Program; an employee who fails either to opt-in or opt-out or fails to participate in the Wellness Program to reduce health risk factors as provided in this Article will pay the contribution differential described in Article 32-7.5. The BOARD shall develop procedures for individuals to opt-out of the Wellness Program, and opt-out decisions will be made at the time of enrollment or at the BOARD's annual Benefits Open Enrollment.

**32-7.3. Elements of Wellness Program.** The Wellness Program will be designed as follows: (a) provide annual and periodic health risk questionnaires and biometric assessments for covered individuals by a medical professional; (b) create a wellness plan for covered individuals; (c) require that covered individuals participate in wellness activities to the extent required by the Wellness Program; and (d) create incentives and disincentives for behaviors that are inconsistent with good health and wellness.

## **ARTICLE 33 LEAVES OF ABSENCE**

**33-1. Leave Policies and Procedures.** The BOARD's policies and procedures governing paid and unpaid leaves of absence are set forth in the Rules of the Board of Education and the Chicago Public Schools Policy Manual, except as may be modified by this Agreement.

**33-2. Leaves for TATs.** In case of absence exceeding ten consecutive school days due to personal illness, a TAT may apply for and secure a leave of absence without pay, except as provided in the sick pay rule. Such leave shall not exceed five school months unless extended, provided, however, all leaves granted such teachers shall expire at the end of June with the close of the school term.

**33-2.1.** In the event that a TAT receives another certificate, said teacher will be eligible to apply for and secure another leave of absence upon presentation of proof establishing continued serious personal illness. Said extension will be limited to five school months, and the teacher must pass a health examination by a medical examiner of the BOARD before returning to teaching.

**33-2.2.** The replacement of a TAT by a certified teacher or by another temporarily certified teacher in the position occupied by said teacher shall not affect the leave as far as eligibility for sick leave pay is concerned.

**33-2.3.** Leaves of absence may also be granted, without pay, except as provided in the sick pay rule, to any TAT who shall file a written request for leave with the Talent Office because of the serious illness of a member of the immediate family, that is, one who resides with or is supported by such teacher. Such leaves may not exceed five school months within two consecutive school years, provided, further, that such leaves shall automatically expire with the expiration of their temporary certificates at the end of June with the close of the school term.

**33-3. Personal Illness Leaves for Appointed Teachers.** Personal illness leaves may be extended to a maximum of twenty-five school months for appointed teachers.

**33-4. Bereavement Leave.** In addition to the provisions of Board Rule 4-14(b), whenever the absence of a bargaining unit employee is caused by the death of the teacher's parent, spouse, spouse's parent, domestic partner, domestic partner's parent, child, brother, sister or grandparent,

such employee shall be paid the basic salary for the number of days absent provided that the number of days shall not exceed ten days with the last five being applied against accumulated allowable sick leave. The BOARD shall allow bereavement days to be taken non-consecutively provided that they are taken in no more than two installments within one month of the date of death.

**33-5. Travel or Study Leave.** When a leave has been granted for an appointed teacher for travel or study, the absence shall not be construed as a break in service so far as seniority is concerned, and the position shall be held open as provided by Board Rule 4-15(b).

**33-6. Conference Leave.** Bargaining unit employees, including any selected by the UNION, may be granted leave with the approval of the Chief Executive Officer and with authorization from the BOARD to attend, without loss of salary, conferences, meetings, workshops or conventions of professional organizations which in the judgment of the Chief Executive Officer are beneficial or related to the work of the schools, or a commencement exercise at which a degree is being conferred on the employee. Such leave to attend a commencement exercise shall be limited to one day.

**33-6.1.** When a bargaining unit employee applies for a leave under the provisions of Board Rule 4-14(e), pertaining to leave to attend conferences, the application shall be accompanied by a self-addressed, stamped envelope. The Talent Office shall provide written notification of the approval or disapproval of said leave to the applicant within twenty-five school days after the receipt of the application by the Talent Office.

**33-6.2.** Bargaining unit employees requesting paid leave to attend professional conferences, meetings, workshops or conventions, or to receive university degrees, must submit a form containing complete documentation to his or her principal or supervisor at least four weeks prior to the requested leave date. Within two weeks of receiving complete documentation from the employee, the principal or supervisor shall notify the employee whether the request has been granted or denied.

**33-7. FMLA Leave.** Bargaining unit employees who have been employed for at least twelve months and who have worked a minimum of 1,250 hours of service during the previous twelve-month period shall be entitled to unpaid leave under the Family and Medical Leave Act (FMLA) as set forth in Appendix G.

**33-7.1. Parental Leave.**

**A.** A teacher may request leave for the purpose of caring for his or her newborn child. Maternity leave benefits are provided through the short-term disability plan. Paternity leave benefits shall be established and modeled after the City of Chicago's paternity leave plan and shall be incorporated into this Agreement.

**B.** In case of absence exceeding ten consecutive school days due to the birth of his or her child or adoption of his or her child less than five years of age, a teacher, including a domestic partner, may apply for and secure child-rearing leave by filing a written application. The Chief Executive Officer shall have the authority, subject to the approval of the BOARD, to grant child-rearing leave. A child-rearing leave taken subsequent to the effective date of this Agreement shall be for a period of not more than four years from the date on which such leave becomes effective. Continuous child-rearing leaves shall not exceed eight years. The teacher's position shall be held open during the first period of ten successive school months of child-rearing leave or to the end of the semester immediately following said ten months upon the written request of the teacher for such extension, subject to the approval of the BOARD. Upon the expiration of such period of time, if the teacher thereafter does not return, the teacher's position shall be declared vacant, provided, however, that upon reporting for duty at the expiration of the child-rearing leave, the teacher shall be eligible for immediate assignment. Child-rearing leave may be terminated before the expiration of ten successive school months upon the written request of the teacher.

**C. PSRP Parental Leave.** PSRPs may take a parental leave of up to five school months provided that they are

eligible for a parental leave under the BOARD's policies on family and medical leaves. PSRPs' benefits shall be maintained in accordance with Board Rule 4-12.

33-7.2. The provisions of Board Rule 4-12 pertaining to adoption shall be amended to provide that teachers shall be eligible to apply for child-rearing leave if they accept for adoption a child less than five years of age.

33-7.3. A teacher on child-rearing leave may be permitted to serve as a day-to-day substitute at the daily rate paid such a teacher, except when a teacher granted such a leave shall be eligible for sick pay. A teacher so employed as a day-to-day substitute will not be permitted to count such employment to extend the leave nor for purposes of salary adjustment.

**33-8. Extended Day Programs.** Teachers on extended-day programs, including eight-hour-day positions and regularly scheduled classes authorized on an overtime basis (but not including classes established after regular school hours to supplement the regular program, such as after-school classes in reading and arithmetic, driver training programs, evening school programs and social center programs), will be entitled to extended-day pay when absent if entitled to sick pay for the normal school day under the provisions of Board Rule 4-11.

**33-9. Notification to Principal of Return.** Except in circumstances beyond the teacher's control, each teacher who has been absent, or the teacher's designee, shall notify the principal of his or her return by 2:00 p.m. of the day prior to said return.

**33-10. Workers' Compensation Act.** Appointed teachers and PSRPs who are on a personal illness leave due to an injury that is covered by the Workers' Compensation Act shall not have their service interrupted for salary purposes, nor shall their absence be construed as a break in service.

**33-11. Personal Illness Leave.** In a case of absence exceeding ten consecutive school days due to personal illness, a full-time appointed teacher shall apply for and secure a personal illness leave of absence. Such leave shall not exceed ten

school months nor be in excess of a total of ten school months in any two consecutive school years. The teacher's position shall be held open for ten school months or to the end of the semester immediately following said ten school months upon the written request of the teacher for such extension at least two weeks before the leave expires. Thereafter, the position shall be declared vacant, but the teacher, upon reporting for duty at the expiration of such extended leave, shall be eligible for immediate assignment, and, if not placed in an assignment, shall be placed in the reassigned teacher pool.

A teacher who uses his or her accumulated sick leave for the entire period of personal illness leave shall have his or her position held open.

**33-12. Sabbatical Leave.** There shall be no moratorium on sabbatical leaves of absence during the term of this Agreement.

**33-13. Extended Leave.** In the case of a bargaining unit employee whose continued illness extends beyond the amount of sick leave earned and accumulated, the Talent Office may authorize extended leave with pay.

A request for extended sick leave must be directed to the Director of Absence & Disability who shall develop standards to ensure that a fair and equitable treatment of all employees is maintained with respect to extended sick leave.

Extended sick leave shall be granted at the discretion of the Chief Talent Officer whose decision shall not be subject to further review.

## ARTICLE 34 PERSONNEL FILES

**34-1. Examination of File.** Upon written request by the bargaining unit employee, the employee shall be permitted to examine or to make a copy of his or her personnel file in the presence of a BOARD representative. Additionally, upon request, the BOARD shall provide bargaining



unit employees with a printout of electronic personnel information in accordance with applicable law. Such requests shall not be honored during the two weeks prior to the opening of the school term in September nor during the first two weeks of the school term, due to the work load of the Talent Office at these particular times.

**34-2. Grievance Matters.** No matters pertaining to the grievance procedure shall be included in the bargaining unit employee's personnel file, unless so requested by the employee. All matters pertaining to a grievance shall be treated as confidential material by the BOARD and shall not be consulted in decisions regarding re-employment, promotion, assignment or transfer.

**34-3. Derogatory Statements.** No derogatory statement about a bargaining unit employee originating outside of the Chicago public school system shall be placed in the employee's personnel file, provided, further, that any official report or statement originating within the Chicago public school system may be placed in the employee's personnel file only if the employee is sent a dated copy thereof at the same time. The employee may respond and such response shall be attached to the filed copy.

**34-4. Exchange of Documents Prior to Conferences.** No material shall be used in any formal action against any bargaining unit employee, when summoned to a conference in the Office of Employee Engagement, which has not been made available to the bargaining unit employee in advance of said conference. Any material to be used by the UNION or bargaining unit employee shall be presented to the Office of Employee Engagement in the same manner.

**34-5. Inclusion of Materials Submitted by Teachers.** In accordance with present practice, a teacher shall be permitted to submit materials which relate to the teacher's service in the Chicago public school system for inclusion in the teacher's personnel file.

**34-6. Advance Notification of Subject of Conferences.** Bargaining unit employees summoned by the BOARD or Chief Executive Officer or his or her designee for formal

action which could be adverse shall be given advance notification as to the subject of the conference and shall have the option of having a UNION representative present and representing the employee. The employee shall be responsible for notifying the UNION. This procedure shall not apply to unsatisfactory evaluation conferences which are covered under Article 39.

**34-7. Conferences with Parents and Community Representatives.** Bargaining unit employees who are requested to attend a conference with a parent who is accompanied by a representative of a community organization shall be given advance notification as to the subject of the conference and may have the option to have a UNION field representative present. The employee shall be responsible for notifying the UNION. Nothing herein shall preclude a parent's being accompanied to a school conference by a person who will serve as an interpreter if a language barrier exists, and nothing herein shall preclude a parent's being accompanied by another member of the family. In such situations the option to have a UNION field representative present shall not apply.

## **ARTICLE 35**

# **FILLING VACANT POSITIONS**

**35-1. Vacant Position Defined.** A vacant position is defined as a budgeted position to which no employee is appointed or assigned and for which an educational program exists.

**35-2. Posting of Vacant Positions.** The BOARD shall post vacant positions in the bargaining unit in accordance with a regular schedule adopted by the BOARD, and the UNION shall have online access to all such postings. The posting shall at a minimum include a description of the duties of the position, the qualifications required for the position, the location of the position if available and the salary range for the position. New and vacant positions shall be posted in a prominent place in the school for ten school days prior to the application deadline.

**35-3. Selection Criteria.** Unless otherwise required by law or this Agreement, a principal or head administrator shall select candidates to fill vacant positions based on qualifications, certifications, performance ratings if any, relevant experience, merit and ability and without consideration of seniority or length of service.

**35-4. Teacher Transfer Periods.** Teachers may transfer effective the second semester of the school year without the consent of their current principal only when the Talent Office receives the administrative transfer request signed by the receiving principal between seventy-five and thirty calendar days prior to the conclusion of the first semester of the school year. Teachers may transfer effective the end of the school year without the consent of their current principal only when the Talent Office receives the administrative transfer request signed by the receiving principal between seventy-five and thirty calendar days prior to the conclusion of the school year.

**35-5.** The principal shall notify teachers in encumbered and interim positions, in writing, prior to posting or advertising said positions. This procedure shall also apply to new and vacant positions in the school.

**35-6.** Any otherwise qualified PSRP shall be eligible to apply for any advertised position.

## **ARTICLE 36 SALARIES AND OTHER COMPENSATION**

**36-1. Salaries, Compensation and Remuneration Provisions.** The annual salaries of all bargaining unit employees and all other provisions governing compensation and remuneration are set forth in the salary schedules and provisions attached hereto as Appendix A. Such salary schedules and provisions contained in Appendix A are hereby made a part of this Agreement. Salary schedules will receive a cost of living adjustment in the following percentages on July 1st of the corresponding fiscal year:

Fiscal Year	COLA
2020	3.0%
2021	3.0%
2022	3.0%
2023	3.5%
2024	3.5%

All bargaining unit employees hired on or before December 31, 2016 shall maintain the pension pick-up without change per the predecessor agreement.

**36-2. Conversion of Salary to Hourly Rate.** For the purpose of prorating an employee’s salary to an hourly rate, no distinction shall be made between elementary, middle and high school teachers or clinicians. Hourly rates shall be determined by using 7 hours as the base length of the day and 6.25 hours as the base duty day, regardless of the fact that high school teachers have a 7.25-hour base length of the day and a 6.42-hour base duty day.

**36-3. Payroll Procedures.**

**36-3.1. Payroll Cycle.** All bargaining unit employees shall be on the same payroll cycle.

**36-3.2. Payroll Periods.** A payroll period is a fourteen-calendar-day period commencing on a Sunday and ending on the second Saturday following such Sunday. Bargaining unit employees shall be paid for each payroll period on the Friday that follows thirteen days after the end of such payroll period.

**36-3.3. Pay Plan.** The BOARD and the UNION shall jointly select a bank or financial institute that can assist employees who plan to establish personalized deferred pay accounts that will allow them to direct a portion of their compensation into a savings or other account to be available during unpaid break periods. The BOARD shall work to make establishing such deferred pay accounts with the selected bank or financial institution as simple and efficient for employees as possible.

**36-3.4. Payroll Schedule.** For each Fiscal Year, the

BOARD shall publish a payroll schedule that will reflect the pay dates for each payroll period and a concomitant schedule for deductions.

**36-3.5. Payroll Corrections.** Principals and head administrators shall submit payroll corrections immediately upon verification of a payroll error. Salary adjustments shall be remitted to the teacher as soon as practicable and no later than the next payroll period.

#### **36-4. Pension Pick Up.**

**36-4.1. Amount of Pick Up.** The BOARD shall pick up for each teacher and other bargaining unit employee a sum equal to seven percent of the amount due each such employee as set forth in this Article and in the annual salary schedules set forth in Appendix A-1A through A-1D and A-1F through A-1H (except for Appendix A-1K(i) and A-3E) for the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund to be applied to the retirement account of each such employee (not the survivors' annuity account).

**36-4.2. Claim to Funds Picked Up.** The employee shall have no right or claim to the funds so picked up, except as they may subsequently become available upon retirement or resignation from the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund, or as provided under the laws governing the above two pension funds.

**36-4.3. Indemnification.** The BOARD does not warrant that the payments made by the BOARD for the employees as set forth above are permissible prior to January 1, 1982, or that any of such payments are excludable from the employees' gross wages, and as such, the UNION and each individual bargaining unit employee shall and does hereby agree to indemnify and hold harmless the BOARD and its members, officers, agents and employees from and against any and all claims, or liability by reason of payments of said contributions to

the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund made pursuant to the provisions of this Article.

**36-5. 2.2% Pension Legislation.** Commencing with Fiscal Year 2000, the additional pension contributions of teachers as a result of the "2.2% legislation" shall be made on a pre-tax basis pursuant to Section 414(h) of the Internal Revenue Code. For the purposes of Section 414(h) of the Internal Revenue Code, such contributions will be treated as employer contributions, and it is recognized that employees do not have the option to receive such contributions in cash. This agreement is for the purpose of making such additional pension contribution pre-tax for the employee. Contributions will be deducted from employees' salaries and do not constitute an additional "pick up" under Article 36-4.1.

### **36-6. Step and Lane Adjustments.**

**36-6.1. Prior Teaching Experience Within CPS.** Salary step adjustments based on previous teaching experience in the Chicago public schools shall be made no later than forty-five days from the date proper claim is received in the Talent Office.

**36-6.2. Prior Teaching Experience Outside CPS.** Salary step adjustments based on previous teaching experience outside the Chicago public schools shall be made no later than forty-five days from the date proper claim and documentary proof verifying employment are received in the Talent Office.

**36-6.3. Lane Placement Following Receipt of Degree.** Salary lane placement adjustments for Lane II (master's degree) and Lane VI (doctoral degree) shall be made no later than forty-five days from the date proper claim and official transcript certifying completion of all degree requirements are received in the Talent Office. Salary lane placement adjustments for Lane III (fifteen hours of graduate study beyond the master's degree), Lane IV (thirty hours of graduate study be-

yond the master's degree) and Lane V (forty-five hours of graduate study beyond the master's degree) shall be made no later than forty-five days from the date proper claim and official transcripts verifying successful completion of all course work for the fifteen, thirty or forty-five hours beyond the master's degree are received in the Talent Office. The completion date for the fifteen, thirty or forty-five semester hours of approved graduate credit beyond the master's degree shall be determined by the regionally accredited college or university or the Talent Office.

The annual increment for National Board Certified Teachers set forth in Appendix A-2A shall be paid at the end of the semester following the teacher's submission of proof of such certification to the Talent Office. The annual increment will be paid in two installments. The annual increment will be prorated to reflect either (i) a shortened work year if the teacher begins working after the start of the school year or resigns prior to the end of the school year or (ii) the teacher's receipt of NBCT certification after the start of the school year.

**36-6.4. Responsibility for Submitting Claims and Documentation.** In accordance with established policy and procedures, the full burden of responsibility for applying for and submitting claims for adjustment and for filing the necessary documentary proof with the Talent Office to substantiate such claims for adjustment of teacher salaries as provided in Section 302.8 of the Chicago Public Schools Policy Manual (Compensation and Pay Plan) (Board Report: 08-0123-PO1) shall rest with the teacher.

**36-6.5. Acknowledgement of Receipt of Claim.** The BOARD shall acknowledge, in writing, the receipt of each claim within twenty-five days and shall note any deficiency in said claim if, at the time the claim is made, the teacher has provided the BOARD with a stamped, self-addressed envelope.

**36-6.6. Lane Placement.** Credit for purposes of lane placement shall be granted to teachers for participation

in subject-related workshops or training sessions which are conducted by industry and other approved organizations and which have been approved in advance by the BOARD. Requests for such approval shall be given in writing to the Department of Instruction Services and submitted sufficiently far in advance to permit appropriate investigations by the BOARD. A reviewing committee set up by the BOARD shall approve or disapprove promotional credits for particular training sessions or educational programs which do not bear university credit and shall determine credit hour equivalencies of such attendance. (This applies to all teachers.)

**36-7. PSRP Bonus.** Effective February 1, 2016, the PSRP bonus shall be eliminated and effective July 1, 2016, \$200 shall be added to PSRPs' base salary.

**36-8. Bonus for PSRPs Who Become Highly Qualified Under No Child Left Behind Act.** The BOARD shall pay a one-time non-pensionable \$1,000.00 bonus to PSRPs who become highly qualified within the meaning of the No Child Left Behind Act and applicable state and federal regulations and who present an Illinois State Board of Education certification of highly qualified status to the Talent Office.

**36-9. Direct Deposit.** All employees are required to utilize direct deposit for the payment of their salaries and other compensation. The BOARD shall provide a written explanation of a payroll adjustment or change on the direct deposit advice where such adjustment or change occurred. The direct deposit advice shall identify the employee's lane or grade and step placement and the employee's total number of unused sick days.

**36-10. Transportation Allowance Payments.** Transportation allowance payments shall be received no later than the twenty-first day of each month.

**36-11. After-School Rate of Pay.**

**36-11.1. Non-Instructional Rate of Pay.** Except as provided in Appendix A-3F, any bargaining unit employee employed in an after-school program in a non-in-



structional capacity shall be compensated at the rate of \$42.13 effective July 1, 2019, \$43.39 effective July 1, 2020, \$44.69 effective July 1, 2021, \$46.26 effective July 1, 2022, \$47.88 effective July 1, 2023, as set forth in Appendix A-3H. Such compensation shall not be subject to pension pick up.

**36-11.2. Instructional Rate of Pay.** Any bargaining unit employee employed in an after-school program in an instructional capacity shall be compensated at the rate of \$49.05 effective July 1, 2019, \$50.52 effective July 1, 2020, \$52.04 effective July 1, 2021, \$53.86 effective July 1, 2022, \$55.74 effective July 1, 2023, as set forth in Appendix A-3H. Such compensation shall not be subject to pension pick up. For purposes of this Section, the term “instructional” shall be defined as teaching activities in a core content area, which requires certification in the content area to conduct required assessments and instruction. Core content area means mathematics, reading/literacy and science. Examples of instructional activities include enrichment academies, AIM High Tutoring and Step Up to K and 3rd Grade.

**36-12. Teacher Retirement Program.** Article 36 shall be amended as follows: CPS will offer an early retirement incentive to teachers who are eligible to retire and who submit their retirement notice on or before March 31, 2017 with an effective retirement date of June 30, 2017 provided that a minimum of 1500 teachers who are currently eligible to retire participate. The incentive program will be a one-time non-pensionable lump sum bonus payment equal to the teacher’s years of CPS service (not including fractions of years), times \$1500, payable by December 31, 2017. If the minimum isn’t met, the teacher will be allowed to rescind the retirement notice.

**36-13. PSRP Voluntary Separation Program.** Article 36 shall be amended as follows: CPS will offer a voluntary separation incentive to PSRPs who have 10 years of CPS service and who submit their resignation notice on or before March 31, 2017 with an effective retirement date of June 30, 2017 provided that a minimum of 600 PSRPs

who are currently eligible to participate. The incentive program will be a one-time non-pensionable lump sum bonus payment equal to the PSRP's years of CPS service (not including fractions of years), times \$750, payable by December 31, 2017. If the minimum isn't met, the PSRP will be allowed to rescind the retirement notice.

**36-14. Budgetary Adjustments.** The Board will continue the practice and formula in effect for the school 2014-15 school year (or its equivalent) during the term of this agreement with respect to budgetary adjustments for schools that have higher than the average teacher salaries so as not to disadvantage those schools due to higher teacher salaries.

High-cost teacher offset. The BOARD shall augment school budgets at those schools with higher-than-average teacher salaries according to the following method: On March 1st, the BOARD shall calculate the district-wide average cost of all staffed teacher positions that are funded with SBB or its equivalent under another method and then calculate the average cost of staffed SBB (or equivalent) teachers for each school. If this average cost at any school exceeds the district-wide average, the school will receive a teacher salary adjustment. The amount of the adjustment is calculated by multiplying the difference between the school's average teacher cost and the District's average teacher cost, multiplied by the number of staffed SBB teachers at the school.

## **ARTICLE 37**

# **SICK DAYS AND SHORT-TERM DISABILITY LEAVE**

**37-1. Sick Days Granted On and After July 1, 2012.** On July 1, 2012, and each July 1 thereafter, the BOARD shall grant eligible employees one sick day per month, up to twelve sick days per year, based on their anticipated active employment for the next school year. Sick days granted on and after July 1, 2012 that are unused at the end of the Fiscal Year will not be carried over to the next Fiscal Year,

except as provided in Article 37-3. The BOARD shall not pay out to any employee the value or any part of the value of any sick days granted on and after July 1, 2012 that are unused at the time the employee separates from employment for any reason.

**37-1.1. Sick Day Pay.** The pay for one sick day shall be calculated by multiplying the number of hours the employee is assigned per day by his or her regular hourly rate of pay.

**37-1.2. New Employee Eligibility.** New employees are not eligible for sick days during the first sixty calendar days of their employment. After this sixty-day period, such employees shall accrue and be granted sick days retroactive to their dates of appointment.

## **37-2. Longevity.**

**37-2.1. Teachers.** The BOARD shall credit teachers who are at Step 13 on the salary schedule and who have at least thirteen years of experience with one additional sick day per year. The BOARD shall credit teachers who are at Step 13, or effective July 1, 2008 and thereafter, Step 14, on the salary schedule and who have at least eighteen years of experience with two additional sick days per year.

**37-2.2. PSRPs.** Effective July 1, 2008 and thereafter, the BOARD shall credit PSRPs who are at Step 6 on the PSRP salary schedule and who have at least thirteen years of experience with one additional sick day per year. Effective July 1, 2008 and thereafter, the BOARD shall credit PSRPs who are at Step 7 of the PSRP salary schedule and who have at least eighteen years of experience with two additional sick days per year.

**37-3. Roll Over of Sick Days Granted On and After July 1, 2012.** Sick days awarded on and after July 1, 2012 that remain unused at the end of the Fiscal Year may be rolled over for future use up to a maximum of two hundred forty-four (244) days and may be used for the following purposes: (a) as sick days or for purposes of leave under the Family and Medical Leave Act; (b) to supplement the

short-term disability pay in days 31 through 90 to reach 100% income during such period or (c) for pension service credit upon retirement. Sick days accumulated under this Section shall be utilized prior to sick days in the “retained sick day bank” as defined in Article 37-4.

**37-4. Unused Sick Day Banks Earned Prior to July 1, 2012.** Bargaining unit employees shall retain any bank of unused sick days that the bargaining unit employee accumulated prior to July 1, 2012 in a “retained sick day bank.” Employees may use days from their retained sick day bank for the purposes set forth in Article 37-3. Up to 325 retained sick days earned from BOARD employment prior to July 1, 2012 and left unused in the retained sick day bank at the employee’s resignation, retirement or death shall be paid out at the employee’s rate of pay at the time of the employee’s separation based on the following qualifying events and in the following percentages:

Qualifying Event	Percentage of Accumulated Sick Leave To Be Paid Out
Resignation or retirement with 33.95 or more years of service	100%
Resignation or retirement with at least 20 but less than 33.95 years of service	90%
Resignation or retirement at age 65 with less than 20 years of service	85%
Employee’s Death	100%

An employee who qualifies for a payout pursuant to this Article based upon his/her age and/or years of service and who is laid off shall be afforded a period of twelve (12) months from the date of his/her layoff, or last day in the Reassigned Teacher Pool (whichever is later) to a resignation or retirement in order to qualify for a payout.

**37-5. Short-Term Disability Leave.** Effective January 1, 2013, the BOARD shall establish a short-term disability and paid maternity leave plan for employees at no cost to employees who are eligible for health care benefits.

**37-5.1. Benefits.** The short-term disability policy shall provide disability benefits for employee illness in excess of ten consecutive days (including maternity leave days) as follows: (a) one hundred percent of the employee's regular full-time pay for the first thirty calendar days of the employee's disability and/or maternity leave; (b) eighty percent of the employee's regular full-time pay for calendar days thirty-one through sixty of the employee's disability and/or maternity leave; and, (c) sixty percent of the employee's regular full-time pay for calendar days sixty-one through ninety of the employee's disability and/or maternity leave.

**37-5.2. Eligibility for Short-Term Disability and Paid Maternity Leave Benefits.** Employees are eligible for short-term disability if they satisfy the following requirements: (a) they have been employed for at least sixty calendar days; (b) they have not exhausted ninety paid calendar days of short-term disability or maternity leave in the preceding twelve-month period; (c) they have exhausted all sick days allotted for the year; (d) they have submitted a qualifying medical certification of their disability or maternity; (e) they are not receiving worker's compensation, victims of violence leave or long-term disability benefits for the disability; and (f) they satisfy any other eligibility requirements to qualify for the benefit approved by the LMCC, which approval shall not be unreasonably withheld.

**37-5.3. Employee Benefits During Paid Short-Term Disability Leave.** Employees on short-term disability leave may continue their employee benefits [e.g., health, dental, life, or 403(b)] on the same terms as if they were actively employed. Deductions shall be made from short-term disability payments for those benefits.

**37-5.4. Coordination with FMLA and Supplemental FMLA Leaves of Absence.** Short-term disability leaves and any period of sick leave used immediately preceding the short-term disability leave period run in parallel with qualifying FMLA leaves of absence. Time spent on a short-term disability leave of absence shall

count towards the maximum number of days or weeks of FMLA or Supplemental FMLA leaves of absence.

**37-6. Transfer of Sick Days.** Employees may donate up to ten (10) sick days from their Grandfathered or CTU sick day banks to another employee who is suffering from a serious medical condition and who is on an approved leave of absence. An employee receiving a donation of sick days may not receive more than forty-five (45) days of sick leave in the aggregate from donor-employees and may only receive a donation once during his or her employment with the BOARD.

## ARTICLE 38 TAT SALARY ADJUSTMENT & DISPLACEMENT

### 38-1. Salary Adjustments for TATs.

**38-1.1. TATs with Temporary Certificates.** Teachers who hold temporary teaching certificates (other than provisional certificates) and who are employed as TATs shall be eligible to receive salary adjustments up to and including the second step of the appropriate lane to allow credit for prior service as a full-time teacher in the Chicago Public Schools or in schools outside the Chicago public school system provided, however, that the provisions of Section 302.8 of the Chicago Public Schools Policy Manual (Compensation and Pay Plan) (Board Report: 08-0123-PO1) covering salary adjustments are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) are filed with the Talent Office. The Talent Office shall acknowledge within twenty-five days, in writing, the receipt of such application and shall indicate any deficiency in the application. At the time application is made, the teacher shall furnish the Talent Office with a stamped, self-addressed envelope.

**38-1.1(a).** *Submission of Claim for Experience Within CPS.* To be eligible for a salary adjustment based on teaching experience in the Chicago Public Schools effective on the date of employment, TATs must make proper claim to the Talent Office within sixty days of the date of employment. After sixty days the effective date for a salary adjustment based on teaching experience in the Chicago Public Schools shall be the date proper claim is received in the Talent Office.

**38-1.1(b).** *Submission of Claim for Experience Outside CPS.* Salary step adjustments for outside teaching experience for TATs shall be made effective from the date of employment provided that proper claim and documentary proof are on file within ninety days of employment. After ninety days of employment, the effective date for salary adjustments becomes the date on which the application and affidavit are received in the Talent Office. No salary adjustment claim or verification of employment outside of the Chicago Public Schools will be considered if filed after one year of original placement as a TAT.

**38-1.2.** TATs with Regular Teaching Certificates. TATs who agree to obtain a regular teaching certificate shall be eligible for an additional salary adjustment up to and including the third step of the appropriate lane provided, however, that they have not had such a salary lane adjustment at a previous time and that the provisions of Section 302.8 of the Chicago Public Schools Policy Manual (Compensation and Pay Plan) (Board Report: 08-0123-PO1) covering salary adjustment are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) is filed with the Talent Office. Any TAT who has had the above-mentioned salary adjustment and who fails to obtain a regular teaching certificate within one year shall revert to the appropriate step and lane, but no higher than step two. Whenever a TAT obtains a regular teaching certificate, said TAT shall not be subject to the salary step limitations outlined in this Section.

**38-1.3. Responsibility for Submitting Claim and Documentation.** The full burden of responsibility for submitting claim and proof thereof of all salary and/or lane advancements rests with the teacher. Experience outside of Chicago must be documented.

**38-2.** When TATs are released due to the return from a leave of an appointed teacher to the school, such TATs shall be permitted the following benefits:

**38-2.1. TATs so released shall be reassigned, effective the first day of student attendance of the school year, or thereafter, by the Talent Office to the Cadre and shall be continuously available to perform substitute service.** Further, they shall accept all assignments in any and every school. Displaced TATs who become members of the Cadre shall continue to be eligible for all medical and dental benefits granted to TATs for twelve calendar months after reassignment to the Cadre provided said teachers remain in the Cadre. Displaced TATs assigned to the Cadre shall be paid the daily rate set forth in Appendix A-1J(i) or A-1J(ii). Released TATs serving in the Cadre shall be given the opportunity to apply and be interviewed for vacant positions throughout the school year. The Talent Office shall maintain a list of released TATs in order to assist principals in filling vacancies. A TAT released from a school will not be reassigned to a vacancy temporarily filled by another TAT.

**38-2.2. A displaced TAT who becomes a member of the Cadre may be selected at any time by a principal to fill an existing vacancy provided that this reassignment is consistent with the area of certification required for said vacancy.** If reinstated as a TAT, said teacher shall be placed on the appropriate lane and step of the salary schedule and shall receive all benefits herein provided to TATs. If the displaced TAT is assigned to the position of an appointed teacher on leave, the TAT shall remain as a TAT as defined in Article 23-6.1. Otherwise, if the displaced TAT is assigned to a vacancy consistent with the TAT's area of certification, the TAT shall become a probationary teacher as defined in Article 23-3.



**38-2.3.** The BOARD and the UNION agree that said displaced TATs shall be included in the number of Cadre substitutes maintained by the BOARD under the provisions of Article 27-2. If the number of released TATs causes the size of the Cadre to exceed the specified three hundred members from September to November 1 or nine hundred members from November 1 through the end of the school year, the BOARD shall increase the size of the Cadre to accommodate inclusion of any released TATs.

## **ARTICLE 39 TEACHER EVALUATION**

### **39-1. Evaluation Plan and Procedures.**

**A.** The BOARD and the UNION agree with the following goals and purposes for teacher evaluation:

1. To build principals' and/or teachers leaders' expertise in observing and analyzing instruction and supporting teacher development.
2. To engage teachers in reflection and self-assessment regarding their own performance.
3. To provide teachers with information and guidance to inform their development.

**B.** The BOARD adopted an evaluation plan and procedures ("the evaluation plan") on March 29, 2012. That plan was implemented effective with the start of the 2012-2013 school year, and has remained in place since, with year-to-year amendments through the Joint Teacher Evaluation Committee not inconsistent with the collective bargaining agreement. The BOARD shall share with the UNION members of the Joint Committee a draft of the REACH handbook no later than July 15th of each year and the BOARD and UNION members of the Joint Committee shall try to reach consensus on the language before the BOARD publishes the handbook on or about August 15th.

**C.** The Joint Teacher Evaluation Committee (“Joint Committee”) shall continue its collaboration. The Joint Committee shall consist of five members selected by the UNION and five members selected by the BOARD. The Joint Committee shall meet at least one day per month during the regular school year. The Joint Committee shall produce joint recommendations to the Chief Talent Officer and Union President by the end of each school year regarding possible improvements to the implementation of Teacher Evaluations, including efforts to mitigate or eliminate any disproportionate impacts of observations or student growth measures. Student growth scores shall be 30% of the summative rating for the duration of this Agreement, unless before the Agreement’s expiration, there is a change in applicable state law, in which case student growth scores shall be the statutory minimum. Joint Committee meetings shall occur where possible during the regular school day. Where necessary, members of the committee who are classroom teachers shall be provided with substitute teachers on meeting days.

**D.** The BOARD and the UNION shall conduct a new joint study of evaluation implementation, to be renewed and updated annually, for as long as there remains a disproportionate impact of observation or student growth measures of the implementation of the teacher evaluation plan, as determined by the Joint Committee. The Joint Committee shall determine what changes, if any, are necessary to improve the content and procedures of the teacher evaluation plan. Any changes to the teacher evaluation plan shall be communicated to all teachers within ten school days of adoption.

**E.** The BOARD shall provide the UNION with a calendar prior to each school year setting forth the relevant dates in connection with the Evaluation Plan.

**F.** The BOARD shall not use school-wide value-added growth measures as a component of student growth in an individual teacher’s evaluation.

### **39-1.1. Orientation.**

New teachers to a school and all teachers at a school with a new principal at the start of the school year shall be provided with an orientation session on the teacher evaluation plan during the first week of the school year prior to student attendance, but not later than the 20th day of student attendance, unless they are hired or transferred to the school after the 20th day. In such cases, teachers shall be provided copies, which may be in electronic form, of the teacher evaluation plan. Teachers hired after the first week of the school year shall be provided with said orientation within the first week after their hiring.

Returning teachers in schools with a returning principal at the start of the school year shall have access to all orientation materials and the teacher evaluation plan on the CPS Knowledge Center. The Joint Committee shall review and determine orientation materials and programs for the 2013-14 school year and thereafter.

**39-1.2. REACH Teacher Evaluation.** The Joint Evaluation Committee shall retain a mutually agreed expert, no later than April 1, 2017, to assist it in studying the REACH evaluation system and to provide recommendations to mitigate or eliminate any disproportionate impacts of the observation or student growth measures.

## **39-2. Evaluation Plan and Procedures.**

**39-2.1. Evaluation Plan.** Each teacher shall be evaluated annually or biennially as “excellent,” “proficient,” “developing” (state law equivalent is “need improvement”) or “unsatisfactory” by a qualified evaluator in accordance with this Article and the teacher evaluation plan. Effective upon ratification, tenured teachers who are rated in the lower half of developing (a score of 210 to 250) in two consecutive ratings periods shall be rated unsatisfactory, unless in the second year the teacher’s professional practice score is proficient or better.

**39-2.2. Qualified Evaluators.** Qualified evaluators are those who have successfully completed evaluation training and prequalification under Section 24A-3 of

the Performance Evaluation Reform Act and as thereafter required. Observations may only be conducted and evaluations may only be given by qualified evaluators. The BOARD shall provide the UNION a list of qualified evaluators on a quarterly basis.

### **39-2.3. Teacher Practice Observations.**

#### **A. Formal and Informal**

1. Formal observations shall be preceded by a pre-conference. All formal observations shall be forty-five minutes in duration, the length of the class period or the length of the lesson. Formal observations shall be followed by a post-conference.
2. Informal observations shall be at least fifteen minutes in duration.

#### **B. Timing and Number**

1. Timing and Number. The first observation shall take place no sooner than the fifth week of the school year. During the 5th through 8th week of the school year, observations are permitted but all reasonable care shall be taken by evaluators to avoid performing observations of Kindergarten teachers during class periods when the KIDS Assessment is being conducted.
2. Each subsequent observation shall be separated by at least one month, or three months for teachers evaluated biennially, and be completed no later than the thirty-fifth week of the school year. Observations shall not occur on the student attendance day preceding or immediately following Thanksgiving, Winter and Spring breaks.
3. Teachers shall have three observations by qualified evaluators during their evaluation cycles, at least two of which shall be formal observations in order to receive a summative evaluation. The same evaluator shall conduct the pre-conference, observation and post-conference for each observation.
4. Evaluators shall consider teachers' preferences when scheduling times and dates (and specific

classes and subjects) for formal observations.

### **C. Observations and Conferences.**

1. Pre-observation conferences shall be scheduled with reasonable notification to the teacher.

2. Pre-observation conferences between the teacher and the evaluator shall take place no later than one week prior to the formal observation. Teachers are encouraged to complete the Pre-Conference Protocol prior to the Pre-Conference. Pre-observation conferences prior to a formal observation shall be private interactive discussions between the evaluator-observer and the teacher at which lesson and unit plans, portfolios of student work, student issues, resource needs, the teacher's identification of areas in which he or she wishes to have focused feedback from the evaluator-observer and other professional practice issues identified by the teacher or evaluator-observer shall be discussed.

3. Evidence collected during formal or informal observations shall be aligned to the CPS Framework for Teaching. In the case of observations of educators where CPS Addendums exist, no evidence shall contradict such an Addendum.

4. Each formal observation shall take place within five school days of the pre-conference and during the time that the instructional module discussed at the pre-conference is to be taught.

5. Post-conferences between the teacher and evaluator-observer shall take place within three to ten school days following the formal observation and shall be private. Feedback after an informal observation may be provided in person or electronically. The teacher may request in person feedback after an informal observation.

6. The evaluator shall provide the teacher with all the evidence, observation scoring and reflections via the BOARD'S on-line teacher evaluation data

system, to which the BOARD will provide teachers unlimited access.

7. The evaluator will reschedule observations if classroom activity has been disrupted at the time of the scheduled observation (e.g., when a co-teacher is absent, if the building loses electricity, when the teacher is conducting a test, etc.)

#### **D. Summative Evaluation**

There will be only one summative evaluation rating at the end of each teacher's evaluation cycle. The BOARD shall attempt to provide summative ratings no later than September 15, and the Joint Committee will review its progress toward that goal.

**39-2.4. Inability to Rate or to Provide Rating.** In the event that a tenured teacher does not receive an annual summative rating, the previous rating shall be established as the current rating. In the event a probationary appointed teacher does not receive an annual summative rating, the parties will attempt to agree on a rating or re-rating during the same year, and, if no agreement is reached, the teacher will have the option of having his or her previous rating as the current rating or receiving a Proficient rating.

**39-2.4(a). *Best Practices.*** The Joint Committee has developed a set of "best practices" around teacher evaluation. They are included in the REACH Handbook and shared with teachers at the start of each school year. Observers shall make all reasonable efforts to abide by the best practice guidance. If a teacher rating is adversely affected by an observer's failure to follow best practices, the observation rating shall be voided. In the case where an observation is voided and there are insufficient remaining observations to support a summative rating the teacher will be rated inability to rate.

**39-2.5. Summative Ratings and Forms.** On or before seven days prior to the last day of student attendance, an evaluator shall provide each teacher with all avail-

able components of their summative rating. The summative rating shall include observation scores, student growth scores if available and all other evidence used to determine the summative rating, along with the formula used to calculate the summative rating, provided that the rating shall not include scores from student surveys in school year 2012-2013 or 2013-2014 and shall only include student survey scores in school year 2014-2015 and thereafter if agreed by the Joint Committee. The Joint Committee will determine the timing of end of year (annual or biennial) summative evaluations for the 2013-2014 school year and beyond.

Summative ratings shall be based on the following scale in which points are earned in accordance with the plan.

Level	Minimum	Maximum
Unsatisfactory	100	209
Developing (Needs Improvement)	210	284
Proficient	285	339
Excellent	340	400

For purposes of layoff, the developing rating will be divided into two sublevels—“emerging” with a rating score of between 210 and 250 and “developing” with a rating score of between 251 and 284.

**39-2.6. Professional Development.** The Joint Committee shall determine the professional development needed to support teachers in becoming proficient teachers as defined in the evaluation plan.

**39-2.7. Clinician Evaluation Plan.** Clinicians shall be evaluated in accordance with the Clinician Evaluation Plan in effect during the 2015-16 school year, and the BOARD shall abide by the Case Review process established in that plan.

Clinicians who are PATs hired and assigned by the Office of Diverse Learner Support Services (ODLSS) and whose REACH ratings are projected to be 250 or below may be non-renewed by ODLSS. Clinicians in

their PAT1 or PAT2 year whose REACH ratings are projected between 251 and 284 will be renewed by ODLSS and provided support for the following school year. Such support may include from a cooperating senior clinician in the same field and professional development in the areas that they were rated lowest. Clinicians in their PAT3 year or later will continue to be subject to the non-renewal standards and procedures for all other non-tenured teachers.

### **39-3. Probationary Appointed Teachers.**

**Observations and Evaluation.** Probationary teachers shall be observed and evaluated each school year by a qualified evaluator in accordance with the procedures of Article 39-2.3. A minimum of three observations shall occur each school year, at least two of which shall be formal.

### **39-4. Tenured Teachers.**

**Observations and Evaluation.** Tenured teachers shall be observed and evaluated each school year by a qualified evaluator in accordance with the procedures of Article 39-2.3 and as follows:

**A.** Tenured teachers shall be evaluated annually or biennially by a qualified evaluator in accordance with the teacher evaluation plan. Tenured teachers who received a summative rating of excellent or superior for the 2011-2012 school year shall be placed on a biennial rating schedule and shall be evaluated every two years beginning with the 2013-2014 school year. In school year 2014-2015 and thereafter, tenured teachers rated excellent or proficient shall be given a summative rating on a biennial basis, and all other tenured teachers shall be rated annually. The Joint Committee shall determine the biennial cycle (e.g., alphabetically by even or odd years).

**B.** Observers shall observe tenured teachers on a biennial cycle a minimum of 3 times during a rating cycle (with no more than 2 observations in one year) and may conduct a 4th observation if the observer and the teacher agree to do a 4th observation.



**39-5. Post-Observation Conferences and Practice Scoring.** Post-observation conferences are opportunities for the teacher and evaluator-observer to review the teacher's performance under the appropriate CPS Framework for Teaching. During that conference, the evaluator-observer and the teacher should discuss opportunities and means to improve teaching performance. After the observation, the evaluator-observer shall issue CPS Framework for Teaching component level scores to the teacher that shall be made available to the teacher on the online data sharing system, together with, among other things, (1) comments about the teacher's pre-observation preparation, the observation itself and the teacher's post-observation reflection, (2) identification of specific opportunities for growth, (3) ways and means by which the teacher should pursue opportunities and achieve growth, (4) the resources to be made available to assist the teacher and (5) the evaluator's follow-up.

**39-6. Unsatisfactory Substitutes.** The Board, in consultation with the Substitute Professional Problems Committee, will establish a performance improvement process for day-to-day substitutes to be implemented at the start of the 2020-2021 school year. For day-to-day substitutes performing unsatisfactorily, the Talent Office shall schedule a conference with the day-to-day substitute and the UNION to give the day-to-day substitute a written statement of the performance deficiencies, to discuss the performance deficiencies, and to give positive suggestions for performance improvement. The services with the school system of day-to-day substitutes shall be terminated as provided for in the performance improvement process or if there is evidence of moral laxity or serious misconduct.

### **39-7. Consulting Teachers.**

**39-7.1.** The BOARD, in consultation with the UNION, shall appoint a body of part-time consulting teachers who meet the statutory minimum criteria, after an application process determined by the Joint Committee, giving preference to teachers with two consecutive ratings of excellent or who are National Board Certified,

who may be called to assist tenured teachers under remediation, in their subject area and/or grade band level. The consulting teacher must have five-years of teaching experience, have a most recent summative rating of excellent and have reasonable familiarity with the teacher's content area. The Joint Committee may establish additional criteria for appointment as a consulting teacher.

**39-7.2.** Consulting teachers shall be released from their teaching duties a minimum of 3 hours a week, based on the remediation plan of the receiving teacher. They shall be paid a pro rata stipend for time spent assisting the teacher, and an additional hour of planning each week of support.

**39-7.3.** The consulting teacher's role is to help teachers improve their practice to proficient in the CPS Framework for Teaching components identified in the remediation plan, by providing or recommending mentoring, professional learning experiences, instructional support, modeling and coaching.

**39-7.4.** Consulting teachers shall not assist colleagues with whom they are personally acquainted.

## **39-8. Remediation of Tenured Teachers Rated Unsatisfactory.**

**A.** As soon as practicable, but no later than thirty school days after the issuance of an unsatisfactory summative evaluation to a tenured teacher, the evaluator shall appoint a consulting teacher to assist the teacher in improving his or her performance to proficiency over a ninety-school-day remediation period.

**B.** Within thirty school days after the issuance of an unsatisfactory summative rating, the qualified evaluator shall conduct a meeting with the teacher under remediation and assigned consulting teacher. At this meeting, a remediation plan developed by the qualified evaluator, with input from the consulting teacher and the teacher under remediation, shall be distributed to the parties and shall become effective immediately.

C. During the ninety-school-day remediation period, the teacher and the consulting teacher shall work together to improve the teacher's performance on components of the CPS Framework for Teaching identified in the remediation plan. The teacher and the consulting teacher shall determine a schedule by which the consulting teacher shall observe the teacher's performance during the remediation period and engage in other activities that may be helpful to the teacher in improving his or her performance to proficiency.

D. During the remediation period, an evaluator will conduct a mid-point and final evaluation of the teacher's performance, using the CPS Framework for Teaching as the sole measure of performance during the remediation period. If the teacher is rated "proficient" or better at the conclusion of the remediation period, he or she shall have successfully completed the remediation period. Following successful completion of the remediation plan, the teacher shall be placed on an annual evaluation cycle.

E. The Joint Committee shall discuss and agree upon issues related to remediation design and implementation.

### **39-9. Appeals Process.**

A teacher appeals process shall be established to contest certain summative ratings given by a qualified evaluator. It shall be comprised of a committee of four active or retired educators, two of whom shall be selected by agreement of the UNION President and Chief Executive Officer, one of whom shall be selected by the UNION and one of whom shall be selected by the BOARD. All members of the committee shall be qualified evaluators. Both the BOARD and the UNION shall select qualified alternate committee members who may substitute for their regularly appointed members. Individual members of the committee must recuse themselves from cases where they have personal familiarity with the teacher appealing a summative rating and will be replaced by the same appointing entity.

The following teachers will have a right to appeal their ratings according to the timelines outlined in Article 39-9.A:

- Teachers rated unsatisfactory
- Tenured teachers receiving ratings in the lower half of developing

The following teachers will have right to appeal their ratings if they are laid off out of order of seniority.

- Teachers rated unsatisfactory
- Teachers rated developing

The time for appeal shall as set forth in Article 39-9A and shall commence when the teacher receives a notice of lay-off/displacement. The notice shall advise the teacher of their right to appeal their rating.

**A.** A teacher receiving an unsatisfactory rating, and a second consecutive developing rating that results in an unsatisfactory rating, shall be eligible to use the appeals process by filing a notice of intent to appeal with the appeals committee within ten days of receipt of the rating and then the appeal within thirty calendar days after receipt of the rating. The teacher must also submit a copy of the appeal to the teacher's principal or head administrator. In the appeal, the teacher must state the factual basis for the appeal and identify the evidence that supports the appeal. An appeal may be based on student growth ratings in whole or part only if the teacher identifies a data integrity or data analysis error.

**B.** Upon receiving an appeal, the appeals committee shall review the written record of the rating. The "written record of the rating" includes (1) the documents and materials submitted by the teacher to the evaluators during pre-conferences and post-conferences or at other times as evidence of the teacher's practice and (2) the evaluator's observations, comments and feedback. The written record of the rating shall not include materials and evidence that the teacher or evaluator was not privy to during the rating process.

**C.** If the committee determines the written record of the rating to be insufficient to make a ruling, it shall schedule a meeting with the teacher at which the teacher shall be

represented by the UNION and with at least one of the qualified evaluator-observers who contributed observation ratings to the teacher's rating. The meeting shall take place within ten school days of receipt of the appeal.

**D.** The BOARD shall provide the teacher and the UNION with all evidence used by the qualified evaluator to determine the summative rating under appeal five days prior to the meeting.

**E.** After reviewing the written record of the rating, the appeals committee shall have the right to meet with the teacher and to determine if a formal observation of the teacher appealing the rating shall take place to assist it in its determination. If an observation does take place, the two jointly appointed appeals committee members must conduct the pre-observation conference in accordance with Article 39-2.3(C)(2), and the observation shall take place within five school days of the pre-observation conference.

**F.** After a review of the written record of the rating and any interview with the teacher and evaluator, and any observation, and following deliberation, the appeals committee may overturn the rating if three of its members conclude that the rating under review is erroneous. If the appeals committee determines by majority vote that the teacher's appeal is to be granted, the BOARD shall revoke the summative rating under appeal and issue the teacher a 250 if an unsatisfactory rating was revoked, a 284 if an emerging rating (210-250) was revoked, or a 285 if a developing rating (251-284) was revoked. A different qualified evaluator shall be assigned to the teacher during the next school year who shall follow all applicable provisions of this Article. No developing rating that results from a sustained appeal of an unsatisfactory rating shall count towards the two- developing rule.

**39-10. Do Not Hire.** No teacher's name shall be placed on a "do not hire" list unless the teacher has been removed for cause in accordance with the appropriate provision of the Illinois School Code or the teacher has received an unsatisfactory rating and failed remediation.

**39-11. Effective Date.** The changes made in this Agreement to the Evaluation Procedure in place under the 2012-2015 Agreement shall be effective for the 2016-2017 school year and thereafter.

## **ARTICLE 40**

# **TEACHER PROGRAMMING**

**40-1. Programming Considerations.** The principal, in programming a teacher, shall (1) keep the number of preparations to a minimum; (2) ability and qualifications being equal, follow the policy of rotation among qualified personnel in the matters of sessions, teaching, building assignments, special classes, honors and other modified classes and division rooms; (3) consider the teacher's professional background and preparation; and (4) in elementary schools, ability and qualifications being equal, program teachers for the grade level at which they have the most experience, except that any teacher may request a change in grade level assignment.

**40-2. Preference Sheets.** No later than May 1 of each year, preference sheets shall be distributed to all teachers. A teacher's preference will be honored, to the extent possible, consistent with Article 40-1 above.

**40-3. Distribution of Tentative Teaching Program.** A tentative teaching program for the next school year shall be presented to each teacher by June 1 of the current school year. Teachers will be notified of any changes to the aforementioned teaching program, in writing, as soon as possible.

**40-4. Consecutive Teaching Assignments.** Where administratively possible, no teacher shall have more than three consecutive teaching assignments. Exceptions shall be allowed for teachers teaching double-period classes or completing part of their teaching assignment outside of the school building.

**40-5. Room Assignments.** Where administratively possible, the number of different rooms to which a teacher is assigned shall be held to the absolute minimum.

**40-6. Lesson Preparations.** Where administratively possible, the number of lesson preparations shall not exceed three, and every effort shall be made to keep the number at two. Honors and other modified classes shall be considered as separate preparations. Teachers with a full teaching program shall be given preference in the assignment of the number of preparations.

**40-7. Rotation of Ability Grouping Assignments.** In elementary schools with ability grouping within a single grade level, ability and qualifications being equal, the principal in programming the teacher shall follow the policy of rotation of teacher assignments within the grade level.

**40-8. Justification for Pedagogic Change.** In the event a teacher is programmed to teach a grade level (e.g., early childhood, primary, middle or upper elementary grades) or content area that he or she has not taught in the last four school years, upon request of the teacher, the principal shall explain why the change was made and, upon the request of the teacher, work with the teacher to develop a relevant professional development plan for the teacher.

**40-9. Course or Grade Band Change after First Day of Classes.** If a teacher's course or elementary grade band assignment for the subsequent year is changed after the first day of classes, the teacher will be excused from Principal-directed preparations for the first quarter of the year to enable him/her to prepare for to deliver instruction in the new course or grade band assignment. For these purposes, "grade band" means either

- K to Grade 2
- Grades 3 to 5 or
- Grades 6 to 8.

**40-10. Assignment Changes for National Board Certification Candidates.** In making any assignment changes, principals shall take into account whether the teacher is a candidate for National Board Certification and whether the new assignment will negatively impact the teacher's ability to complete the candidacy. Absent exigent circumstances, the principal will strive to avoid any negative impact on the NBC candidacy.

## ARTICLE 41 [RESERVED]

(Formerly TEACHING LOAD. See Articles 6 and 18.)

## ARTICLE 42 APPOINTMENT AND ASSIGNMENT OF TEACHERS

**42-1. BOARD Policy.** The policy and procedure governing appointments and assignments for teachers is set forth in the applicable provisions of the Rules of the Board of Education and Chicago Public Schools Policy Manual as modified by Appendix H.

**42-2. Teacher Layoffs.** The layoff of teachers is governed by the policy set forth in Appendix H. The BOARD shall not change said policy during the term of this Agreement.

**42-3. Head Teacher Positions.** All newly created or vacant head teacher positions shall be filled by contract principals in compliance with the applicable provisions of Article 35. Head teachers so selected shall have terms that are co-terminus with the principals who select them, unless removed for unsatisfactory performance. If their terms of office are not extended, they shall be granted all rights and privileges of appointed teachers.

## ARTICLE 43 VACATIONS

**43-1. Vacation Benefit for Full-Time Employees Working Fewer Than Fifty-Two Weeks.**

**43-1.1. Maximum Benefit.** Except for full-time bargaining unit employees who work a fifty-two-week schedule, full-time employees, excluding day-to-day substitutes, not already covered by Board Rule 4-11,



shall receive a maximum of ten days' paid vacation at their current rates of salary, it being further provided that those regularly and currently employed on extended day programs, including eight-hour day positions and regularly scheduled overtime classes, shall be paid at the rate of salary prescribed for such programs and classes in accordance with the provisions and subject to the exceptions listed in Article 33-8. A maximum of five days shall be granted when the schools are closed during spring recess and a maximum of five days shall be granted for winter recess.

**43-1.2. Eligibility.** Only bargaining unit employees who are full-time employees of the BOARD at the time of a vacation period shall be eligible for vacation with pay with a further proviso, however, that such full-time employees of the BOARD who are absent on a leave of absence permitted by the Rules of the Board of Education shall be eligible for vacation pay earned prior to said leave and during accumulated sick leave days used while on a sick leave.

Effective July 1, 2004, TATs who are eligible for vacation pay under this Article and who are absent on the day vacation checks are issued shall be permitted to receive vacation pay by proxy, provided, however, that said TAT has returned to his or her work assignment following the vacation period prior to the date the checks are issued.

Effective July 1, 2004, TATs absent on an approved illness leave of absence who have completed five or more years of full-time consecutive service immediately preceding the commencement of said leave shall receive vacation pay upon written application filed with the Office of Employee Engagement within ninety days after the vacation period ends.

Effective July 1, 2004, TATs with less than five years of consecutive service immediately preceding the commencement of the vacation period must return to their work assignment following the vacation period in order to receive vacation pay.

**43-1.3. Calculation of Vacation Benefit.** Bargaining unit employees who satisfy the following criteria shall be eligible for the corresponding number of vacation days:

**43-1.3(a). Winter Recess.** For winter recess vacation pay, employees must work the following number of days between April 19 of the prior school year and November 22 of the current school year in which the winter recess vacation is to be taken to be eligible for the corresponding number of paid vacation days:

1-10 days	0 days of vacation pay
11-20 days	1 day of vacation pay
21-40 days	2 days of vacation pay
41-60 days	3 days of vacation pay
61-80 days	4 days of vacation pay
81 days or more	5 days of vacation pay

**43-1.3(b). Spring Recess.** For spring recess vacation pay, employees must work the following number of days between November 5 and March 25 of the school year in which spring recess is to be taken to be eligible for the corresponding number of paid vacation days:

1-10 days	0 days of vacation pay
11-20 days	1 day of vacation pay
21-40 days	2 days of vacation pay
41-60 days	3 days of vacation pay
61-80 days	4 days of vacation pay
81 days or more	5 days of vacation pay

**43-1.3(c). Carryover for Months of May and June.** Vacation credits earned for the school months of May and June shall be carried over to the ensuing school year.

**43-1.4. Scheduling.** Employees who are scheduled to work when the schools are closed for spring and winter recess shall arrange time off with their department head. Seniority shall be the determining factor to the extent permitted by the needs of the department. Va-

cations shall be on a consecutive-week basis unless otherwise requested by the employee to the extent permitted by the needs of the department.

**43-2. Vacation Pay Upon Death of Employee.** In the event a bargaining unit employee, who is eligible for vacation pay under this Article, has not received pay due to death which occurred preceding, during or within sixty days after said vacation period, the estate or appropriate legal beneficiary shall be entitled to apply for said vacation pay.

**43-3. Vacation Pay for Displaced TATs.** Effective July 1, 2004, TATs and appointed teachers displaced from full-time service by the BOARD, other than for unsatisfactory service, shall be eligible for vacation pay for service rendered as a TAT or appointed teacher up to the maximum number of days allowed under the formula stated in Article 43-1, provided that such otherwise eligible teacher has been paid as a day-to-day substitute or Cadre substitute during the payroll period immediately preceding the vacation period.

**43-4. Vacation Pay for Displaced PSRPs.** Effective September 15, 1983, PSRPs displaced from full-time service by the BOARD, other than for unsatisfactory service, shall be eligible for vacation pay for service rendered as a PSRP up to a maximum number of days allowed under the formula stated in Article 43-1, provided that such otherwise eligible PSRP has been paid as a BOARD employee during the payroll period immediately preceding the vacation period.

Eligible day-to-day substitutes, Cadre substitutes or eligible PSRPs shall make written application for vacation pay to the Office of Employee Engagement within ninety days after said vacation period. Said application shall be reviewed in accordance with established policy and the provisions of Article 43. Vacation pay shall be paid to eligible applicants at the rate of pay the teacher or PSRP was receiving on the last day of full-time service. In no case shall any such claim for vacation pay be considered if filed more than ninety days after the end of the vacation period.

## ARTICLE 44

# GENERAL PROVISIONS

**44-1. Grants.** Proposals seeking federal and state funds for specific programs shall be written in compliance with the applicable provisions of this Agreement. Prior to the submission of any application for federal and state funds by the BOARD's central administration that relates to the provisions of this Agreement, the BOARD shall consult with the UNION regarding the application and shall thereafter provide the UNION with a copy of the final application.

**44-2. Programs Outside Work Day.** Bargaining unit employees required to attend in-service training programs outside their regularly scheduled hours shall be paid at their regular rates of salary.

**44-3. Custodial Duties.** No teacher shall be required to perform such custodial duties as emptying trash, dusting erasers, washing boards, dusting, placing chairs on desks or returning furniture to its proper place.

**44-4. Washrooms and Rest Areas.** The BOARD shall ensure that all schools are provided with washrooms and rest areas all bargaining unit members that are accessible to all bargaining unit members during all workdays, private, clean and comfortable.

**44-5. Daily Cleaning.** Hallways, classrooms, washrooms, entrance areas, lounge areas, lunchrooms, teachers' rooms and playgrounds shall be cleaned daily.

**44-6. Faculty Meeting Reports.** Final action or decisions made at faculty meetings shall be posted on school bulletin boards or published in the school's daily or weekly bulletin.

**44-7. Duties Outside Bargaining Unit.** Bargaining unit employees shall not be required to perform the duties of a child welfare attendant, a special education classroom assistant or other job titles required to provide hygienic care to students and shall not be required to perform other duties outside the bargaining unit on a regular basis.

**44-8. Off-Street Parking.** The BOARD's objective is that

bargaining unit employees should be provided with off-street parking areas for their automobiles and that this area shall, to the extent possible, be secure and adjacent to the school. In the event bargaining unit employees must park on the street in permit-only parking neighborhoods, the Board and the Union will work with the City of Chicago to issue to schools parking permit for use by members during school hours.

**44-9. Lunch Areas.** The BOARD's objective is that bargaining unit employees assigned to a permanent work station should be provided a special lunch area and, when this area is not a regular lunchroom, facilities for warming, refrigerating and storing food shall be provided, to the extent that these items are provided for in the annual budget adopted by the BOARD.

**44-10. Intercom Signals.** In all schools where an intercom is used, an oral signal shall be given to indicate the intercom is beginning to be put into operation, or a light shall be installed on each outlet to indicate when the intercom is in operation.

**44-11. Classroom Space for Bilingual and Special Education Teachers.** Principals and head administrators shall provide physical facilities for bilingual and special education teachers who have classroom divisions to teach their classes on a comparable basis with other classroom teachers in the same building.

**44-12. Work Opportunities.** Unless precluded by the specific needs of an educational program, the BOARD shall offer to qualified bargaining unit employees the opportunity to work beyond their regular work day or work year prior to seeking the services of outside vendors to perform said work.

**44-13. Participation in Strike.** The BOARD and the UNION agree that no employee of the BOARD shall be punished or rewarded, harassed or discriminated against in any manner because of participation or lack of participation in activities relating to work stoppage (strike). Nothing herein shall preclude the right of the UNION from implementing UNION policy as to its members.

**44-14. Selection of Materials by High School Music Teachers.** High school music teachers, with prior approval of the principal, shall be permitted to select sheet music, records, tapes, DVDs and CDs that are not on the approved list.

**44-15. Notice of Changes in Contact Information.** Immediately upon changing residence or telephone numbers, each bargaining unit employee shall give written notice to the employee's immediate supervisor and also submit a notice of change card to the BOARD through the office of the school or work location.

**44-16. Employee Visits to School Premises.** All BOARD employees who wish to confer with a teacher or teachers shall report to the principal, or the principal's designee, immediately upon arrival and shall sign the official register.

**44-17. Notice of Resignation or Retirement.** All bargaining unit employees shall give written notice of intention to resign or retire at least ten school days prior to the effective date thereof. Such notice shall be filed with the administrator of the work location and a copy shall be filed with the BOARD. No employee who on or after February 1 of a school year submits a notice of resignation or retirement that is effective at the end of that school year shall be laid off or honorably terminated prior to the effective date of his or her resignation or retirement.

**44-18. Employee Identification Numbers and Use of Social Security Numbers.** The BOARD shall assign to each bargaining unit employee an employee identification number separate and distinct from his or her Social Security number. The BOARD shall only use an employee's Social Security number for identification purposes when such use is required or permitted by law. The BOARD shall exercise its best efforts to prevent the unauthorized disclosure or publication of employees' Social Security numbers.

**44-19. Software Applications.** The BOARD agrees that all application software utilized by UNION-represented employees in the normal course of their duties shall be tested, prior to installation and roll out, for proper functionality.

The BOARD further agrees that the Chief Information Officer or his or her appropriate designee shall meet, upon request, on a monthly basis with representatives of the UNION to discuss matters of mutual concern. During such meetings, the UNION shall be permitted the opportunity to raise any information technology related issues or problems and to provide the BOARD representative with potential solutions. All matters requiring additional action shall be addressed as expeditiously as possible, taking into consideration the UNION's proposed solutions, with an estimated timeline to completion and updates at reasonable intervals provided to the appropriate UNION representatives.

**44-20. Teacher Access to Technology.** Every teacher shall have access during the school day to a functioning computer with internet access, software, photocopier, facsimile machine and a printer. The BOARD and the UNION share the goal that every teacher shall have a functioning computer with internet access and software at his or her desk. In order to achieve that objective, the BOARD will conduct a survey to determine how many teachers do not have a functioning computer on their desks and work with the UNION to develop a plan to ensure that teacher have such equipment at their desks. The BOARD's survey of the schools shall be completed no later than January 31, 2013 and the plan developed no later than June 30, 2013.

**44-21. Limitations on Paperwork.** If the BOARD, principals or other administrators require bargaining unit employees to complete any additional paperwork on a regular basis that is not required by law, whether the work is by paper or electronic, the BOARD shall reasonably mitigate the additional paperwork increase by eliminating other clerical work or paperwork for bargaining unit employees.

The Union will identify up to 30 items of paperwork that teachers are currently mandated to complete that they believe are redundant, obsolete or better (more efficiently and effectively) accomplished by other means. The Board will discuss those items with CTU and on those paperwork requirements on which there is agreement that the items are redundant, obsolete or better accomplished by

other means, the Board shall eliminate that requirement promptly.

**44-22. Confidential Computerized Information.** Computer systems used to store confidential information shall be designed and maintained to ensure the security of such information.

**44-23. Professional Development Certifications.** The BOARD shall provide bargaining unit employees with written certification as proof of their completion of CPDUs or CEUs at the end of professional development sessions.

**44-24. Interpreters During Report Card Pick-Up.** The principal or head administrator shall provide interpreters for teachers to talk to parents at report card pick-up at the teacher's request.

**44-25. Respectful Working Environment.** The following behaviors are inconsistent with a respectful working environment and are impermissible: (a) verbal abuse, which includes, but is not limited to, obscene, threatening, humiliating or intimidating language; and (b) non-verbal abuse, which includes acts that are threatening, humiliating or intimidating. Individual, group or school-wide meetings shall not be utilized to threaten, humiliate or intimidate bargaining unit employees. Employees shall suffer no retaliation for reporting, grieving or protesting workplace bullying. The BOARD shall designate its Equal Employment Compliance Office to investigate allegations that employees, vendors or staff are creating undignified or disrespectful working environments or conditions. Such remedies and corrective actions may include, but are not limited to, reversing adverse actions, directing the training of an employee regarding proper professional conduct toward all employees and vendors, discipline and debarment to the extent permitted by law and/or other corrective actions.

**44-26. Nursing Mothers.** Each principal or head administrator shall provide reasonable daily break time to an employee who needs to express breast milk for her child.



The break time shall, if possible, run concurrently with any break time already provided to the employee. Each principal or head administrator shall provide nursing mothers with a private space (other than a restroom) in close proximity to her work area where she may express her milk in privacy.

**44-27. National Board Certification.** Commencing July 1, 2016, the BOARD will pay the UNION up to a maximum of \$750,000.00 per year, no more than \$11,000.00 per candidate, for the purposes of candidate support, NBCT renewal, and program management. The program shall be open to all BOARD teachers, counselors, and librarians. For SY2015-16, the Board shall pay to the CTU the following:

- \$320,000 for training 40 first-time NBCT candidates;
- \$176,000 for 44 NBCT renewal candidates; and
- \$150,000 for a management fee.

**44-28. Availability of BOARD Policies and Procedures.** The BOARD shall post online all policies and procedures, including any changes thereto promptly upon approval by the BOARD, and shall endeavor to implement a more user-friendly online access process.

**44-29. Distribution of BOARD Publications.** Prior to the start of each school year and promptly as changes are made, the BOARD shall distribute Sections 605.7 (Grade Change) and 705.5 (Student Code of Conduct) of the Chicago Public Schools Policy Manual and the “Procedural Manual for Educating Students with Disabilities in the Chicago Public Schools” to all bargaining unit employees electronically. The BOARD will also provide bargaining unit employees with electronic notice of links to other BOARD policies, publications and resources identified by the UNION that are available on the BOARD’s website.

**44-30. Lesson Planning.** The development of instructional plans, including both unit and lesson plans, is a professional responsibility vital to effective teaching. Principals and/or network administrators shall not require that teachers submit separate unit and lesson plans.

Special Education teachers who are working in a co-teaching setting or not providing direct instruction shall supplement the general education teacher's unit or lesson plan, and shall not be required to submit a separate unit or lesson plan. The organization, format, notation and other physical aspects of and the instructional strategies to be used for the lesson plan are within the teacher's discretion. Principals or supervisors may require that teachers include certain categories for in instructional plans (i.e., content standards, student learning outcomes, methods of assessment, learning tasks and materials, grade appropriate levels of texts, differentiated instructional strategies that meet the needs of the individual students in the class) but may not require a particular format or organization, except when required by accrediting agencies of particular programs that schools are implementing (e.g., International Baccalaureate). Common instructional plans for courses or subjects may be developed and used by grade bands or subject departments. Teachers shall have reasonable time to submit lesson plans or supplements.

#### **44-31. Ad Hoc Professional Problems Committees.**

The Board and the Union will create ad hoc professional problems committees (PPC) to address concerns within administrative units other than schools on an as needed basis and upon request of the Union. The unit PPC will be formed to share information relevant to the entire unit and to discuss and resolve unit-wide problems, including but not limited to issues of excessive paperwork. The unit chief shall be a member of an ad hoc unit PPC. The Union shall have five members on a unit PPC. The Union shall designate a Union chair, who shall be responsible for developing agendas and communicating with the unit chief. When a unit PPC is created, the PPC shall meet monthly or more often if the Union chair and the unit chief agree until the issues that led to its creation are resolved. The unit chief may have the assistance of principals and network staff in conducting the meeting.

#### **44-32. Assessments.**

**44-32.1. Required Assessments.** No later than June 30th of each year (or as soon as practicable after ISBE has

published the state assessment calendar), the Board shall publish an assessment calendar for the subsequent school year, which shall consist of assessments mandated by the district for REACH, required to meet the mandates of state or federal laws and regulations, and mandated by a program (i.e., IB or any program that requires a test for student credit or program accreditation).

**44-32.2. Additional Assessments.** Schools shall determine assessments to be administered in conjunction with the development of the School Improvement Plan for Advancing Academic Achievement (SIPAA) which is currently known as the Continuous Improvement Work Plan (CIWP). Each year in the spring, Teachers and the Principal will collaborate to develop a recommended plan for additional assessments, if any, per grade band or content area/department. Prior to voting, the CEO or designee, may review and revise the proposed assessment plan, which shall be presented to and discussed with the school faculty. Teachers and the principal will then vote on the adoption of the plan, which shall be adopted by majority vote. If the plan is not adopted, and the faculty and/or the CEO or designee cannot agree on an alternative plan, the Union or the CEO or designee may submit the matter for resolution at strategic bargaining. The assessment decision will be included in the school's PD plan and reviewed by the district.

**44-32.3. Submission of Concerns.** The District shall provide a way that staff can submit any issues and/or concerns (e.g. dedicated assessment email box) to Central Office in a confidential manner. CPS and CTU will meet quarterly to review their concerns and/or issues that are submitted.

## **44-33. Grading Practices.**

**44-33.1. Teachers Grading Responsibilities.** Teachers are responsible for regularly assessing student progress, notifying students and parents of student progress and for determining students' grades in the subject area or activity for which the teacher is responsible. Teachers shall exercise their independent profes-

sional judgment in developing their grading practices. They shall determine the number, type, weighting and frequency of student assignments and tests or other assessments that are used to determine individual course grades. In making that determination, Teachers shall follow the grading guidelines established in \_\_\_\_-2 and district policies on grade changes, grade point averages and grade band values in accordance with Article \_\_\_\_-2, Teachers' grading practices must be published at the beginning of the course and must be clear to students, parents, administration and staff.

**44-33.2. Grading Practice Guidelines.** CPS and CTU shall form a joint task force of 10 educators (five appointed by CPS and five appointed by CTU) to develop CPS professional standards and guidelines for teacher grading practices, e.g., recommended frequency and sequencing of assessment, number of assessments per quarter etc. These grading practice guidelines shall require a coherent approach to grading practices within schools, grade bands and content teams, the use of CPS electronic parent portal "Gradebook" or other electronic system for housing student grades and notifying students and parents of assignments, assessment and grades. The taskforce shall develop the guidelines by consensus to the extent possible and, where not possible, by majority vote of the taskforce members. The taskforce shall issue guidelines as soon as practicable, but in no event later than May 15, 2017, which principals, evaluators and network administrators shall use to guide and assess teachers' grading practices.

**44-34. Subcontracting of Certified Nursing Services.** In the event that the BOARD decides to contract for certified nursing services, the BOARD shall meet and confer with the UNION prior to contracting to discuss whether there are alternatives to contracting. If the BOARD contracts, it will bargain with the UNION over the impacts and effects of the contract on the bargaining unit.

**44-35. Records time.** At the end of each semester, teachers shall be provided a sufficient amount of nonteaching

time during the school day to complete cumulative record cards, registration cards, emergency information cards and transfer records for students.

**44-36. IEP Interpreter Stipend.** The BOARD will provide employees a \$500 stipend for each semester that the employee who regularly serves as an interpreter at IEP meetings until such time as the BOARD establishes an internal certification process. Once the internal certification process is established, any employee who obtains the certification will receive the stipend so long as the employee agrees to interpret at IEP meetings.

**44-37. Student Debt Information and Training.** The BOARD and the UNION shall cooperatively plan and shall jointly fund annual information and training sessions on student loans, loan forgiveness, and debt reduction for all interested CPS staff, students and families.

## **ARTICLE 45 COMMITTEES**

**45-1. Types of Committees.** The BOARD and the UNION agree that standing committees shall be established as set forth in this Article. The parties also agree to establish joint BOARD-UNION study committees on an ad hoc basis.

**45-2. Committee Reports.** All joint BOARD-UNION committees established through the provisions of this Agreement shall submit their reports to the Chief Executive Officer. After submission to the Chief Executive Officer, a copy of the committee's report shall be provided to the UNION and to the appointed committee members. The Chief Executive Officer will provide to the UNION and to each appointed committee member the Chief Executive Officer's recommendations pertaining to the committee's report before it is discharged.

**45-3. Committee Membership.** Unless otherwise agreed, committees created pursuant this Article shall have ten members with five individuals designated by the Chief

Executive Officer and five individuals designated by the UNION President.

#### **45-4. Standing Committees.**

**45-4.1. Career and Technical Education.** A standing Career and Technical Education Committee is established to study and make recommendations with respect to Career and Technical Education programs and issues. The committee will study CTE programs and career academy curricula, funding and other issues related to the operations of CTE programs and career academies. Annually in March the committee shall submit recommendations to the CEO for implementation in July.

**45-4.2. Early Childhood Education.** A standing Early Childhood Education Committee is established to study and make recommendations with respect to Early Childhood Education programs and issues.

**45-4.3. Student Discipline, Truancy and School Safety.** A standing Student Discipline, Truancy and School Safety Committee is established to study and make recommendations with respect to student discipline, truancy and school safety issues. The BOARD will receive recommendations from the Student Discipline, Truancy and School Safety Committee to improve the culture and climate of the schools in order to implement the BOARD's commitment to Restorative Justice practices, Social Emotional Learning, Safety, Security and fidelity in student attendance reporting.

**45-4.4. Special Education.** A standing Special Education Committee is established to study and make recommendations with special education, students with disabilities, special education teacher workload, and related issues. The Committee shall investigate workload complaints from bargaining unit employees working with students with disabilities, including special education teachers, clinicians and counselors. The Committee shall make recommendations to the Chief Executive Officer, with a copy to the UNION President.

**45-4.5. Counselor and Case Management.** A standing Case Management Committee is established to study and make recommendations with case management and related issues.

**45-4.6. Clinician Work Load.** A work committee shall investigate workload complaints from clinicians working with students. The committee shall investigate and make recommendations about hiring additional clinicians to reduce current workload, as well as pipeline programs for hard to staff clinician disciplines. The Committee shall submit recommendations to the Chief Executive Officer, with a copy to the Union President.

**45-4.7. Workload Reduction Funding.** The BOARD agrees to commit \$2,500,000 per year during this Agreement to fund costs associated with workload reduction as jointly recommended by the Special Education Committee, the Counselor and Case Management Committee, and the Clinician Work Load Committee.

**45-4.8. Teacher Evaluation.** A standing Joint Committee on Teacher Evaluation is created under Article 39 and shall have the authority and purposes set forth in Article 39.

**45-4.9. Employee Discipline.** A standing Employee Discipline Committee is established to study and make recommendations with respect to employee discipline.

**45-4.10. Information Technology.** A standing Information Technology Committee is established to study and make recommendations with respect to information technology and BOARD employee access to technological resources.

**45-4.11. Budget.** The parties shall establish an Advisory Committee on Budget, consisting of two (2) elected representatives of the Chicago Teachers Union, two (2) members of the Chicago Board of Education, and the Chief Financial Officer of the Chicago Board of Education (or the equivalent position), whose purpose is to conduct monthly meetings upon the request of either party for the purpose of making a recommendation to

the BOARD for its annual budget. The committee shall be allowed access to all relevant information pertaining to the BOARD's budget, and its meetings may include invited guests as agreed by the committee.

**45-4.12. Air Conditioning and Temperature Control.** A standing Air Conditioning and Temperature Control Committee is established to investigate, study and determine a timetable for air conditioning or other temperature controls for classrooms in use during July or August.

**45-4.13. Physical Education.** A standing Physical Education Committee is established to study and make recommendations with respect to physical education and sports programs.

**45-4.14. Pay.** A standing Pay Committee is established to study and make recommendations with respect to career ladders, the BOARD's policies with respect to lane movement, and differentiated compensation.

**45-4.15. Academic Calendar.** A standing Academic Calendar Committee is established to study and make recommendations with respect to a unified calendar for the 2013-2014 school year. The committee's recommendations will comport with Article 19.

**45-4.16. Diversity.** A standing diversity committee is added to monitor and make recommendations to improve teacher and other staff racial diversity to better reflect student population, including university partnerships for the purpose of increasing the number of teachers of color.

**45-4.17. Bilingual Education.** A standing Bilingual Education committee is added to monitor progress on recommendations to increase EL students' access to quality instruction and services.

**45-4.18. PSRP.** A standing PSRP committee is added to determine changes, if any, to the PSRP evaluation plan and other PSRP issues.



**45-4.19. Sports.** A 10-member Sports Committee is established, with 5 members appointed by the Board and 5 members appointed by the Union. The Joint Sports Committee shall have the following responsibilities:

- Review the allocation of resources including, but not limited to, transportation, equipment, uniforms, and necessary supplies to ensure that schools in need of greater support for athletics receive priority in distribution of available funds, including securing corporate sponsorships, donations and grant dollars
- Create a model for greater equity in compensation for coaches across all sports categories

The Joint Committee will have \$5 million annually above and beyond the current budget allocation for sports administration.

## **ARTICLE 46 INTEGRATION – QUALITY EDUCATION**

**46-1. General Provision.** In order to implement the joint policy of the BOARD and the UNION to work affirmatively to give each student the advantage of an integrated school and a comprehensive world view, the BOARD agrees as follows: (a) in concert with the UNION, to encourage appointed teachers to apply for transfers under the provisions of this Agreement; (b) in concert with the UNION, to encourage the extensive use of curriculum, texts and supplementary materials that represent contributions made to civilization by all elements of our population; and (c) as funds are available, to develop programs and select schools to receive the services and personnel required to deal comprehensively and effectively with the total needs of a student in a school so that all elements of a sound educational structure are present, such as drastically reduced class size, additional teachers, additional counselors, reading specialists, clinicians and teacher assistants.

**46-1.1. School Community Representatives.** The BOARD shall fund a School Community Representative at each school with 75 to 139 students in temporary living situations (STLS). The BOARD shall fund two School Community Representatives in schools with 140 or more students in temporary living situations. Student numbers to be measured on the last day of the 1st semester of the prior school year with any adjustments to be made on the 10th day of school of the current school year. The School Community Representative will be responsible for STLS coordination and actively work to remove barriers to enrollment, healthcare intervention, provide support and resources for families to access to housing, early intervention, attendance and success, and all other responsibilities per federal guidelines for students with the STLS designation.

**46-1.2. STLS Liaison Stipends.** The BOARD shall also provide paid stipends to schools for STLS Liaisons, according to the following schedule:

- 1 stipend for each school with 20 to 25 students in temporary living situations
- 2 stipends for each school with 26 to 40 students in temporary living situations
- 3 stipends for each school with 41 to 74 students in temporary living situations

**46-1.3. School Community Representatives and STLS Liaison Responsibilities.** The primary responsibilities for the School Community Representatives and the STLS Liaisons include working with families to determine STLS status, enrolling students in school and in the STLS program, and distributing bus cards to students. These employees are also responsible for maintaining on-going communications with STLS students and families and providing these families with referrals to District and community resources that may address barriers to enrollment, attendance, and success in school.

**46-1.4. Review of Services to Homeless Students.** The Board shall establish a quarterly meeting with the

CTU that enables the parties to evaluate the efficacy of services to homeless students alongside leaders in CPS' STLS Department.

**46-2. Publishers of Standardized Tests.** The BOARD and the UNION agree to urge the publishers of standardized tests for students to include questions as appropriate on the contributions of African-Americans, Latinos, Asian-Americans and other minority groups and women to world and United States history; labor history; and the struggle for human rights and gender equality in the world and United States past and present.

**46-3. Quality Bilingual Education/Professional Development.**

**46-3.1.** The BOARD and the UNION shall work collaboratively in a CTU/CPS Joint Standing Bilingual Education Committee to assess the bilingual education programs across the district to identify and to assist in planning on how to address areas of need.

**46-3.2.** The BOARD shall provide consistent, high quality, paid professional development related to instruction for English Learners during the school day to teachers who provide instruction to English Learners in grades Pre-K to 12th. This professional development may, but not solely be delivered by the English Learner Program Teacher. English Learners are defined in this Article as defined in 23 Ill. Admin. Code Sec. 228.10 excluding students needing services whose parents have refused bilingual services.

**46-3.3.** Principals shall inform bilingual education teachers at the end of the school year for the upcoming school year the amount of funds that have been allocated in the school budget for bilingual education resources and materials and shall work with the bilingual education teachers to identify which resources and materials will be purchased to best serve the needs of English Learners. Principals shall be encouraged to use Guidance, developed by the Joint Bilingual Education Committee, on the allocation and use of these funds.

#### **46-4. Bilingual Education Teachers.**

**46-4.1.** The BOARD and the UNION acknowledge the need for endorsed Bilingual Certified Teachers to ensure English Learners receive services required by state and federal law. The BOARD will offer at least 50% reduced tuition opportunities with partner universities for teachers to earn their Bilingual and/or ESL endorsement.

#### **46-5. English Learner Program Teachers.**

**46-5.1.** The English Learner Program Teacher position shall be staffed by the English Learner Program Teacher who is responsible for coordinating services provided to English Learners. The roles, responsibilities, and duties will be published annually by the Office of Language and Cultural Education. The English Learner Program Teacher shall not be tasked with responsibilities outside of the scope of this role (ex. World Language Instruction, Substitute teaching, lunch duty, etc.).

**46-5.2.** Starting in the 2020-21 school year, the BOARD shall fund a Half-Time English Learner Program Teacher position for schools with 20-150 English Learners, a Full-Time English Learner Program Teacher for schools with 150 to 600 English Learners, 2 full-time positions for schools with more than 600 English Learners. Schools with 1-49 English Learners shall receive a stipend of \$1,000 for the role of English Learner program coordination. Schools with 50-99 English Learners shall receive a stipend of \$1,500. Schools with 100-199 English Learners shall receive a stipend of \$2,000. Schools with 200-249 English Learners shall receive a stipend of \$2,500. Schools with 250 or more English Learners shall receive a stipend of \$3,000.

**46-5.3.** Starting in the second semester of 2019-2020 school year where possible and otherwise at the beginning of the 2020-2021 school year, an English Learner Program Teacher at schools with 20 or more English Learners shall have at least 50% of their time desig-

nated for English Learner Program Teacher coordination duties exclusive of their teaching duties. An English Learner Program Teacher at schools with 250 or more English Learners shall have 100% of their time designated for English Language Program Teacher duties program coordination duties. The ELPT shall not be the sole person responsible for providing English Learner services for English Learners without a certified Bilingual and/or English as a Second Language teacher except schools with 19 or fewer English Learners. Teachers in schools with 1-19 English Learners shall have the option to accept or reject the principal's assignment of the English Learner Program Coordinator Teacher role compensated with the stipend. If no one accepts the role then the Principal shall assign it to a qualified administrator and when not possible, to a qualified teacher.

**46-5.4.** English Learner Program Teachers shall not be considered part of the administrative team but the recommendations made by the English Learner Program Teachers in accordance with CPS policy and state law shall be considered by Principals when making educational decisions that affect English Learners.

#### **46-6. Equal Access to Volunteer for Immigrant Parents.**

**46-6.1.** The BOARD shall work with the CTU/CPS Joint Standing Bilingual Education Committee to recommend ways in which the Board/CEO can minimize or remove obstacles to volunteer opportunities for parents English Learners.

#### **46-7. Sanctuary Schools and Sanctuary Employer.**

**46-7.1.** In the spirit of Plyler v. Doe, 457 U.S. 202 (1982), the BOARD has consistently afforded students access to a high quality public education at CPS regardless of their immigration status and is committed to continue this practice.

**46-7.2.** CPS is an Immigration and Customs Enforcement ("ICE") designated "sensitive location" in which ICE enforcement activities would pose a severe dis-

ruption to the learning environment and educational setting for students and their families.

**46-7.3.** The BOARD and UNION jointly declare that the buildings and grounds of CPS Schools are sanctuary spaces for all students, parents, administrators, bargaining unit members, and community members at the school for school-related business and jointly commit to defend the right to a free and safe learning environment to the extent permitted by law.

**46-7.4.** School personnel shall not inquire about or record a student's or a family member's immigration status, nor shall the Board collect or retain information regarding the immigration status of any CPS students or their families. Except by a court order, CPS shall not disclose to ICE any information regarding the immigration status of any CPS student. CPS will not disclose to anyone other than ICE any immigration information pertaining to any CPS student except pursuant to the Family Educational Rights and Privacy Act. The BOARD recognizes the trust families place in them and shall not voluntarily divulge information to immigration agents to the fullest extent possible under the law.

**46-7.5.** Upon request by ICE agents to enter CPS school grounds or to obtain or review CPS records, CPS administration shall verify the immigration agent's credentials, ask the agent why the agent is requesting access, and require a criminal judicial warrant signed by a federal judge. CPS shall not admit ICE agents based upon an administrative warrant, ICE detainer, or other document issued by an agency enforcing civil immigration law.

**46-7.6.** In the interest of ensuring the success of the commitments made in this article, the BOARD and the UNION shall meet to develop a training program for staff on how to appropriately respond to ICE agents should they request entrance to the school facilities or grounds as well as proactive steps to aid students and families in obtaining legal or other assistance with immigration enforcement actions. The BOARD and

UNION shall also discuss matters pertaining to the issues of Sanctuary employers and schools as requested.

**46-7.7.** CPS Employees shall not face any BOARD discipline for following the policies contained in this Article.

**46-7.8.** The provisions contained within this article shall in no way prohibit the BOARD from honoring and complying with a duly authorized warrant and in no way shall obligate the Employer or any of its agents to violate any State or Federal statutes.

## **46-8. Sanctuary Employer.**

**46-8.1.** On September 5, 2017, the Department of Homeland Security announced the end to the Deferred Action for Childhood Arrivals (“DACA”) policy. The DACA policy protected eligible immigrant youth from deportation and provided work authorization documents to nearly 800,000 young people who came to the United States as children. The BOARD and the UNION recognize that the young people who have received DACA benefits are a valued and important part of our community. Because the termination of the DACA policy may affect the work authorization of employees of the BOARD, the BOARD and the UNION agree to the following:

**46-8.2.** The BOARD shall not inquire about or demand proof of immigration or citizenship status, except as required by law.

**46-8.3.** Effective for SY 2019-20, the Board shall, in consultation with the UNION, develop appropriate guidance and resources of up to \$200,000 per school year, to assist employees in planning for and navigating immigration issues.

**46-8.4.** Upon written request, an employee shall be released for up to ten (10) unpaid working days one time during their employment in order to attend to immigration or citizenship status matters. The days need not be taken consecutively. The Employer may request verification of such absences and/or appropriate certified documentation.

**46-8.5.** In the event that the BOARD is no longer permitted to employ an affected employee, the BOARD agrees to convert the affected employee's termination to an unpaid leave of absence upon the employee's return to work, provided the return to work takes place within two (2) calendar years for tenured teachers or within one (1) calendar year for all other employees. Specifically, upon the employee providing proper work authorization within the appropriate time frame, the BOARD agrees to reinstate the affected employee to the employee's former position, if available, without loss of prior seniority. If the former position is not available, the BOARD agrees to reinstate the employee to substantially similar employment for which the employee is qualified, including the Reassigned Teacher Pool, at a salary no less than their pay prior to their separation. While separated, the employee shall earn no credit toward step advancement.

**46-8.6.** Within thirty (30) days of the signing of this Agreement, the BOARD and the UNION shall send the following:

- a. A joint letter to educators and support staff with immigration or citizenship status resources, such as the immigrant and refugee children guide for educators and support staff.
- b. A joint letter to students and their families with immigration or citizenship status resources.

## **ARTICLE 47 CONFORMITY**

**47-1. No Strike or Lockout.** During the term of this Agreement, the UNION agrees not to strike nor to picket in any manner which would tend to disrupt the operation of any public school in the city of Chicago or of the administrative offices or any other facility of the BOARD. During the term of this Agreement, the BOARD agrees not to engage in any lockout.



**47-2. Amendatory Acts.** The inclusion in this Agreement of any provision that is a permissive subject of bargaining or a provision which was otherwise affected by virtue of the 2003 and 2011 Amendatory Acts to 115 ILCS 5/4.5 of the Illinois Educational Labor Relations Act shall not be deemed in any way as a waiver, concession or compromise of the BOARD's or the Union's rights under said Acts. Notwithstanding the foregoing, the parties shall abide by all the terms of this Agreement.

## **ARTICLE 48 REPRESENTATION**

**48-1. Recognition.** Recognition by the BOARD of the UNION as the sole and exclusive bargaining agent shall continue provided, however, that should any other employee organization seek to represent employees in the bargaining unit, as defined in Article 1-1, such request shall be dealt with and governed pursuant to the provisions of the Illinois Educational Labor Relations Act.

**48-2. Management Rights.** The BOARD shall not be required to bargain over matters of inherent managerial policy within the meaning of the Illinois Educational Labor Relations Act or Illinois School Code, which shall include such areas of discretion or policy as the functions of the BOARD, standards of services, its overall budget, the organizational structure and selection of new employees and direction of employees; provided, that in order to preserve the rights of the parties predating this Agreement, the BOARD shall be required to bargain collectively with regard to any matter concerning wages, hours or conditions of employment about which they have bargained for and agreed to in a collective bargaining agreement prior to the date of this Agreement; provided further, that nothing herein shall affect the rights of the UNION or any employee under Article 3. The BOARD, however, shall be required to bargain collectively with the UNION with regard to policy matters directly affecting wages, hours and terms and conditions of employment as well as the impact thereon upon request by the UNION.

## ARTICLE 49

# STAFFING

**49-1.** The BOARD agrees to recruit and hire qualified candidates for positions described in this Article. Provided that there are a sufficient number of qualified candidates, CPS agrees to the following minimum staffing:

**49-2. School Social Workers.** Inclusive of the 35 school social worker positions added in fiscal year 2020, the BOARD agrees to the following staffing:

- By July 30, 2020: 79 school social worker positions above the number of school social worker positions as of July 1, 2019
- By July 30, 2021: 123 school social worker positions above the number of school social worker positions as of July 1, 2019
- By July 30, 2022: 166 school social worker positions above the number of school social worker positions as of July 1, 2019
- By July 30, 2023: 209 school social worker positions above the number of school social worker positions as of July 1, 2019
- By no later than July 30, 2023, the BOARD will assign at least one full-time school social worker to each school in the District.

**49-3. School Nurses.** Inclusive of the 30 nurse positions added in fiscal year 2020, the BOARD agrees to the following staffing:

- By July 30, 2020: 85 nursing positions above the number of nurse positions as of July 1, 2019
- By July 30, 2021: 140 nursing positions above the number of nurse positions as of July 1, 2019
- By July 30, 2022: 195 nursing positions above the number of nurse positions as of July 1, 2019
- By July 30, 2023: 250 nursing positions above the number of nurse positions as of July 1, 2019
- By no later than July 30, 2023, the BOARD will assign at least one full-time nurse to each school in the District.

**49-4. Case Managers.** In addition to the 30 case manager positions added in fiscal year 2020, the BOARD agrees to the following staffing by July 30, 2023:

- .5 Case Manager position for 50-104 students with IEPs
- 1.0 Case Manager position for 105-174 students with IEPs
- 1.5 Case Manager positions for 175-239 students with IEPs
- 2.0 Case Manager positions for 240-299 students with IEPs
- 2.5 Case Manager positions for 300+ students with IEPs

### **Case Manager Allocation Formula MOU**

For the purposes of Case Manager allocation, the BOARD and the UNION agree that every ten (10) 504 plans shall be considered equivalent to one (1) IEP. The Case Manager allocation formula is based on the number of students with an IEP. Included in the allocation are pre-K IEPs (not speech only). For speech-only IEPs, ten (10) speech-only IEPs shall be equivalent to one (1) IEP in the above allocations.

In the 2019-2020 school year, the BOARD shall not reduce the total number of case managers employed at any school as of October 1, 2019.

**49-5. School Psychologists.** The BOARD shall reduce the school psychologist-to-student ratio over the term of this Agreement, and shall in no event reduce the current staffing levels of school psychologists.

**49-6. Occupational Therapists.** The BOARD shall reduce the occupational therapist-to-student ratio over the term of this Agreement, and shall in no event reduce the current staffing levels of occupational therapists.

**49-7. Physical Therapists.** The BOARD shall reduce the physical therapist-to-student ratio over the term of this Agreement, and shall in no event reduce the current staffing levels of physical therapists.

**49-8. Speech Language Pathologists.** The BOARD shall reduce the speech language pathologists-to-stu-

dent ratio over the term of this Agreement, and shall in no event reduce the current staffing levels of speech language pathologists.

**49-9. Audiologists.** The BOARD shall reduce the audiologist-to-student ratio over the term of this Agreement, and shall in no event reduce the current staffing levels of audiologists.

**49-10. Joint Staffing Committee on Equity.** The BOARD and the UNION shall staff a 10-member Joint Staffing Committee. The BOARD shall appoint five members, one of whom must be an educator, and the UNION shall appoint five members, one of whom must be an educator. The Joint Staffing Committee shall fulfill the following responsibilities:

**A. Develop criteria to determine the highest need schools**

1. The Committee shall develop criteria by which to determine the 120 district-run schools that have the highest need for additional staffing. The Committee shall use an equity lens to determine the criteria, including reviewing data related to rates of poverty, special education students, English Learners, existing staffing levels, and other metrics agreed to by the Committee.

2. The Committee shall begin its work no later than the beginning of the second semester of the 2019-20 school year and shall complete its work no later than the end of the third quarter of the same school year.

**B. Phase-in allocations of full-time positions to each of the highest need schools**

1. Beginning in the 2020-21 school year, the Committee will phase in one centrally-funded full-time position for each identified school at the following levels:

- 30 schools at the start of the 2020-21 school year
- 30 schools at the start of the 2021-22 school year
- 30 schools at the start of the 2022-23 school year
- 30 schools at the start of the 2023-24 school year

2. The Committee has authority to enforce these staffing provisions above.

3. The principal in collaboration with the school community, through the development of the Continuous Improvement Work Plan (CIWP), shall determine how the position is defined, provided the position advances social emotional learning and trauma-informed practices, restorative justice, counseling and advising, or instruction (including library). Examples of appropriate positions include librarians, restorative justice coordinators, school counselors, or other positions as determined by the principal and LSC.

4. Positions allocated by the Committee will be provided for in the school's budget must be used to supplement and not supplant its current staffing, and shall remain for the duration of this Agreement.

5. As an alternative to allocating one full-time position, at the request of the principal and Local School Council (LSC), the Committee can approve the allocation of an equivalent amount of funding to advance social emotional learning and trauma-informed practices, restorative justice, counseling and advising, or instruction (including library).

6. The Committee will provide oversight of schools' implementation of positions allocated by the Committee and monitor timelines for position posting and hiring.

### C. Oversight of staffing level increases

1. The Committee shall provide oversight of the posting and hiring to reach staffing targets for School Social Workers, Nurses, and Case Managers in this Agreement, including but not limited to making recommendations on pipeline strategies that may increase hiring.

2. The Committee has sole authority to enforce the staffing provisions above, and the staffing pro-

visions above are not subject to the grievance and arbitration procedure in Article 3, except that disputes over the compliance with the process set forth in this Article with respect to the Committee, and enforcement of Committee decisions, are subject to expedited grievance and arbitration in Article 3-8.3.

**49-11. Preschool.** All Blended Preschool Classrooms (half and full day) shall use the existing special education position appeal process to request additional SECA positions based on needs.

## **ARTICLE 50 CONCLUSION**

**50-1. Duration.** This Agreement shall commence on July 1, 2019 and expire on June 30, 2024.

**50-2. Amendments or Modifications.** In the event either party wishes to modify or amend this Agreement, written notice thereof shall be given to the other party at least twenty days prior to the consideration of said modification or amendment and, if said modification or amendment is thereafter mutually agreed upon, this Agreement will be so amended.

**50-3. Complete Agreement.** Neither the BOARD and its representatives nor the UNION and the members of the bargaining unit shall take any action violative of or inconsistent with any provision of this Agreement. The parties agree that, if either has made a proposal not included herein, such proposal has been withdrawn in consideration of the making of this Agreement.

**IN WITNESS HEREOF**, the parties have caused this Agreement to be signed and sealed by their presidents and attested by their secretaries.

**BOARD OF EDUCATION OF THE CITY OF CHICAGO,**

A body politic and corporate,

By: Miguel Del Valle, President

Attest: Estela Beltran, Secretary

**CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN  
FEDERATION OF TEACHERS, AFL-CIO**

By: Jesse Sharkey, President

Attest: Christel Williams-Hayes, Recording Secretary

Board Report Number: 19-1120-EX3

November 20, 2019

# APPENDIX A

## SALARY SCHEDULES AND OTHER COMPENSATION

### Part 1: Salary Schedules

#### Understanding teacher salary tables

**For teachers hired before 1/1/17**, the “Total Comp” column in your salary table equals the sum of the “Salary” column and the pension pick-up (Article 36-4.1), which is 7% of “Salary”.

**For teachers hired on or after 1/1/17**, the “Total Comp” column in your salary table equals the sum of the “Salary” column and an amount of added salary equal to the pension pickup (Article 36-4.1), which is 7% of “Salary”.

The “Salary” column in your salary table equals the sum of the “Base Salary” column plus your step adjustment as given in the table on the following page.

#### Bi-weekly pay calculation

This section is designed to help you calculate your gross pay (pay before taxes, insurance and other deductions) for a typical 10-day pay period.

**For Teachers hired before 1/1/17**, divide “Salary” by number of days in annual schedule, and multiply by 10—or the number of days in the pay period.

**For Teachers hired after 1/1/17**, divide “Total Comp” by number of days in annual schedule, and multiply by 10—or the number of days in the pay period.

#### Steps and year of creditable service

The following table displays the year of creditable service associated with the step and the amount of step adjustment for each step.

#### For more help

For additional contract-related resources, go to [www.ctulocal1.org/contract](http://www.ctulocal1.org/contract).



Year of Creditable Service	Step	208 Day	228 Day	248 Day	52 Week
1	1				
2	2	935	1,021	1,108	1,130
3	3	1,122	1,226	1,330	1,355
4	4	1,215	1,328	1,441	1,468
5	5	1,963	2,145	2,327	2,372
6	6	2,430	2,656	2,882	2,937
7	7	2,570	2,809	3,048	3,106
8	8	2,570	2,809	3,048	3,106
9	9	2,570	2,809	3,048	3,106
10	10	2,430	2,656	2,881	2,937
11	11	2,243	2,451	2,660	2,711
12	12	1,869	2,043	2,217	2,259
13	13	1,589	1,736	1,884	1,920
14	14a	1,355	1,481	1,607	1,638
15	14b				
16	14c				
17	15a*	970	1,060	1,150	1,172
18	15b				
19	15c				
20	16a*	1,262	1,377	1,493	1,521
21	16b				
22	16c				
23	17a*	550	601	652	665
24	17b				
25	18a*	1,262	1,376	1,490	1,518
26	18b				
27	18c				
28	18d				
29	18e				
30	18f	A pensionable longevity payment of \$2,100 will be made to teachers who remain employed with CPS through the conclusion of the school year in which they reach the 5-year anniversary of their entry into Step 18a, corresponding with their 30th year of service eligible for step credit.			

\* These steps were modified as per the longevity pay agreement, see Appendix A 1P.

## 1A. 208-Day Schedule / 2019-20 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	54,547	54,547	58,365	58,325	58,325	62,408
2	54,547	55,482	59,365	58,325	59,260	63,408
3	55,509	56,631	60,596	59,288	60,410	64,639
4	56,689	57,904	61,957	60,468	61,683	66,000
5	57,989	59,952	64,148	61,767	63,730	68,191
6	60,065	62,495	66,870	63,843	66,273	70,913
7	62,644	65,214	69,779	66,422	68,992	73,822
8	65,415	67,985	72,744	69,193	71,763	76,787
9	68,224	70,794	75,750	72,002	74,572	79,793
10	72,830	75,260	80,528	76,608	79,038	84,570
11	77,336	79,579	85,149	81,112	83,355	89,190
12	81,330	83,199	89,023	85,109	86,978	93,066
13	84,107	85,696	91,694	87,885	89,474	95,737
14a	86,064	87,419	93,538	89,841	91,196	97,580
14b	87,419	87,419	93,538	91,196	91,196	97,580
14c	87,419	87,419	93,538	91,196	91,196	97,580
15a	87,419	88,389	94,576	91,196	92,166	98,618
15b	88,389	88,389	94,576	92,166	92,166	98,618
15c	88,389	88,389	94,576	92,166	92,166	98,618
16a	88,984	90,246	96,563	92,762	94,024	100,606
16b	91,079	91,079	97,454	94,970	94,970	101,618
16c	91,111	91,111	97,489	95,003	95,003	101,653
17a	91,139	91,689	98,107	95,029	95,579	102,270
17b	91,689	91,689	98,107	95,579	95,579	102,270
18a	91,689	92,951	99,457	95,579	96,841	103,620
18b	92,951	92,951	99,457	96,841	96,841	103,620
18c	92,951	92,951	99,457	96,841	96,841	103,620
18d	92,951	92,951	99,457	96,841	96,841	103,620
18e	92,951	92,951	99,457	96,841	96,841	103,620
18f	92,951	92,951	99,457	96,841	96,841	103,620

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1A. 208-Day Schedule / 2019-20 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	60,214	60,214	64,429	62,102	62,102	66,450
2	60,214	61,149	65,429	62,102	63,037	67,450
3	61,177	62,299	66,660	63,065	64,187	68,681
4	62,356	63,571	68,021	64,245	65,460	70,042
5	63,656	65,619	70,212	65,546	67,509	72,234
6	65,732	68,162	72,934	67,621	70,051	74,954
7	68,311	70,881	75,843	70,201	72,771	77,865
8	71,082	73,652	78,808	72,972	75,542	80,830
9	73,891	76,461	81,814	75,780	78,350	83,834
10	78,497	80,927	86,592	80,385	82,815	88,612
11	83,001	85,244	91,211	84,890	87,133	93,233
12	86,996	88,865	95,086	88,886	90,755	97,108
13	89,775	91,364	97,760	91,664	93,253	99,781
14a	91,730	93,085	99,601	93,618	94,973	101,621
14b	93,085	93,085	99,601	94,973	94,973	101,621
14c	93,085	93,085	99,601	94,973	94,973	101,621
15a	93,085	94,055	100,639	94,973	95,943	102,659
15b	94,055	94,055	100,639	95,943	95,943	102,659
15c	94,055	94,055	100,639	95,943	95,943	102,659
16a	94,651	95,913	102,627	96,541	97,803	104,649
16b	96,915	96,915	103,699	98,861	98,861	105,781
16c	96,947	96,947	103,734	98,893	98,893	105,816
17a	96,974	97,524	104,350	98,920	99,470	106,432
17b	97,524	97,524	104,350	99,470	99,470	106,432
18a	97,524	98,786	105,701	99,470	100,732	107,783
18b	98,786	98,786	105,701	100,732	100,732	107,783
18c	98,786	98,786	105,701	100,732	100,732	107,783
18d	98,786	98,786	105,701	100,732	100,732	107,783
18e	98,786	98,786	105,701	100,732	100,732	107,783
18f	98,786	98,786	105,701	100,732	100,732	107,783

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1A. 208-Day Schedule / 2019-20 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	63,992	63,992	68,472	65,882	65,882	70,494
2	63,992	64,927	69,472	65,882	66,817	71,494
3	64,955	66,077	70,703	66,845	67,967	72,725
4	66,135	67,350	72,064	68,025	69,240	74,087
5	67,434	69,397	74,255	69,324	71,287	76,277
6	69,511	71,941	76,977	71,401	73,831	78,999
7	72,089	74,659	79,886	73,979	76,549	81,908
8	74,860	77,430	82,851	76,750	79,320	84,873
9	77,670	80,240	85,857	79,560	82,130	87,879
10	82,274	84,704	90,633	84,164	86,594	92,655
11	86,779	89,022	95,254	88,670	90,913	97,277
12	90,776	92,645	99,130	92,663	94,532	101,150
13	93,554	95,143	101,803	95,441	97,030	103,822
14a	95,508	96,863	103,643	97,398	98,753	105,666
14b	96,863	96,863	103,643	98,753	98,753	105,666
14c	96,863	96,863	103,643	98,753	98,753	105,666
15a	96,863	97,833	104,681	98,753	99,723	106,704
15b	97,833	97,833	104,681	99,723	99,723	106,704
15c	97,833	97,833	104,681	99,723	99,723	106,704
16a	98,430	99,692	106,670	100,318	101,580	108,691
16b	100,805	100,805	107,862	102,751	102,751	109,944
16c	100,838	100,838	107,896	102,784	102,784	109,978
17a	100,864	101,414	108,513	102,810	103,360	110,595
17b	101,414	101,414	108,513	103,360	103,360	110,595
18a	101,414	102,676	109,864	103,360	104,622	111,946
18b	102,676	102,676	109,864	104,622	104,622	111,946
18c	102,676	102,676	109,864	104,622	104,622	111,946
18d	102,676	102,676	109,864	104,622	104,622	111,946
18e	102,676	102,676	109,864	104,622	104,622	111,946
18f	102,676	102,676	109,864	104,622	104,622	111,946

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

**1A. 208-Day Schedule / 2020-21 School Year**

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	56,183	56,183	60,116	60,075	60,075	64,280
2	56,183	57,118	61,116	60,075	61,010	65,280
3	57,146	58,268	62,347	61,038	62,160	66,511
4	58,330	59,545	63,714	62,222	63,437	67,878
5	59,641	61,604	65,917	63,533	65,496	70,081
6	61,750	64,180	68,673	65,642	68,072	72,837
7	64,370	66,940	71,626	68,262	70,832	75,790
8	67,170	69,740	74,622	71,062	73,632	78,786
9	70,024	72,594	77,676	73,916	76,486	81,840
10	72,918	75,348	80,622	76,810	79,240	84,786
11	77,518	79,761	85,344	81,409	83,652	89,507
12	81,966	83,835	89,703	85,856	87,725	93,865
13	85,695	87,284	93,394	89,587	91,176	97,558
14a	88,267	89,622	95,895	92,159	93,514	100,059
14b	90,042	90,042	96,344	93,932	93,932	100,508
14c	90,042	90,042	96,344	93,932	93,932	100,508
15a	90,042	91,012	97,382	93,932	94,902	101,545
15b	91,041	91,041	97,413	94,931	94,931	101,577
15c	91,041	91,041	97,413	94,931	94,931	101,577
16a	91,041	92,303	98,764	94,931	96,193	102,927
16b	92,953	92,953	99,460	96,845	96,845	103,624
16c	93,811	93,811	100,378	97,819	97,819	104,667
17a	93,845	94,395	101,002	97,853	98,403	105,291
17b	94,439	94,439	101,050	98,446	98,446	105,338
18a	94,439	95,701	102,400	98,446	99,708	106,688
18b	95,739	95,739	102,441	99,746	99,746	106,729
18c	95,739	95,739	102,441	99,746	99,746	106,729
18d	95,739	95,739	102,441	99,746	99,746	106,729
18e	95,739	95,739	102,441	99,746	99,746	106,729
18f	95,739	95,739	102,441	99,746	99,746	106,729

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1A. 208-Day Schedule / 2020-21 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	62,020	62,020	66,362	63,965	63,965	68,443
2	62,020	62,955	67,362	63,965	64,900	69,443
3	62,983	64,105	68,593	64,929	66,051	70,674
4	64,168	65,383	69,959	66,113	67,328	72,041
5	65,479	67,442	72,162	67,424	69,387	74,244
6	67,587	70,017	74,919	69,534	71,964	77,001
7	70,207	72,777	77,871	72,152	74,722	79,953
8	73,007	75,577	80,868	74,954	77,524	82,951
9	75,861	78,431	83,922	77,808	80,378	86,004
10	78,755	81,185	86,868	80,700	83,130	88,950
11	83,355	85,598	91,590	85,300	87,543	93,671
12	87,801	89,670	95,947	89,747	91,616	98,030
13	91,531	93,120	99,639	93,478	95,067	101,721
14a	94,105	95,460	102,142	96,050	97,405	104,224
14b	95,878	95,878	102,589	97,822	97,822	104,670
14c	95,878	95,878	102,589	97,822	97,822	104,670
15a	95,878	96,848	103,627	97,822	98,792	105,707
15b	96,877	96,877	103,658	98,821	98,821	105,739
15c	96,877	96,877	103,658	98,821	98,821	105,739
16a	96,877	98,139	105,009	98,821	100,083	107,089
16b	98,791	98,791	105,706	100,737	100,737	107,789
16c	99,822	99,822	106,810	101,826	101,826	108,954
17a	99,856	100,406	107,434	101,860	102,410	109,579
17b	100,450	100,450	107,481	102,454	102,454	109,625
18a	100,450	101,712	108,831	102,454	103,716	110,976
18b	101,749	101,749	108,872	103,753	103,753	111,016
18c	101,749	101,749	108,872	103,753	103,753	111,016
18d	101,749	101,749	108,872	103,753	103,753	111,016
18e	101,749	101,749	108,872	103,753	103,753	111,016
18f	101,749	101,749	108,872	103,753	103,753	111,016

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1A. 208-Day Schedule / 2020-21 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	65,912	65,912	70,526	67,858	67,858	72,609
2	65,912	66,847	71,526	67,858	68,793	73,609
3	66,875	67,997	72,757	68,821	69,943	74,840
4	68,060	69,275	74,124	70,006	71,221	76,206
5	69,370	71,333	76,327	71,317	73,280	78,410
6	71,479	73,909	79,083	73,426	75,856	81,166
7	74,099	76,669	82,036	76,045	78,615	84,118
8	76,899	79,469	85,032	78,846	81,416	87,115
9	79,753	82,323	88,086	81,700	84,270	90,169
10	82,647	85,077	91,032	84,593	87,023	93,115
11	87,245	89,488	95,752	89,191	91,434	97,835
12	91,693	93,562	100,111	93,640	95,509	102,195
13	95,424	97,013	103,804	97,368	98,957	105,884
14a	97,997	99,352	106,307	99,941	101,296	108,387
14b	99,769	99,769	106,752	101,716	101,716	108,836
14c	99,769	99,769	106,752	101,716	101,716	108,836
15a	99,769	100,739	107,790	101,716	102,686	109,874
15b	100,768	100,768	107,821	102,715	102,715	109,905
15c	100,768	100,768	107,821	102,715	102,715	109,905
16a	100,768	102,030	109,172	102,715	103,977	111,256
16b	102,682	102,682	109,870	104,628	104,628	111,952
16c	103,830	103,830	111,098	105,834	105,834	113,242
17a	103,863	104,413	111,722	105,867	106,417	113,866
17b	104,457	104,457	111,769	106,461	106,461	113,913
18a	104,457	105,719	113,119	106,461	107,723	115,263
18b	105,757	105,757	113,159	107,761	107,761	115,304
18c	105,757	105,757	113,159	107,761	107,761	115,304
18d	105,757	105,757	113,159	107,761	107,761	115,304
18e	105,757	105,757	113,159	107,761	107,761	115,304
18f	105,757	105,757	113,159	107,761	107,761	115,304

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1A. 208-Day Schedule / 2021-22 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	57,869	57,869	61,919	61,877	61,877	66,208
2	57,869	58,804	62,920	61,877	62,812	67,209
3	58,832	59,954	64,150	62,840	63,962	68,439
4	60,016	61,231	65,517	64,024	65,239	69,806
5	61,332	63,295	67,725	65,340	67,303	72,015
6	63,452	65,882	70,494	67,461	69,891	74,783
7	66,105	68,675	73,483	70,114	72,684	77,772
8	68,948	71,518	76,524	72,957	75,527	80,813
9	71,832	74,402	79,610	75,841	78,411	83,900
10	74,772	77,202	82,606	78,781	81,211	86,895
11	77,608	79,851	85,441	81,617	83,860	89,730
12	82,154	84,023	89,904	86,161	88,030	94,192
13	86,350	87,939	94,095	90,356	91,945	98,381
14a	89,902	91,257	97,646	93,911	95,266	101,935
14b	92,310	92,310	98,772	96,319	96,319	103,061
14c	92,743	92,743	99,235	96,750	96,750	103,523
15a	92,743	93,713	100,273	96,750	97,720	104,561
15b	93,742	93,742	100,304	97,749	97,749	104,592
15c	93,772	93,772	100,336	97,779	97,779	104,624
16a	93,772	95,034	101,686	97,779	99,041	105,974
16b	95,072	95,072	101,727	99,079	99,079	106,015
16c	95,742	95,742	102,444	99,751	99,751	106,733
17a	96,625	97,175	103,978	100,754	101,304	108,395
17b	97,226	97,226	104,032	101,355	101,355	108,450
18a	97,273	98,535	105,432	101,400	102,662	109,848
18b	98,572	98,572	105,472	102,700	102,700	109,889
18c	98,611	98,611	105,514	102,739	102,739	109,930
18d	98,611	98,611	105,514	102,739	102,739	109,930
18e	98,611	98,611	105,514	102,739	102,739	109,930
18f	98,611	98,611	105,514	102,739	102,739	109,930

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.



## 1A. 208-Day Schedule / 2021-22 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	63,881	63,881	68,352	65,884	65,884	70,496
2	63,881	64,816	69,353	65,884	66,819	71,497
3	64,844	65,966	70,583	66,847	67,969	72,727
4	66,028	67,243	71,950	68,032	69,247	74,094
5	67,344	69,307	74,159	69,348	71,311	76,303
6	69,465	71,895	76,927	71,469	73,899	79,071
7	72,118	74,688	79,916	74,123	76,693	82,061
8	74,960	77,530	82,957	76,964	79,534	85,102
9	77,845	80,415	86,044	79,850	82,420	88,189
10	80,784	83,214	89,039	82,789	85,219	91,185
11	83,621	85,864	91,874	85,624	87,867	94,018
12	88,166	90,035	96,338	90,169	92,038	98,481
13	92,360	93,949	100,526	94,365	95,954	102,671
14a	95,914	97,269	104,078	97,919	99,274	106,223
14b	98,324	98,324	105,206	100,328	100,328	107,350
14c	98,754	98,754	105,667	100,757	100,757	107,810
15a	98,754	99,724	106,705	100,757	101,727	108,848
15b	99,753	99,753	106,736	101,756	101,756	108,879
15c	99,783	99,783	106,768	101,786	101,786	108,911
16a	99,783	101,045	108,118	101,786	103,048	110,261
16b	101,083	101,083	108,159	103,086	103,086	110,302
16c	101,754	101,754	108,877	103,759	103,759	111,022
17a	102,817	103,367	110,603	104,881	105,431	112,811
17b	103,418	103,418	110,657	105,482	105,482	112,866
18a	103,463	104,725	112,056	105,527	106,789	114,264
18b	104,763	104,763	112,096	106,827	106,827	114,305
18c	104,802	104,802	112,138	106,866	106,866	114,347
18d	104,802	104,802	112,138	106,866	106,866	114,347
18e	104,802	104,802	112,138	106,866	106,866	114,347
18f	104,802	104,802	112,138	106,866	106,866	114,347

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1A. 208-Day Schedule / 2021-22 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	67,889	67,889	72,642	69,894	69,894	74,787
2	67,889	68,824	73,642	69,894	70,829	75,787
3	68,852	69,974	74,873	70,857	71,979	77,018
4	70,037	71,252	76,240	72,042	73,257	78,385
5	71,353	73,316	78,448	73,358	75,321	80,593
6	73,473	75,903	81,217	75,478	77,908	83,362
7	76,127	78,697	84,205	78,131	80,701	86,350
8	78,969	81,539	87,247	80,974	83,544	89,392
9	81,853	84,423	90,333	83,858	86,428	92,478
10	84,793	87,223	93,329	86,798	89,228	95,474
11	87,629	89,872	96,163	89,634	91,877	98,309
12	92,173	94,042	100,625	94,178	96,047	102,770
13	96,369	97,958	104,815	98,375	99,964	106,961
14a	99,924	101,279	108,368	101,926	103,281	110,511
14b	102,332	102,332	109,496	104,335	104,335	111,639
14c	102,762	102,762	109,955	104,768	104,768	112,101
15a	102,762	103,732	110,993	104,768	105,738	113,139
15b	103,761	103,761	111,024	105,767	105,767	113,170
15c	103,791	103,791	111,056	105,797	105,797	113,202
16a	103,791	105,053	112,406	105,797	107,059	114,553
16b	105,090	105,090	112,447	107,096	107,096	114,593
16c	105,763	105,763	113,166	107,767	107,767	115,310
17a	106,944	107,494	115,019	109,009	109,559	117,228
17b	107,545	107,545	115,074	109,610	109,610	117,282
18a	107,590	108,852	116,472	109,655	110,917	118,681
18b	108,890	108,890	116,513	110,954	110,954	118,721
18c	108,929	108,929	116,554	110,993	110,993	118,763
18d	108,929	108,929	116,554	110,993	110,993	118,763
18e	108,929	108,929	116,554	110,993	110,993	118,763
18f	108,929	108,929	116,554	110,993	110,993	118,763

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1A. 208-Day Schedule / 2022-23 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	59,894	59,894	64,087	64,042	64,042	68,525
2	59,894	60,829	65,087	64,042	64,977	69,526
3	60,862	61,984	66,323	65,010	66,132	70,761
4	62,052	63,267	67,696	66,200	67,415	72,135
5	63,374	65,337	69,911	67,523	69,486	74,350
6	65,510	67,940	72,696	69,659	72,089	77,135
7	68,188	70,758	75,711	72,337	74,907	80,151
8	71,079	73,649	78,805	75,228	77,798	83,244
9	74,021	76,591	81,952	78,170	80,740	86,392
10	77,006	79,436	84,997	81,155	83,585	89,436
11	79,904	82,147	87,897	84,053	86,296	92,337
12	82,646	84,515	90,431	86,795	88,664	94,870
13	86,964	88,553	94,751	91,111	92,700	99,189
14a	91,017	92,372	98,838	95,163	96,518	103,275
14b	94,452	94,452	101,063	98,600	98,600	105,502
14c	95,541	95,541	102,229	99,690	99,690	106,668
15a	95,989	96,959	103,746	100,137	101,107	108,184
15b	96,993	96,993	103,782	101,140	101,140	108,220
15c	97,023	97,023	103,814	101,171	101,171	108,253
16a	97,054	98,316	105,198	101,202	102,464	109,636
16b	98,360	98,360	105,245	102,508	102,508	109,683
16c	98,399	98,399	105,287	102,547	102,547	109,725
17a	99,093	99,643	106,618	103,242	103,792	111,057
17b	100,577	100,577	107,617	104,850	104,850	112,189
18a	100,629	101,891	109,024	104,902	106,164	113,596
18b	101,983	101,983	109,122	106,255	106,255	113,693
18c	102,022	102,022	109,164	106,294	106,294	113,735
18d	102,063	102,063	109,207	106,335	106,335	113,778
18e	102,063	102,063	109,207	106,335	106,335	113,778
18f	102,063	102,063	109,207	106,335	106,335	113,778

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1A. 208-Day Schedule / 2022-23 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	66,117	66,117	70,745	68,190	68,190	72,964
2	66,117	67,052	71,745	68,190	69,125	73,964
3	67,084	68,206	72,981	69,158	70,280	75,200
4	68,275	69,490	74,354	70,348	71,563	76,573
5	69,597	71,560	76,569	71,671	73,634	78,788
6	71,733	74,163	79,354	73,807	76,237	81,573
7	74,411	76,981	82,370	76,485	79,055	84,589
8	77,302	79,872	85,463	79,377	81,947	87,683
9	80,244	82,814	88,611	82,318	84,888	90,830
10	83,229	85,659	91,655	85,304	87,734	93,876
11	86,127	88,370	94,556	88,202	90,445	96,776
12	88,869	90,738	97,089	90,943	92,812	99,309
13	93,186	94,775	101,410	95,259	96,848	103,628
14a	97,237	98,592	105,494	99,312	100,667	107,714
14b	100,673	100,673	107,720	102,748	102,748	109,941
14c	101,765	101,765	108,889	103,839	103,839	111,108
15a	102,210	103,180	110,403	104,283	105,253	112,621
15b	103,214	103,214	110,439	105,287	105,287	112,657
15c	103,244	103,244	110,472	105,317	105,317	112,689
16a	103,276	104,538	111,855	105,348	106,610	114,073
16b	104,582	104,582	111,902	106,654	106,654	114,120
16c	104,621	104,621	111,944	106,694	106,694	114,162
17a	105,316	105,866	113,276	107,391	107,941	115,497
17b	106,985	106,985	114,474	109,121	109,121	116,760
18a	107,038	108,300	115,881	109,174	110,436	118,167
18b	108,390	108,390	115,978	110,527	110,527	118,264
18c	108,430	108,430	116,020	110,566	110,566	118,306
18d	108,470	108,470	116,063	110,606	110,606	118,349
18e	108,470	108,470	116,063	110,606	110,606	118,349
18f	108,470	108,470	116,063	110,606	110,606	118,349

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1A. 208-Day Schedule / 2022-23 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	70,265	70,265	75,184	72,340	72,340	77,404
2	70,265	71,200	76,184	72,340	73,275	78,405
3	71,233	72,355	77,420	73,308	74,430	79,640
4	72,423	73,638	78,793	74,499	75,714	81,013
5	73,746	75,709	81,008	75,821	77,784	83,229
6	75,882	78,312	83,794	77,957	80,387	86,014
7	78,560	81,130	86,809	80,635	83,205	89,029
8	81,451	84,021	89,902	83,526	86,096	92,123
9	84,393	86,963	93,050	86,468	89,038	95,271
10	87,378	89,808	96,095	89,453	91,883	98,315
11	90,276	92,519	98,995	92,351	94,594	101,215
12	93,018	94,887	101,529	95,093	96,962	103,749
13	97,333	98,922	105,847	99,408	100,997	108,067
14a	101,386	102,741	109,933	103,462	104,817	112,155
14b	104,823	104,823	112,161	106,896	106,896	114,379
14c	105,914	105,914	113,328	107,987	107,987	115,546
15a	106,358	107,328	114,841	108,434	109,404	117,063
15b	107,362	107,362	114,878	109,438	109,438	117,099
15c	107,392	107,392	114,910	109,468	109,468	117,131
16a	107,423	108,685	116,293	109,500	110,762	118,515
16b	108,729	108,729	116,341	110,806	110,806	118,562
16c	108,769	108,769	116,382	110,845	110,845	118,604
17a	109,465	110,015	117,716	111,539	112,089	119,935
17b	111,257	111,257	119,045	113,393	113,393	121,331
18a	111,309	112,571	120,451	113,446	114,708	122,738
18b	112,662	112,662	120,549	114,799	114,799	122,835
18c	112,701	112,701	120,590	114,838	114,838	122,877
18d	112,742	112,742	120,634	114,878	114,878	122,920
18e	112,742	112,742	120,634	114,878	114,878	122,920
18f	112,742	112,742	120,634	114,878	114,878	122,920

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1A. 208-Day Schedule / 2023-24 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	61,990	61,990	66,330	66,284	66,284	70,924
2	61,990	62,925	67,330	66,284	67,219	71,924
3	62,958	64,080	68,566	67,252	68,374	73,160
4	64,153	65,368	69,944	68,447	69,662	74,538
5	65,481	67,444	72,166	69,775	71,738	76,760
6	67,624	70,054	74,958	71,918	74,348	79,552
7	70,318	72,888	77,990	74,612	77,182	82,585
8	73,235	75,805	81,111	77,529	80,099	85,706
9	76,227	78,797	84,313	80,521	83,091	88,907
10	79,272	81,702	87,421	83,566	85,996	92,016
11	82,217	84,460	90,372	86,511	88,754	94,967
12	85,022	86,891	92,974	89,316	91,185	97,568
13	87,473	89,062	95,296	91,767	93,356	99,891
14a	91,652	93,007	99,517	95,945	97,300	104,111
14b	95,605	95,605	102,297	99,897	99,897	106,889
14c	97,757	97,757	104,600	102,051	102,051	109,195
15a	98,885	99,855	106,845	103,179	104,149	111,440
15b	100,352	100,352	107,377	104,645	104,645	111,970
15c	100,387	100,387	107,415	104,680	104,680	112,008
16a	100,419	101,681	108,798	104,712	105,974	113,392
16b	101,757	101,757	108,880	106,050	106,050	113,473
16c	101,803	101,803	108,929	106,096	106,096	113,522
17a	101,843	102,393	109,561	106,136	106,686	114,154
17b	103,130	103,130	110,349	107,424	107,424	114,944
18a	104,097	105,359	112,734	108,519	109,781	117,466
18b	105,458	105,458	112,840	109,880	109,880	117,572
18c	105,553	105,553	112,941	109,974	109,974	117,672
18d	105,593	105,593	112,985	110,015	110,015	117,716
18e	105,635	105,635	113,029	110,056	110,056	117,760
18f	105,635	105,635	113,029	110,056	110,056	117,760

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1A. 208-Day Schedule / 2023-24 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	68,431	68,431	73,221	70,577	70,577	75,517
2	68,431	69,366	74,221	70,577	71,512	76,518
3	69,398	70,520	75,457	71,545	72,667	77,753
4	70,594	71,809	76,835	72,740	73,955	79,132
5	71,922	73,885	79,057	74,068	76,031	81,353
6	74,065	76,495	81,849	76,211	78,641	84,146
7	76,759	79,329	84,882	78,905	81,475	87,178
8	79,675	82,245	88,003	81,822	84,392	90,299
9	82,667	85,237	91,204	84,815	87,385	93,502
10	85,712	88,142	94,312	87,859	90,289	96,609
11	88,657	90,900	97,263	90,805	93,048	99,561
12	91,463	93,332	99,865	93,610	95,479	102,163
13	93,914	95,503	102,188	96,060	97,649	104,485
14a	98,093	99,448	106,409	100,238	101,593	108,704
14b	102,043	102,043	109,186	104,191	104,191	111,484
14c	104,197	104,197	111,491	106,344	106,344	113,789
15a	105,327	106,297	113,738	107,473	108,443	116,034
15b	106,792	106,792	114,267	108,937	108,937	116,563
15c	106,827	106,827	114,305	108,972	108,972	116,600
16a	106,858	108,120	115,688	109,003	110,265	117,984
16b	108,196	108,196	115,770	110,342	110,342	118,066
16c	108,242	108,242	115,819	110,387	110,387	118,114
17a	108,283	108,833	116,451	110,428	110,978	118,746
17b	109,571	109,571	117,241	111,719	111,719	119,539
18a	110,729	111,991	119,831	112,941	114,203	122,197
18b	112,090	112,090	119,936	114,301	114,301	122,302
18c	112,184	112,184	120,037	114,395	114,395	122,403
18d	112,225	112,225	120,080	114,436	114,436	122,446
18e	112,266	112,266	120,125	114,478	114,478	122,491
18f	112,266	112,266	120,125	114,478	114,478	122,491

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1A. 208-Day Schedule / 2023-24 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	72,725	72,725	77,815	74,872	74,872	80,113
2	72,725	73,660	78,816	74,872	75,807	81,114
3	73,692	74,814	80,051	75,840	76,962	82,349
4	74,888	76,103	81,430	77,035	78,250	83,728
5	76,216	78,179	83,651	78,363	80,326	85,949
6	78,359	80,789	86,444	80,506	82,936	88,742
7	81,053	83,623	89,476	83,200	85,770	91,774
8	83,970	86,540	92,597	86,117	88,687	94,895
9	86,962	89,532	95,799	89,109	91,679	98,097
10	90,007	92,437	98,907	92,154	94,584	101,205
11	92,951	95,194	101,858	95,099	97,342	104,156
12	95,757	97,626	104,460	97,905	99,774	106,758
13	98,208	99,797	106,783	100,355	101,944	109,081
14a	102,384	103,739	111,001	104,532	105,887	113,299
14b	106,337	106,337	113,781	108,486	108,486	116,080
14c	108,492	108,492	116,087	110,637	110,637	118,382
15a	109,621	110,591	118,332	111,766	112,736	120,628
15b	111,085	111,085	118,861	113,234	113,234	121,160
15c	111,120	111,120	118,898	113,269	113,269	121,198
16a	111,151	112,413	120,282	113,300	114,562	122,581
16b	112,489	112,489	120,364	114,638	114,638	122,663
16c	112,535	112,535	120,412	114,684	114,684	122,712
17a	112,576	113,126	121,044	114,724	115,274	123,344
17b	113,865	113,865	121,836	116,012	116,012	124,132
18a	115,151	116,413	124,562	117,362	118,624	126,928
18b	116,511	116,511	124,667	118,723	118,723	127,033
18c	116,605	116,605	124,768	118,817	118,817	127,134
18d	116,646	116,646	124,811	118,857	118,857	127,177
18e	116,688	116,688	124,856	118,899	118,899	127,222
18f	116,688	116,688	124,856	118,899	118,899	127,222

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.



## 1B. 228-Day Schedule / 2019-20 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	59,614	59,614	63,787	63,741	63,741	68,203
2	59,614	60,635	64,879	63,741	64,762	69,295
3	60,666	61,892	66,224	64,793	66,019	70,640
4	61,955	63,283	67,712	66,082	67,410	72,128
5	63,375	65,520	70,107	67,503	69,648	74,524
6	65,645	68,301	73,082	69,772	72,428	77,498
7	68,464	71,273	76,262	72,591	75,400	80,679
8	71,493	74,302	79,503	75,621	78,430	83,920
9	74,563	77,372	82,788	78,691	81,500	87,205
10	79,596	82,252	88,009	83,724	86,380	92,426
11	84,523	86,974	93,062	88,652	91,103	97,480
12	88,886	90,929	97,294	93,016	95,059	101,713
13	91,922	93,658	100,214	96,051	97,787	104,632
14a	94,057	95,538	102,226	98,188	99,669	106,645
14b	95,538	95,538	102,226	99,669	99,669	106,645
14c	95,538	95,538	102,226	99,669	99,669	106,645
15a	95,538	96,599	103,360	99,669	100,729	107,780
15b	96,599	96,599	103,360	100,729	100,729	107,780
15c	96,599	96,599	103,360	100,729	100,729	107,780
16a	97,250	98,627	105,531	101,381	102,758	109,951
16b	99,539	99,539	106,506	103,791	103,791	111,057
16c	99,574	99,574	106,544	103,827	103,827	111,095
17a	99,604	100,205	107,219	103,856	104,457	111,769
17b	100,205	100,205	107,219	104,457	104,457	111,769
18a	100,205	101,581	108,691	104,457	105,833	113,242
18b	101,581	101,581	108,691	105,833	105,833	113,242
18c	101,581	101,581	108,691	105,833	105,833	113,242
18d	101,581	101,581	108,691	105,833	105,833	113,242
18e	101,581	101,581	108,691	105,833	105,833	113,242
18f	101,581	101,581	108,691	105,833	105,833	113,242

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2019-20 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	65,807	65,807	70,413	67,871	67,871	72,622
2	65,807	66,828	71,506	67,871	68,892	73,714
3	66,859	68,085	72,851	68,923	70,149	75,059
4	68,148	69,476	74,339	70,212	71,540	76,547
5	69,569	71,714	76,734	71,633	73,778	78,943
6	71,838	74,494	79,709	73,902	76,558	81,917
7	74,657	77,466	82,888	76,722	79,531	85,098
8	77,686	80,495	86,129	79,751	82,560	88,339
9	80,756	83,565	89,414	82,821	85,630	91,624
10	85,789	88,445	94,636	87,854	90,510	96,845
11	90,716	93,167	99,688	92,781	95,232	101,898
12	95,081	97,124	103,923	97,145	99,188	106,131
13	98,116	99,852	106,842	100,181	101,917	109,052
14a	100,253	101,734	108,855	102,317	103,798	111,063
14b	101,734	101,734	108,855	103,798	103,798	111,063
14c	101,734	101,734	108,855	103,798	103,798	111,063
15a	101,734	102,794	109,989	103,798	104,858	112,198
15b	102,794	102,794	109,989	104,858	104,858	112,198
15c	102,794	102,794	109,989	104,858	104,858	112,198
16a	103,444	104,821	112,159	105,510	106,887	114,369
16b	105,915	105,915	113,329	108,042	108,042	115,605
16c	105,951	105,951	113,367	108,077	108,077	115,643
17a	105,980	106,581	114,042	108,107	108,708	116,317
17b	106,581	106,581	114,042	108,708	108,708	116,317
18a	106,581	107,957	115,514	108,708	110,084	117,790
18b	107,957	107,957	115,514	110,084	110,084	117,790
18c	107,957	107,957	115,514	110,084	110,084	117,790
18d	107,957	107,957	115,514	110,084	110,084	117,790
18e	107,957	107,957	115,514	110,084	110,084	117,790
18f	107,957	107,957	115,514	110,084	110,084	117,790

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2019-20 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	69,936	69,936	74,832	72,001	72,001	77,041
2	69,936	70,957	75,924	72,001	73,022	78,134
3	70,988	72,214	77,269	73,053	74,279	79,478
4	72,277	73,605	78,757	74,342	75,670	80,967
5	73,698	75,843	81,152	75,763	77,908	83,362
6	75,967	78,623	84,127	78,032	80,688	86,336
7	78,786	81,595	87,306	80,852	83,661	89,517
8	81,815	84,624	90,547	83,881	86,690	92,758
9	84,885	87,694	93,833	86,951	89,760	96,043
10	89,917	92,573	99,053	91,982	94,638	101,262
11	94,845	97,296	104,106	96,909	99,360	106,315
12	99,211	101,254	108,342	101,274	103,317	110,549
13	102,245	103,981	111,260	104,310	106,046	113,470
14a	104,381	105,862	113,272	106,446	107,927	115,481
14b	105,862	105,862	113,272	107,927	107,927	115,481
14c	105,862	105,862	113,272	107,927	107,927	115,481
15a	105,862	106,922	114,406	107,927	108,987	116,616
15b	106,922	106,922	114,406	108,987	108,987	116,616
15c	106,922	106,922	114,406	108,987	108,987	116,616
16a	107,574	108,951	116,577	109,638	111,015	118,786
16b	110,168	110,168	117,880	112,294	112,294	120,155
16c	110,203	110,203	117,918	112,330	112,330	120,193
17a	110,233	110,834	118,592	112,358	112,959	120,866
17b	110,834	110,834	118,592	112,959	112,959	120,866
18a	110,834	112,210	120,065	112,959	114,335	122,339
18b	112,210	112,210	120,065	114,335	114,335	122,339
18c	112,210	112,210	120,065	114,335	114,335	122,339
18d	112,210	112,210	120,065	114,335	114,335	122,339
18e	112,210	112,210	120,065	114,335	114,335	122,339
18f	112,210	112,210	120,065	114,335	114,335	122,339

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2020-21 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	61,402	61,402	65,701	65,653	65,653	70,249
2	61,402	62,423	66,793	65,653	66,674	71,341
3	62,454	63,680	68,138	66,705	67,931	72,686
4	63,748	65,076	69,632	67,999	69,327	74,180
5	65,181	67,326	72,039	69,432	71,577	76,587
6	67,486	70,142	75,052	71,738	74,394	79,601
7	70,350	73,159	78,280	74,601	77,410	82,829
8	73,411	76,220	81,555	77,663	80,472	86,105
9	76,531	79,340	84,894	80,783	83,592	89,443
10	79,693	82,349	88,113	83,945	86,601	92,663
11	84,719	87,170	93,272	88,971	91,422	97,822
12	89,583	91,626	98,040	93,836	95,879	102,590
13	93,657	95,393	102,070	97,911	99,647	106,622
14a	96,468	97,949	104,805	100,721	102,202	109,356
14b	98,405	98,405	105,293	102,659	102,659	109,845
14c	98,405	98,405	105,293	102,659	102,659	109,845
15a	98,405	99,465	106,427	102,659	103,719	110,979
15b	99,496	99,496	106,461	103,750	103,750	111,013
15c	99,496	99,496	106,461	103,750	103,750	111,013
16a	99,496	100,873	107,935	103,750	105,127	112,486
16b	101,586	101,586	108,697	105,840	105,840	113,249
16c	102,525	102,525	109,702	106,905	106,905	114,388
17a	102,561	103,162	110,384	106,941	107,543	115,071
17b	103,211	103,211	110,436	107,591	107,591	115,122
18a	103,211	104,587	111,908	107,591	108,967	116,595
18b	104,628	104,628	111,952	109,008	109,008	116,639
18c	104,628	104,628	111,952	109,008	109,008	116,639
18d	104,628	104,628	111,952	109,008	109,008	116,639
18e	104,628	104,628	111,952	109,008	109,008	116,639
18f	104,628	104,628	111,952	109,008	109,008	116,639

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2020-21 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	67,781	67,781	72,526	69,907	69,907	74,801
2	67,781	68,802	73,618	69,907	70,928	75,893
3	68,833	70,059	74,963	70,959	72,185	77,238
4	70,127	71,455	76,457	72,253	73,581	78,732
5	71,560	73,705	78,864	73,686	75,831	81,139
6	73,866	76,522	81,878	75,992	78,648	84,153
7	76,729	79,538	85,106	78,855	81,664	87,380
8	79,790	82,599	88,380	81,917	84,726	90,656
9	82,910	85,719	91,719	85,037	87,846	93,995
10	86,072	88,728	94,939	88,199	90,855	97,215
11	91,098	93,549	100,097	93,225	95,676	102,373
12	95,962	98,005	104,865	98,089	100,132	107,141
13	100,038	101,774	108,898	102,164	103,900	111,173
14a	102,848	104,329	111,632	104,975	106,456	113,908
14b	104,786	104,786	112,121	106,912	106,912	114,395
14c	104,786	104,786	112,121	106,912	106,912	114,395
15a	104,786	105,846	113,255	106,912	107,972	115,530
15b	105,877	105,877	113,289	108,003	108,003	115,564
15c	105,877	105,877	113,289	108,003	108,003	115,564
16a	105,877	107,254	114,762	108,003	109,380	117,037
16b	107,966	107,966	115,524	110,093	110,093	117,800
16c	109,093	109,093	116,729	111,283	111,283	119,073
17a	109,129	109,730	117,412	111,319	111,920	119,755
17b	109,779	109,779	117,463	111,969	111,969	119,807
18a	109,779	111,155	118,936	111,969	113,345	121,279
18b	111,196	111,196	118,980	113,386	113,386	121,323
18c	111,196	111,196	118,980	113,386	113,386	121,323
18d	111,196	111,196	118,980	113,386	113,386	121,323
18e	111,196	111,196	118,980	113,386	113,386	121,323
18f	111,196	111,196	118,980	113,386	113,386	121,323

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2020-21 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	72,034	72,034	77,077	74,161	74,161	79,352
2	72,034	73,055	78,169	74,161	75,182	80,445
3	73,086	74,312	79,514	75,213	76,439	81,789
4	74,380	75,708	81,008	76,507	77,835	83,284
5	75,813	77,958	83,415	77,940	80,085	85,691
6	78,119	80,775	86,429	80,246	82,902	88,705
7	80,982	83,791	89,656	83,109	85,918	91,932
8	84,042	86,851	92,931	86,170	88,979	95,208
9	87,163	89,972	96,270	89,291	92,100	98,547
10	90,325	92,981	99,489	92,453	95,109	101,766
11	95,350	97,801	104,647	97,477	99,928	106,923
12	100,214	102,257	109,415	102,340	104,383	111,690
13	104,292	106,028	113,450	106,417	108,153	115,723
14a	107,101	108,582	116,183	109,228	110,709	118,458
14b	109,037	109,037	116,670	111,164	111,164	118,946
14c	109,037	109,037	116,670	111,164	111,164	118,946
15a	109,037	110,097	117,804	111,164	112,224	120,080
15b	110,129	110,129	117,838	112,256	112,256	120,114
15c	110,129	110,129	117,838	112,256	112,256	120,114
16a	110,129	111,506	119,312	112,256	113,633	121,588
16b	112,219	112,219	120,074	114,345	114,345	122,349
16c	113,473	113,473	121,416	115,663	115,663	123,759
17a	113,510	114,111	122,098	115,700	116,301	124,442
17b	114,159	114,159	122,150	116,348	116,348	124,492
18a	114,159	115,535	123,622	116,348	117,724	125,965
18b	115,576	115,576	123,667	117,765	117,765	126,009
18c	115,576	115,576	123,667	117,765	117,765	126,009
18d	115,576	115,576	123,667	117,765	117,765	126,009
18e	115,576	115,576	123,667	117,765	117,765	126,009
18f	115,576	115,576	123,667	117,765	117,765	126,009

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2021-22 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	63,244	63,244	67,672	67,623	67,623	72,356
2	63,244	64,265	68,764	67,623	68,644	73,449
3	64,296	65,522	70,109	68,674	69,900	74,793
4	65,590	66,918	71,603	69,969	71,297	76,287
5	67,029	69,174	74,016	71,407	73,552	78,701
6	69,346	72,002	77,042	73,724	76,380	81,727
7	72,246	75,055	80,309	76,625	79,434	84,995
8	75,354	78,163	83,634	79,732	82,541	88,319
9	78,506	81,315	87,007	82,886	85,695	91,693
10	81,720	84,376	90,282	86,099	88,755	94,968
11	84,819	87,270	93,379	89,199	91,650	98,065
12	89,785	91,828	98,256	94,165	96,208	102,942
13	94,374	96,110	102,838	98,755	100,491	107,525
14a	98,255	99,736	106,717	102,636	104,117	111,405
14b	100,887	100,887	107,950	105,268	105,268	112,637
14c	101,357	101,357	108,452	105,738	105,738	113,140
15a	101,357	102,417	109,586	105,738	106,798	114,274
15b	102,449	102,449	109,620	106,830	106,830	114,308
15c	102,481	102,481	109,655	106,863	106,863	114,343
16a	102,481	103,858	111,128	106,863	108,240	115,817
16b	103,900	103,900	111,173	108,281	108,281	115,861
16c	104,634	104,634	111,958	109,015	109,015	116,647
17a	105,601	106,202	113,636	110,112	110,713	118,463
17b	106,257	106,257	113,695	110,769	110,769	118,523
18a	106,307	107,683	115,221	110,819	112,195	120,048
18b	107,724	107,724	115,265	112,236	112,236	120,093
18c	107,767	107,767	115,311	112,279	112,279	120,138
18d	107,767	107,767	115,311	112,279	112,279	120,138
18e	107,767	107,767	115,311	112,279	112,279	120,138
18f	107,767	107,767	115,311	112,279	112,279	120,138

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2021-22 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	69,815	69,815	74,702	72,004	72,004	77,045
2	69,815	70,836	75,794	72,004	73,025	78,137
3	70,866	72,092	77,139	73,056	74,282	79,482
4	72,161	73,489	78,633	74,350	75,678	80,976
5	73,599	75,744	81,046	75,789	77,934	83,389
6	75,916	78,572	84,072	78,106	80,762	86,415
7	78,817	81,626	87,340	81,007	83,816	89,683
8	81,924	84,733	90,664	84,114	86,923	93,007
9	85,076	87,885	94,037	87,267	90,076	96,382
10	88,290	90,946	97,312	90,481	93,137	99,657
11	91,390	93,841	100,410	93,580	96,031	102,754
12	96,355	98,398	105,286	98,546	100,589	107,631
13	100,945	102,681	109,868	103,135	104,871	112,212
14a	104,827	106,308	113,750	107,017	108,498	116,093
14b	107,459	107,459	114,981	109,650	109,650	117,325
14c	107,929	107,929	115,484	110,119	110,119	117,827
15a	107,929	108,989	116,618	110,119	111,179	118,961
15b	109,021	109,021	116,652	111,211	111,211	118,995
15c	109,054	109,054	116,688	111,243	111,243	119,031
16a	109,054	110,431	118,161	111,243	112,620	120,504
16b	110,472	110,472	118,205	112,662	112,662	120,548
16c	111,205	111,205	118,989	113,396	113,396	121,334
17a	112,366	112,967	120,874	114,621	115,222	123,288
17b	113,022	113,022	120,934	115,278	115,278	123,348
18a	113,072	114,448	122,460	115,328	116,704	124,873
18b	114,490	114,490	122,504	116,745	116,745	124,917
18c	114,532	114,532	122,549	116,788	116,788	124,963
18d	114,532	114,532	122,549	116,788	116,788	124,963
18e	114,532	114,532	122,549	116,788	116,788	124,963
18f	114,532	114,532	122,549	116,788	116,788	124,963

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.



## 1B. 228-Day Schedule / 2021-22 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	74,195	74,195	79,389	76,386	76,386	81,733
2	74,195	75,216	80,481	76,386	77,407	82,825
3	75,247	76,473	81,826	77,438	78,664	84,170
4	76,541	77,869	83,320	78,732	80,060	85,664
5	77,979	80,124	85,733	80,170	82,315	88,077
6	80,297	82,953	88,759	82,487	85,143	91,103
7	83,198	86,007	92,027	85,389	88,198	94,372
8	86,305	89,114	95,352	88,495	91,304	97,696
9	89,457	92,266	98,725	91,649	94,458	101,070
10	92,671	95,327	102,000	94,863	97,519	104,345
11	95,770	98,221	105,097	97,962	100,413	107,442
12	100,735	102,778	109,972	102,926	104,969	112,316
13	105,325	107,061	114,555	107,515	109,251	116,898
14a	109,209	110,690	118,438	111,397	112,878	120,780
14b	111,839	111,839	119,668	114,030	114,030	122,012
14c	112,309	112,309	120,170	114,499	114,499	122,514
15a	112,309	113,369	121,304	114,499	115,559	123,649
15b	113,400	113,400	121,338	115,591	115,591	123,683
15c	113,433	113,433	121,373	115,624	115,624	123,718
16a	113,433	114,810	122,847	115,624	117,001	125,191
16b	114,851	114,851	122,891	117,042	117,042	125,235
16c	115,586	115,586	123,677	117,775	117,775	126,020
17a	116,877	117,478	125,702	119,133	119,734	128,115
17b	117,534	117,534	125,761	119,790	119,790	128,175
18a	117,584	118,960	127,287	119,838	121,214	129,699
18b	119,001	119,001	127,331	121,256	121,256	129,744
18c	119,044	119,044	127,377	121,298	121,298	129,789
18d	119,044	119,044	127,377	121,298	121,298	129,789
18e	119,044	119,044	127,377	121,298	121,298	129,789
18f	119,044	119,044	127,377	121,298	121,298	129,789

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2022-23 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	65,458	65,458	70,040	69,990	69,990	74,889
2	65,458	66,479	71,133	69,990	71,011	75,981
3	66,515	67,741	72,483	71,046	72,272	77,331
4	67,815	69,143	73,983	72,347	73,675	78,832
5	69,261	71,406	76,404	73,792	75,937	81,253
6	71,595	74,251	79,448	76,126	78,782	84,297
7	74,522	77,331	82,744	79,054	81,863	87,593
8	77,682	80,491	86,125	82,215	85,024	90,975
9	80,899	83,708	89,567	85,430	88,239	94,416
10	84,161	86,817	92,895	88,694	91,350	97,744
11	87,329	89,780	96,065	91,862	94,313	100,915
12	90,325	92,368	98,834	94,858	96,901	103,684
13	95,042	96,778	103,553	99,575	101,311	108,403
14a	99,474	100,955	108,022	104,008	105,489	112,873
14b	103,226	103,226	110,452	107,761	107,761	115,305
14c	104,418	104,418	111,728	108,952	108,952	116,579
15a	104,904	105,964	113,382	109,439	110,499	118,234
15b	106,001	106,001	113,421	110,536	110,536	118,274
15c	106,034	106,034	113,457	110,569	110,569	118,309
16a	106,068	107,445	114,966	110,603	111,980	119,819
16b	107,493	107,493	115,018	112,028	112,028	119,870
16c	107,536	107,536	115,064	112,071	112,071	119,916
17a	108,296	108,897	116,520	112,831	113,432	121,372
17b	109,919	109,919	117,613	114,588	114,588	122,609
18a	109,976	111,352	119,147	114,646	116,022	124,143
18b	111,452	111,452	119,254	116,122	116,122	124,250
18c	111,495	111,495	119,299	116,164	116,164	124,296
18d	111,539	111,539	119,347	116,208	116,208	124,343
18e	111,539	111,539	119,347	116,208	116,208	124,343
18f	111,539	111,539	119,347	116,208	116,208	124,343

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2022-23 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	72,258	72,258	77,316	74,524	74,524	79,741
2	72,258	73,279	78,409	74,524	75,545	80,834
3	73,315	74,541	79,759	75,581	76,807	82,184
4	74,616	75,944	81,260	76,882	78,210	83,685
5	76,061	78,206	83,680	78,327	80,472	86,105
6	78,395	81,051	86,724	80,661	83,317	89,149
7	81,322	84,131	90,020	83,588	86,397	92,445
8	84,483	87,292	93,403	86,750	89,559	95,828
9	87,699	90,508	96,843	89,965	92,774	99,268
10	90,961	93,617	100,171	93,229	95,885	102,597
11	94,129	96,580	103,341	96,397	98,848	105,767
12	97,125	99,168	106,110	99,393	101,436	108,536
13	101,842	103,578	110,829	104,110	105,846	113,255
14a	106,275	107,756	115,298	108,542	110,023	117,725
14b	110,029	110,029	117,731	112,295	112,295	120,156
14c	111,220	111,220	119,005	113,487	113,487	121,431
15a	111,707	112,767	120,660	113,973	115,033	123,085
15b	112,804	112,804	120,700	115,070	115,070	123,125
15c	112,837	112,837	120,735	115,103	115,103	123,160
16a	112,871	114,248	122,245	115,137	116,514	124,670
16b	114,296	114,296	122,297	116,562	116,562	124,722
16c	114,339	114,339	122,342	116,605	116,605	124,767
17a	115,097	115,698	123,797	117,365	117,966	126,223
17b	116,921	116,921	125,105	119,255	119,255	127,603
18a	116,978	118,354	126,639	119,313	120,689	129,137
18b	118,454	118,454	126,746	120,789	120,789	129,244
18c	118,497	118,497	126,791	120,831	120,831	129,290
18d	118,541	118,541	126,839	120,875	120,875	129,337
18e	118,541	118,541	126,839	120,875	120,875	129,337
18f	118,541	118,541	126,839	120,875	120,875	129,337

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2022-23 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	76,792	76,792	82,167	79,059	79,059	84,594
2	76,792	77,813	83,260	79,059	80,080	85,686
3	77,849	79,075	84,610	80,116	81,342	87,036
4	79,149	80,477	86,111	81,417	82,745	88,537
5	80,595	82,740	88,531	82,862	85,007	90,958
6	82,929	85,585	91,576	85,196	87,852	94,002
7	85,856	88,665	94,872	88,123	90,932	97,298
8	89,017	91,826	98,254	91,285	94,094	100,680
9	92,233	95,042	101,695	94,500	97,309	104,121
10	95,495	98,151	105,022	97,764	100,420	107,449
11	98,663	101,114	108,192	100,932	103,383	110,620
12	101,659	103,702	110,961	103,928	105,971	113,388
13	106,375	108,111	115,679	108,643	110,379	118,105
14a	110,808	112,289	120,150	113,075	114,556	122,575
14b	114,564	114,564	122,583	116,829	116,829	125,007
14c	115,754	115,754	123,856	118,021	118,021	126,283
15a	116,239	117,299	125,510	118,507	119,567	127,937
15b	117,336	117,336	125,550	119,604	119,604	127,976
15c	117,369	117,369	125,585	119,637	119,637	128,011
16a	117,403	118,780	127,095	119,671	121,048	129,521
16b	118,829	118,829	127,147	121,096	121,096	129,573
16c	118,871	118,871	127,192	121,139	121,139	129,618
17a	119,631	120,232	128,648	121,897	122,498	131,073
17b	121,590	121,590	130,101	123,925	123,925	132,599
18a	121,648	123,024	131,635	123,982	125,358	134,133
18b	123,123	123,123	131,742	125,457	125,457	134,239
18c	123,166	123,166	131,788	125,500	125,500	134,285
18d	123,210	123,210	131,835	125,544	125,544	134,332
18e	123,210	123,210	131,835	125,544	125,544	134,332
18f	123,210	123,210	131,835	125,544	125,544	134,332

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2023-24 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	67,749	67,749	72,491	72,439	72,439	77,510
2	67,749	68,770	73,584	72,439	73,460	78,602
3	68,806	70,032	74,934	73,496	74,722	79,952
4	70,112	71,440	76,440	74,802	76,130	81,459
5	71,563	73,708	78,868	76,253	78,398	83,886
6	73,905	76,561	81,920	78,595	81,251	86,938
7	76,850	79,659	85,235	81,540	84,349	90,253
8	80,038	82,847	88,646	84,728	87,537	93,664
9	83,308	86,117	92,145	87,999	90,808	97,165
10	86,637	89,293	95,544	91,328	93,984	100,562
11	89,856	92,307	98,768	94,547	96,998	103,788
12	92,922	94,965	101,613	97,614	99,657	106,633
13	95,601	97,337	104,150	100,292	102,028	109,170
14a	100,166	101,647	108,762	104,857	106,338	113,781
14b	104,489	104,489	111,803	109,181	109,181	116,824
14c	106,839	106,839	114,318	111,533	111,533	119,340
15a	108,073	109,133	116,773	112,766	113,826	121,793
15b	109,673	109,673	117,350	114,367	114,367	122,372
15c	109,711	109,711	117,391	114,405	114,405	122,413
16a	109,745	111,122	118,901	114,439	115,816	123,923
16b	111,206	111,206	118,990	115,899	115,899	124,012
16c	111,256	111,256	119,044	115,949	115,949	124,066
17a	111,300	111,901	119,734	115,994	116,595	124,756
17b	112,708	112,708	120,598	117,402	117,402	125,620
18a	113,766	115,142	123,202	118,599	119,975	128,373
18b	115,250	115,250	123,317	120,082	120,082	128,488
18c	115,353	115,353	123,428	120,186	120,186	128,599
18d	115,397	115,397	123,475	120,230	120,230	128,646
18e	115,443	115,443	123,524	120,276	120,276	128,695
18f	115,443	115,443	123,524	120,276	120,276	128,695

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2023-24 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	74,787	74,787	80,022	77,133	77,133	82,532
2	74,787	75,808	81,115	77,133	78,154	83,625
3	75,844	77,070	82,465	78,190	79,416	84,975
4	77,150	78,478	83,971	79,495	80,823	86,481
5	78,602	80,747	86,399	80,947	83,092	88,909
6	80,943	83,599	89,451	83,289	85,945	91,961
7	83,888	86,697	92,765	86,233	89,042	95,275
8	87,076	89,885	96,177	89,421	92,230	98,687
9	90,348	93,157	99,677	92,693	95,502	102,187
10	93,676	96,332	103,075	96,021	98,677	105,585
11	96,894	99,345	106,299	99,241	101,692	108,810
12	99,961	102,004	109,144	102,307	104,350	111,655
13	102,639	104,375	111,681	104,986	106,722	114,192
14a	107,204	108,685	116,293	109,550	111,031	118,804
14b	111,527	111,527	119,334	113,874	113,874	121,845
14c	113,880	113,880	121,851	116,225	116,225	124,361
15a	115,112	116,173	124,305	117,459	118,519	126,816
15b	116,714	116,714	124,884	119,059	119,059	127,393
15c	116,752	116,752	124,925	119,098	119,098	127,434
16a	116,786	118,163	126,434	119,132	120,509	128,944
16b	118,246	118,246	126,524	120,592	120,592	129,033
16c	118,296	118,296	126,577	120,642	120,642	129,087
17a	118,340	118,942	127,267	120,686	121,287	129,777
17b	119,748	119,748	128,130	122,095	122,095	130,641
18a	121,013	122,389	130,956	123,429	124,805	133,542
18b	122,497	122,497	131,071	124,913	124,913	133,657
18c	122,600	122,600	131,182	125,016	125,016	133,767
18d	122,644	122,644	131,229	125,061	125,061	133,815
18e	122,690	122,690	131,278	125,106	125,106	133,863
18f	122,690	122,690	131,278	125,106	125,106	133,863

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1B. 228-Day Schedule / 2023-24 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	79,480	79,480	85,043	81,827	81,827	87,554
2	79,480	80,501	86,136	81,827	82,848	88,647
3	80,536	81,762	87,486	82,883	84,109	89,997
4	81,842	83,170	88,992	84,189	85,517	91,503
5	83,294	85,439	91,420	85,641	87,786	93,931
6	85,635	88,291	94,472	87,982	90,638	96,983
7	88,580	91,389	97,786	90,927	93,736	100,298
8	91,768	94,577	101,198	94,115	96,924	103,709
9	95,040	97,849	104,698	97,387	100,196	107,210
10	98,368	101,024	108,096	100,715	103,371	110,607
11	101,587	104,038	111,320	103,935	106,386	113,833
12	104,653	106,696	114,165	107,001	109,044	116,677
13	107,331	109,067	116,702	109,680	111,416	119,215
14a	111,895	113,376	121,312	114,242	115,723	123,823
14b	116,219	116,219	124,355	118,565	118,565	126,865
14c	118,573	118,573	126,874	120,918	120,918	129,382
15a	119,805	120,865	129,326	122,152	123,212	131,837
15b	121,405	121,405	129,903	123,752	123,752	132,414
15c	121,443	121,443	129,944	123,790	123,790	132,455
16a	121,477	122,854	131,454	123,824	125,201	133,965
16b	122,938	122,938	131,543	125,284	125,284	134,054
16c	122,988	122,988	131,597	125,334	125,334	134,108
17a	123,032	123,633	132,287	125,379	125,980	134,798
17b	124,440	124,440	133,151	126,786	126,786	135,661
18a	125,846	127,222	136,127	128,262	129,638	138,713
18b	127,329	127,329	136,242	129,746	129,746	138,828
18c	127,433	127,433	136,353	129,848	129,848	138,937
18d	127,477	127,477	136,400	129,892	129,892	138,985
18e	127,522	127,522	136,449	129,938	129,938	139,033
18f	127,522	127,522	136,449	129,938	129,938	139,033

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1C. 248-Day Schedule / 2019-20 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	64,682	64,682	69,209	69,163	69,163	74,005
2	64,682	65,790	70,395	69,163	70,271	75,190
3	65,823	67,153	71,854	70,304	71,634	76,649
4	67,221	68,662	73,469	71,703	73,144	78,264
5	68,764	71,091	76,067	73,245	75,572	80,862
6	71,225	74,107	79,295	75,706	78,588	84,089
7	74,284	77,332	82,746	78,765	81,813	87,540
8	77,571	80,619	86,262	82,053	85,101	91,058
9	80,903	83,951	89,827	85,383	88,431	94,622
10	86,362	89,243	95,490	90,843	93,724	100,284
11	91,710	94,370	100,975	96,190	98,850	105,770
12	96,446	98,663	105,569	100,926	103,143	110,363
13	99,740	101,624	108,737	104,220	106,104	113,532
14a	102,058	103,665	110,922	106,538	108,145	115,715
14b	103,665	103,665	110,922	108,145	108,145	115,715
14c	103,665	103,665	110,922	108,145	108,145	115,715
15a	103,665	104,816	112,153	108,145	109,295	116,946
15b	104,816	104,816	112,153	109,295	109,295	116,946
15c	104,816	104,816	112,153	109,295	109,295	116,946
16a	105,520	107,013	114,504	110,000	111,493	119,297
16b	108,002	108,002	115,562	112,614	112,614	120,497
16c	108,040	108,040	115,603	112,653	112,653	120,538
17a	108,072	108,724	116,335	112,684	113,337	121,270
17b	108,724	108,724	116,335	113,337	113,337	121,270
18a	108,724	110,214	117,929	113,337	114,827	122,864
18b	110,214	110,214	117,929	114,827	114,827	122,864
18c	110,214	110,214	117,929	114,827	114,827	122,864
18d	110,214	110,214	117,929	114,827	114,827	122,864
18e	110,214	110,214	117,929	114,827	114,827	122,864
18f	110,214	110,214	117,929	114,827	114,827	122,864

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.



### 1C. 248-Day Schedule / 2019-20 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	71,402	71,402	76,401	73,643	73,643	78,798
2	71,402	72,510	77,586	73,643	74,751	79,983
3	72,544	73,874	79,045	74,784	76,114	81,442
4	73,942	75,383	80,660	76,182	77,623	83,057
5	75,485	77,812	83,259	77,724	80,051	85,655
6	77,946	80,828	86,486	80,187	83,069	88,883
7	81,005	84,053	89,937	83,245	86,293	92,333
8	84,292	87,340	93,454	86,532	89,580	95,851
9	87,624	90,672	97,019	89,863	92,911	99,415
10	93,083	95,964	102,681	95,323	98,204	105,079
11	98,429	101,089	108,166	100,669	103,329	110,562
12	103,167	105,384	112,761	105,405	107,622	115,156
13	106,462	108,346	115,930	108,701	110,585	118,326
14a	108,778	110,385	118,112	111,020	112,627	120,510
14b	110,385	110,385	118,112	112,627	112,627	120,510
14c	110,385	110,385	118,112	112,627	112,627	120,510
15a	110,385	111,535	119,343	112,627	113,777	121,741
15b	111,535	111,535	119,343	113,777	113,777	121,741
15c	111,535	111,535	119,343	113,777	113,777	121,741
16a	112,242	113,735	121,697	114,481	115,974	124,093
16b	114,921	114,921	122,966	117,228	117,228	125,434
16c	114,960	114,960	123,007	117,266	117,266	125,475
17a	114,991	115,643	123,738	117,298	117,950	126,207
17b	115,643	115,643	123,738	117,950	117,950	126,207
18a	115,643	117,133	125,333	117,950	119,440	127,801
18b	117,133	117,133	125,333	119,440	119,440	127,801
18c	117,133	117,133	125,333	119,440	119,440	127,801
18d	117,133	117,133	125,333	119,440	119,440	127,801
18e	117,133	117,133	125,333	119,440	119,440	127,801
18f	117,133	117,133	125,333	119,440	119,440	127,801

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1C. 248-Day Schedule / 2019-20 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	75,883	75,883	81,195	78,123	78,123	83,592
2	75,883	76,991	82,380	78,123	79,231	84,778
3	77,024	78,354	83,839	79,265	80,595	86,236
4	78,423	79,864	85,454	80,663	82,104	87,851
5	79,966	82,293	88,053	82,205	84,532	90,449
6	82,427	85,309	91,281	84,667	87,549	93,678
7	85,486	88,534	94,731	87,725	90,773	97,127
8	88,772	91,820	98,248	91,013	94,061	100,645
9	92,104	95,152	101,813	94,344	97,392	104,209
10	97,564	100,445	107,476	99,803	102,684	109,872
11	102,909	105,569	112,959	105,151	107,811	115,358
12	107,647	109,864	117,554	109,887	112,104	119,951
13	110,941	112,825	120,723	113,182	115,066	123,120
14a	113,258	114,865	122,905	115,498	117,105	125,302
14b	114,865	114,865	122,905	117,105	117,105	125,302
14c	114,865	114,865	122,905	117,105	117,105	125,302
15a	114,865	116,015	124,136	117,105	118,255	126,533
15b	116,015	116,015	124,136	118,255	118,255	126,533
15c	116,015	116,015	124,136	118,255	118,255	126,533
16a	116,721	118,214	126,489	118,961	120,454	128,886
16b	119,535	119,535	127,902	121,842	121,842	130,370
16c	119,573	119,573	127,943	121,880	121,880	130,412
17a	119,605	120,257	128,675	121,912	122,564	131,143
17b	120,257	120,257	128,675	122,564	122,564	131,143
18a	120,257	121,747	130,269	122,564	124,054	132,738
18b	121,747	121,747	130,269	124,054	124,054	132,738
18c	121,747	121,747	130,269	124,054	124,054	132,738
18d	121,747	121,747	130,269	124,054	124,054	132,738
18e	121,747	121,747	130,269	124,054	124,054	132,738
18f	121,747	121,747	130,269	124,054	124,054	132,738

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1C. 248-Day Schedule / 2020-21 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	66,622	66,622	71,286	71,238	71,238	76,225
2	66,622	67,730	72,471	71,238	72,346	77,410
3	67,763	69,093	73,930	72,379	73,709	78,869
4	69,167	70,608	75,551	73,784	75,225	80,490
5	70,722	73,049	78,163	75,338	77,665	83,102
6	73,224	76,106	81,433	77,839	80,721	86,371
7	76,331	79,379	84,935	80,946	83,994	89,873
8	79,652	82,700	88,489	84,267	87,315	93,427
9	83,037	86,085	92,111	87,654	90,702	97,051
10	86,469	89,350	95,605	91,084	93,965	100,543
11	91,920	94,580	101,201	96,535	99,195	106,139
12	97,201	99,418	106,377	101,816	104,033	111,315
13	101,623	103,507	110,752	106,237	108,121	115,689
14a	104,673	106,280	113,719	109,288	110,895	118,657
14b	106,775	106,775	114,250	111,389	111,389	119,186
14c	106,775	106,775	114,250	111,389	111,389	119,186
15a	106,775	107,926	115,480	111,389	112,539	120,417
15b	107,960	107,960	115,517	112,574	112,574	120,454
15c	107,960	107,960	115,517	112,574	112,574	120,454
16a	107,960	109,453	117,115	112,574	114,067	122,052
16b	110,223	110,223	117,939	114,837	114,837	122,876
16c	111,242	111,242	119,029	115,993	115,993	124,112
17a	111,281	111,934	119,769	116,032	116,685	124,852
17b	111,986	111,986	119,825	116,737	116,737	124,908
18a	111,986	113,476	121,419	116,737	118,227	126,503
18b	113,520	113,520	121,467	118,271	118,271	126,550
18c	113,520	113,520	121,467	118,271	118,271	126,550
18d	113,520	113,520	121,467	118,271	118,271	126,550
18e	113,520	113,520	121,467	118,271	118,271	126,550
18f	113,520	113,520	121,467	118,271	118,271	126,550

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1C. 248-Day Schedule / 2020-21 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	73,545	73,545	78,693	75,852	75,852	81,162
2	73,545	74,653	79,878	75,852	76,960	82,347
3	74,686	76,016	81,337	76,993	78,323	83,806
4	76,090	77,531	82,958	78,397	79,838	85,427
5	77,645	79,972	85,570	79,952	82,279	88,039
6	80,146	83,028	88,840	82,453	85,335	91,308
7	83,253	86,301	92,342	85,561	88,609	94,811
8	86,575	89,623	95,896	88,881	91,929	98,364
9	89,960	93,008	99,519	92,267	95,315	101,988
10	93,392	96,273	103,012	95,698	98,579	105,480
11	98,843	101,503	108,608	101,150	103,810	111,077
12	104,122	106,339	113,783	106,429	108,646	116,251
13	108,545	110,429	118,160	110,851	112,735	120,626
14a	111,596	113,203	121,127	113,903	115,510	123,595
14b	113,697	113,697	121,656	116,005	116,005	124,126
14c	113,697	113,697	121,656	116,005	116,005	124,126
15a	113,697	114,847	122,886	116,005	117,156	125,356
15b	114,881	114,881	122,923	117,190	117,190	125,393
15c	114,881	114,881	122,923	117,190	117,190	125,393
16a	114,881	116,374	124,521	117,190	118,683	126,991
16b	117,147	117,147	125,347	119,454	119,454	127,815
16c	118,369	118,369	126,655	120,745	120,745	129,197
17a	118,408	119,061	127,395	120,784	121,437	129,937
17b	119,113	119,113	127,451	121,489	121,489	129,993
18a	119,113	120,603	129,045	121,489	122,979	131,587
18b	120,647	120,647	129,093	123,023	123,023	131,635
18c	120,647	120,647	129,093	123,023	123,023	131,635
18d	120,647	120,647	129,093	123,023	123,023	131,635
18e	120,647	120,647	129,093	123,023	123,023	131,635
18f	120,647	120,647	129,093	123,023	123,023	131,635

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1C. 248-Day Schedule / 2020-21 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	78,160	78,160	83,631	80,467	80,467	86,100
2	78,160	79,268	84,816	80,467	81,575	87,285
3	79,301	80,631	86,275	81,608	82,938	88,744
4	80,705	82,146	87,896	83,012	84,453	90,365
5	82,260	84,587	90,508	84,567	86,894	92,977
6	84,761	87,643	93,778	87,068	89,950	96,246
7	87,868	90,916	97,280	90,176	93,224	99,749
8	91,190	94,238	100,835	93,496	96,544	103,302
9	94,575	97,623	104,457	96,883	99,931	106,926
10	98,007	100,888	107,950	100,313	103,194	110,418
11	103,458	106,118	113,546	105,764	108,424	116,014
12	108,736	110,953	118,720	111,046	113,263	121,191
13	113,159	115,043	123,096	115,467	117,351	125,565
14a	116,210	117,817	126,064	118,518	120,125	128,533
14b	118,311	118,311	126,592	120,618	120,618	129,061
14c	118,311	118,311	126,592	120,618	120,618	129,061
15a	118,311	119,461	127,823	120,618	121,768	130,292
15b	119,495	119,495	127,860	121,803	121,803	130,329
15c	119,495	119,495	127,860	121,803	121,803	130,329
16a	119,495	120,988	129,458	121,803	123,296	131,927
16b	121,760	121,760	130,283	124,067	124,067	132,752
16c	123,121	123,121	131,739	125,497	125,497	134,282
17a	123,160	123,813	132,479	125,536	126,189	135,022
17b	123,865	123,865	132,535	126,241	126,241	135,078
18a	123,865	125,355	134,130	126,241	127,731	136,672
18b	125,399	125,399	134,177	127,775	127,775	136,720
18c	125,399	125,399	134,177	127,775	127,775	136,720
18d	125,399	125,399	134,177	127,775	127,775	136,720
18e	125,399	125,399	134,177	127,775	127,775	136,720
18f	125,399	125,399	134,177	127,775	127,775	136,720

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1C. 248-Day Schedule / 2021-22 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	68,621	68,621	73,424	73,375	73,375	78,512
2	68,621	69,729	74,610	73,375	74,483	79,697
3	69,762	71,092	76,068	74,517	75,847	81,156
4	71,166	72,607	77,690	75,921	77,362	82,777
5	72,727	75,054	80,307	77,481	79,808	85,395
6	75,241	78,123	83,591	79,995	82,877	88,679
7	78,389	81,437	87,137	83,142	86,190	92,224
8	81,760	84,808	90,745	86,513	89,561	95,831
9	85,181	88,229	94,405	89,935	92,983	99,492
10	88,668	91,549	97,957	93,423	96,304	103,045
11	92,031	94,691	101,319	96,784	99,444	106,405
12	97,418	99,635	106,609	102,171	104,388	111,695
13	102,400	104,284	111,584	107,154	109,038	116,670
14a	106,612	108,219	115,794	111,365	112,972	120,880
14b	109,468	109,468	117,131	114,221	114,221	122,217
14c	109,979	109,979	117,677	114,731	114,731	122,762
15a	109,979	111,129	118,908	114,731	115,881	123,993
15b	111,163	111,163	118,945	115,916	115,916	124,030
15c	111,199	111,199	118,983	115,951	115,951	124,068
16a	111,199	112,692	120,580	115,951	117,444	125,665
16b	112,737	112,737	120,628	117,489	117,489	125,713
16c	113,530	113,530	121,477	118,283	118,283	126,562
17a	114,579	115,231	123,297	119,473	120,125	128,533
17b	115,292	115,292	123,362	120,185	120,185	128,598
18a	115,345	116,835	125,014	120,239	121,729	130,250
18b	116,880	116,880	125,062	121,773	121,773	130,298
18c	116,926	116,926	125,111	121,820	121,820	130,347
18d	116,926	116,926	125,111	121,820	121,820	130,347
18e	116,926	116,926	125,111	121,820	121,820	130,347
18f	116,926	116,926	125,111	121,820	121,820	130,347

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1C. 248-Day Schedule / 2021-22 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	75,751	75,751	81,053	78,128	78,128	83,597
2	75,751	76,859	82,239	78,128	79,236	84,782
3	76,892	78,222	83,698	79,269	80,599	86,241
4	78,296	79,737	85,319	80,673	82,114	87,862
5	79,857	82,184	87,937	82,234	84,561	90,480
6	82,371	85,253	91,220	84,748	87,630	93,764
7	85,519	88,567	94,767	87,895	90,943	97,309
8	88,890	91,938	98,374	91,267	94,315	100,917
9	92,312	95,360	102,035	94,687	97,735	104,577
10	95,798	98,679	105,587	98,175	101,056	108,130
11	99,161	101,821	108,949	101,537	104,197	111,490
12	104,548	106,765	114,239	106,925	109,142	116,782
13	109,529	111,413	119,212	111,905	113,789	121,754
14a	113,742	115,349	123,424	116,117	117,724	125,965
14b	116,599	116,599	124,761	118,975	118,975	127,303
14c	117,108	117,108	125,305	119,486	119,486	127,849
15a	117,108	118,258	126,536	119,486	120,636	129,080
15b	118,292	118,292	126,573	120,670	120,670	129,117
15c	118,328	118,328	126,611	120,706	120,706	129,155
16a	118,328	119,821	128,208	120,706	122,199	130,753
16b	119,866	119,866	128,256	122,244	122,244	130,801
16c	120,662	120,662	129,108	123,037	123,037	131,650
17a	121,920	122,572	131,152	124,367	125,019	133,771
17b	122,632	122,632	131,217	125,080	125,080	133,835
18a	122,686	124,176	132,868	125,133	126,623	135,487
18b	124,221	124,221	132,916	126,668	126,668	135,535
18c	124,267	124,267	132,966	126,714	126,714	135,584
18d	124,267	124,267	132,966	126,714	126,714	135,584
18e	124,267	124,267	132,966	126,714	126,714	135,584
18f	124,267	124,267	132,966	126,714	126,714	135,584

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1C. 248-Day Schedule / 2021-22 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	80,504	80,504	86,140	82,881	82,881	88,683
2	80,504	81,612	87,325	82,881	83,989	89,868
3	81,646	82,976	88,784	84,022	85,352	91,327
4	83,050	84,491	90,405	85,426	86,867	92,948
5	84,610	86,937	93,023	86,987	89,314	95,566
6	87,124	90,006	96,307	89,501	92,383	98,850
7	90,273	93,321	99,853	92,648	95,696	102,395
8	93,644	96,692	103,460	96,020	99,068	106,003
9	97,065	100,113	107,121	99,441	102,489	109,663
10	100,552	103,433	110,673	102,928	105,809	113,216
11	103,915	106,575	114,035	106,290	108,950	116,577
12	109,301	111,518	119,325	111,677	113,894	121,867
13	114,282	116,166	124,297	116,661	118,545	126,843
14a	118,495	120,102	128,509	120,871	122,478	131,052
14b	121,352	121,352	129,846	123,728	123,728	132,389
14c	121,860	121,860	130,390	124,237	124,237	132,933
15a	121,860	123,010	131,621	124,237	125,387	134,164
15b	123,045	123,045	131,658	125,421	125,421	134,201
15c	123,080	123,080	131,696	125,457	125,457	134,239
16a	123,080	124,573	133,293	125,457	126,950	135,836
16b	124,618	124,618	133,341	126,995	126,995	135,884
16c	125,413	125,413	134,192	127,789	127,789	136,735
17a	126,814	127,467	136,389	129,262	129,914	139,008
17b	127,527	127,527	136,454	129,974	129,974	139,072
18a	127,581	129,071	138,106	130,028	131,518	140,724
18b	129,115	129,115	138,153	131,563	131,563	140,772
18c	129,161	129,161	138,203	131,609	131,609	140,821
18d	129,161	129,161	138,203	131,609	131,609	140,821
18e	129,161	129,161	138,203	131,609	131,609	140,821
18f	129,161	129,161	138,203	131,609	131,609	140,821

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.



## 1C. 248-Day Schedule / 2022-23 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	71,022	71,022	75,994	75,943	75,943	81,259
2	71,022	72,130	77,180	75,943	77,051	82,445
3	72,169	73,499	78,644	77,090	78,420	83,910
4	73,580	75,021	80,273	78,501	79,942	85,538
5	75,148	77,475	82,899	80,069	82,396	88,164
6	77,681	80,563	86,202	82,602	85,484	91,467
7	80,857	83,905	89,778	85,778	88,826	95,044
8	84,287	87,335	93,449	89,207	92,255	98,713
9	87,776	90,824	97,182	92,696	95,744	102,446
10	91,317	94,198	100,792	96,237	99,118	106,057
11	94,753	97,413	104,232	99,674	102,334	109,498
12	98,005	100,222	107,238	102,925	105,142	112,502
13	103,122	105,006	112,356	108,042	109,926	117,621
14a	107,934	109,541	117,209	112,854	114,461	122,473
14b	112,007	112,007	119,847	116,926	116,926	125,110
14c	113,299	113,299	121,230	118,219	118,219	126,494
15a	113,828	114,978	123,026	118,747	119,897	128,289
15b	115,018	115,018	123,070	119,937	119,937	128,333
15c	115,054	115,054	123,108	119,973	119,973	128,371
16a	115,091	116,584	124,745	120,009	121,502	130,008
16b	116,636	116,636	124,801	121,555	121,555	130,064
16c	116,682	116,682	124,850	121,601	121,601	130,113
17a	117,504	118,156	126,427	122,422	123,075	131,690
17b	119,264	119,264	127,613	124,329	124,329	133,032
18a	119,327	120,817	129,274	124,392	125,882	134,693
18b	120,925	120,925	129,389	125,989	125,989	134,809
18c	120,971	120,971	129,439	126,036	126,036	134,858
18d	121,018	121,018	129,490	126,083	126,083	134,909
18e	121,018	121,018	129,490	126,083	126,083	134,909
18f	121,018	121,018	129,490	126,083	126,083	134,909

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1C. 248-Day Schedule / 2022-23 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	78,402	78,402	83,890	80,862	80,862	86,522
2	78,402	79,510	85,076	80,862	81,970	87,708
3	79,549	80,879	86,540	82,009	83,339	89,173
4	80,960	82,401	88,169	83,420	84,861	90,801
5	82,528	84,855	90,795	84,988	87,315	93,427
6	85,060	87,942	94,098	87,520	90,402	96,730
7	88,237	91,285	97,675	90,697	93,745	100,307
8	91,667	94,715	101,345	94,126	97,174	103,976
9	95,156	98,204	105,078	97,616	100,664	107,710
10	98,697	101,578	108,689	101,156	104,037	111,319
11	102,133	104,793	112,128	104,593	107,253	114,761
12	105,385	107,602	115,134	107,844	110,061	117,765
13	110,502	112,386	120,253	112,962	114,846	122,885
14a	115,313	116,920	125,104	117,771	119,378	127,735
14b	119,387	119,387	127,744	121,844	121,844	130,373
14c	120,680	120,680	129,128	123,139	123,139	131,759
15a	121,206	122,357	130,922	123,668	124,818	133,555
15b	122,397	122,397	130,965	124,858	124,858	133,598
15c	122,433	122,433	131,003	124,894	124,894	133,636
16a	122,469	123,962	132,640	124,930	126,423	135,273
16b	124,015	124,015	132,696	126,476	126,476	135,329
16c	124,061	124,061	132,745	126,522	126,522	135,379
17a	124,885	125,537	134,324	127,343	127,996	136,955
17b	126,862	126,862	135,742	129,395	129,395	138,453
18a	126,924	128,414	137,403	129,457	130,947	140,114
18b	128,522	128,522	137,519	131,055	131,055	140,229
18c	128,569	128,569	137,568	131,101	131,101	140,279
18d	128,616	128,616	137,619	131,149	131,149	140,330
18e	128,616	128,616	137,619	131,149	131,149	140,330
18f	128,616	128,616	137,619	131,149	131,149	140,330

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1C. 248-Day Schedule / 2022-23 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	83,322	83,322	89,155	85,782	85,782	91,787
2	83,322	84,430	90,340	85,782	86,890	92,972
3	84,469	85,799	91,805	86,929	88,259	94,437
4	85,880	87,321	93,433	88,340	89,781	96,065
5	87,448	89,775	96,059	89,908	92,235	98,691
6	89,980	92,862	99,362	92,440	95,322	101,995
7	93,156	96,204	102,939	95,616	98,664	105,571
8	96,587	99,635	106,609	99,046	102,094	109,240
9	100,076	103,124	110,343	102,536	105,584	112,975
10	103,617	106,498	113,953	106,076	108,957	116,584
11	107,053	109,713	117,393	109,513	112,173	120,025
12	110,305	112,522	120,398	112,763	114,980	123,029
13	115,422	117,306	125,517	117,880	119,764	128,148
14a	120,231	121,838	130,367	122,694	124,301	133,002
14b	124,305	124,305	133,007	126,765	126,765	135,639
14c	125,599	125,599	134,391	128,059	128,059	137,023
15a	126,125	127,275	136,185	128,585	129,735	138,817
15b	127,316	127,316	136,228	129,775	129,775	138,860
15c	127,351	127,351	136,266	129,811	129,811	138,898
16a	127,388	128,881	137,903	129,848	131,341	140,535
16b	128,933	128,933	137,959	131,393	131,393	140,591
16c	128,980	128,980	138,008	131,440	131,440	140,640
17a	129,802	130,454	139,586	132,262	132,914	142,218
17b	131,928	131,928	141,163	134,461	134,461	143,873
18a	131,990	133,480	142,824	134,523	136,013	145,534
18b	133,588	133,588	142,939	136,121	136,121	145,650
18c	133,634	133,634	142,989	136,167	136,167	145,699
18d	133,682	133,682	143,040	136,215	136,215	145,750
18e	133,682	133,682	143,040	136,215	136,215	145,750
18f	133,682	133,682	143,040	136,215	136,215	145,750

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1C. 248-Day Schedule / 2023-24 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	73,508	73,508	78,654	78,601	78,601	84,104
2	73,508	74,616	79,839	78,601	79,709	85,289
3	74,655	75,985	81,304	79,748	81,078	86,754
4	76,072	77,513	82,939	81,165	82,606	88,388
5	77,647	79,974	85,572	82,740	85,067	91,022
6	80,187	83,069	88,884	85,280	88,162	94,334
7	83,382	86,430	92,480	88,475	91,523	97,930
8	86,842	89,890	96,182	91,935	94,983	101,632
9	90,392	93,440	99,981	95,484	98,532	105,429
10	94,003	96,884	103,666	99,095	101,976	109,114
11	97,495	100,155	107,166	102,587	105,247	112,615
12	100,823	103,040	110,252	105,916	108,133	115,702
13	103,730	105,614	113,007	108,822	110,706	118,455
14a	108,681	110,288	118,008	113,773	115,380	123,457
14b	113,375	113,375	121,311	118,467	118,467	126,760
14c	115,927	115,927	124,042	121,018	121,018	129,489
15a	117,265	118,415	126,704	122,357	123,507	132,152
15b	119,002	119,002	127,332	124,093	124,093	132,780
15c	119,044	119,044	127,377	124,135	124,135	132,824
16a	119,081	120,574	129,014	124,172	125,665	134,461
16b	120,664	120,664	129,111	125,755	125,755	134,558
16c	120,718	120,718	129,169	125,809	125,809	134,616
17a	120,766	121,418	129,918	125,857	126,509	135,365
17b	122,291	122,291	130,852	127,382	127,382	136,299
18a	123,439	124,929	133,674	128,681	130,171	139,283
18b	125,045	125,045	133,799	130,287	130,287	139,407
18c	125,157	125,157	133,918	130,399	130,399	139,527
18d	125,205	125,205	133,969	130,447	130,447	139,578
18e	125,254	125,254	134,022	130,496	130,496	139,631
18f	125,254	125,254	134,022	130,496	130,496	139,631

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1C. 248-Day Schedule / 2023-24 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	81,146	81,146	86,826	83,692	83,692	89,551
2	81,146	82,254	88,012	83,692	84,800	90,736
3	82,293	83,623	89,477	84,839	86,169	92,201
4	83,710	85,151	91,111	86,256	87,697	93,836
5	85,285	87,612	93,745	87,831	90,158	96,469
6	87,825	90,707	97,056	90,371	93,253	99,781
7	91,020	94,068	100,653	93,566	96,614	103,377
8	94,480	97,528	104,355	97,026	100,074	107,079
9	98,030	101,078	108,153	100,575	103,623	110,876
10	101,641	104,522	111,839	104,187	107,068	114,563
11	105,133	107,793	115,339	107,678	110,338	118,062
12	108,461	110,678	118,425	111,007	113,224	121,149
13	111,368	113,252	121,179	113,913	115,797	123,902
14a	116,319	117,926	126,181	118,865	120,472	128,905
14b	121,012	121,012	129,483	123,557	123,557	132,206
14c	123,565	123,565	132,215	126,109	126,109	134,936
15a	124,904	126,054	134,878	127,449	128,599	137,601
15b	126,639	126,639	135,504	129,186	129,186	138,229
15c	126,681	126,681	135,548	129,228	129,228	138,274
16a	126,718	128,211	137,185	129,265	130,758	139,911
16b	128,301	128,301	137,282	130,848	130,848	140,008
16c	128,355	128,355	137,340	130,902	130,902	140,066
17a	128,403	129,055	138,089	130,950	131,603	140,815
17b	129,931	129,931	139,026	132,475	132,475	141,749
18a	131,302	132,792	142,088	133,924	135,414	144,893
18b	132,909	132,909	142,213	135,531	135,531	145,018
18c	133,021	133,021	142,332	135,642	135,642	145,137
18d	133,068	133,068	142,383	135,690	135,690	145,188
18e	133,118	133,118	142,436	135,739	135,739	145,241
18f	133,118	133,118	142,436	135,739	135,739	145,241

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

### 1C. 248-Day Schedule / 2023-24 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	86,238	86,238	92,275	88,784	88,784	94,999
2	86,238	87,346	93,461	88,784	89,892	96,185
3	87,385	88,715	94,925	89,931	91,261	97,649
4	88,802	90,243	96,560	91,348	92,789	99,284
5	90,377	92,704	99,193	92,923	95,250	101,917
6	92,917	95,799	102,505	95,463	98,345	105,229
7	96,112	99,160	106,102	98,658	101,706	108,826
8	99,572	102,620	109,803	102,118	105,166	112,527
9	103,122	106,170	113,602	105,667	108,715	116,325
10	106,733	109,614	117,287	109,279	112,160	120,011
11	110,225	112,885	120,787	112,770	115,430	123,510
12	113,553	115,770	123,874	116,099	118,316	126,598
13	116,460	118,344	126,628	119,005	120,889	129,351
14a	121,411	123,018	131,630	123,956	125,563	134,353
14b	126,103	126,103	134,930	128,651	128,651	137,657
14c	128,656	128,656	137,662	131,202	131,202	140,386
15a	129,995	131,145	140,325	132,541	133,691	143,049
15b	131,730	131,730	140,951	134,276	134,276	143,675
15c	131,772	131,772	140,996	134,318	134,318	143,720
16a	131,809	133,302	142,633	134,355	135,848	145,357
16b	133,392	133,392	142,729	135,938	135,938	145,454
16c	133,446	133,446	142,787	135,992	135,992	145,511
17a	133,494	134,146	143,536	136,040	136,692	146,261
17b	135,020	135,020	144,472	137,566	137,566	147,196
18a	136,545	138,035	147,698	139,167	140,657	150,503
18b	138,152	138,152	147,823	140,774	140,774	150,628
18c	138,264	138,264	147,942	140,885	140,885	150,747
18d	138,312	138,312	147,993	140,933	140,933	150,799
18e	138,361	138,361	148,046	140,983	140,983	150,851
18f	138,361	138,361	148,046	140,983	140,983	150,851

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2019-20 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	65,926	65,926	70,541	70,491	70,491	75,426
2	65,926	67,056	71,750	70,491	71,621	76,635
3	67,090	68,445	73,236	71,655	73,010	78,121
4	68,515	69,983	74,882	73,080	74,548	79,766
5	70,085	72,457	77,529	74,650	77,022	82,414
6	72,595	75,532	80,819	77,160	80,097	85,703
7	75,712	78,818	84,336	80,278	83,384	89,220
8	79,062	82,168	87,920	83,627	86,733	92,805
9	82,456	85,562	91,552	87,022	90,128	96,436
10	88,022	90,959	97,327	92,587	95,524	102,211
11	93,468	96,179	102,912	98,036	100,747	107,800
12	98,299	100,558	107,597	102,866	105,125	112,484
13	101,653	103,573	110,823	106,219	108,139	115,709
14a	104,015	105,653	113,048	108,580	110,218	117,933
14b	105,653	105,653	113,048	110,218	110,218	117,933
14c	105,653	105,653	113,048	110,218	110,218	117,933
15a	105,653	106,825	114,303	110,218	111,390	119,187
15b	106,825	106,825	114,303	111,390	111,390	119,187
15c	106,825	106,825	114,303	111,390	111,390	119,187
16a	107,546	109,067	116,702	112,113	113,634	121,589
16b	110,075	110,075	117,780	114,776	114,776	122,810
16c	110,114	110,114	117,822	114,815	114,815	122,852
17a	110,146	110,811	118,568	114,848	115,512	123,598
17b	110,811	110,811	118,568	115,512	115,512	123,598
18a	110,811	112,329	120,192	115,512	117,030	125,222
18b	112,329	112,329	120,192	117,030	117,030	125,222
18c	112,329	112,329	120,192	117,030	117,030	125,222
18d	112,329	112,329	120,192	117,030	117,030	125,222
18e	112,329	112,329	120,192	117,030	117,030	125,222
18f	112,329	112,329	120,192	117,030	117,030	125,222

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2019-20 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	72,775	72,775	77,869	75,059	75,059	80,313
2	72,775	73,905	79,078	75,059	76,189	81,522
3	73,939	75,294	80,564	76,222	77,577	83,008
4	75,364	76,832	82,210	77,647	79,115	84,653
5	76,934	79,306	84,857	79,217	81,589	87,301
6	79,443	82,380	88,147	81,728	84,665	90,591
7	82,561	85,667	91,664	84,845	87,951	94,107
8	85,911	89,017	95,248	88,194	91,300	97,691
9	89,306	92,412	98,881	91,590	94,696	101,324
10	94,871	97,808	104,655	97,156	100,093	107,099
11	100,318	103,029	110,241	102,601	105,312	112,684
12	105,148	107,407	114,926	107,431	109,690	117,368
13	108,502	110,422	118,152	110,786	112,706	120,596
14a	110,864	112,502	120,378	113,149	114,787	122,822
14b	112,502	112,502	120,378	114,787	114,787	122,822
14c	112,502	112,502	120,378	114,787	114,787	122,822
15a	112,502	113,675	121,632	114,787	115,959	124,077
15b	113,675	113,675	121,632	115,959	115,959	124,077
15c	113,675	113,675	121,632	115,959	115,959	124,077
16a	114,396	115,917	124,031	116,679	118,200	126,474
16b	117,129	117,129	125,328	119,479	119,479	127,843
16c	117,168	117,168	125,370	119,518	119,518	127,885
17a	117,200	117,865	126,115	119,551	120,216	128,631
17b	117,865	117,865	126,115	120,216	120,216	128,631
18a	117,865	119,383	127,739	120,216	121,734	130,255
18b	119,383	119,383	127,739	121,734	121,734	130,255
18c	119,383	119,383	127,739	121,734	121,734	130,255
18d	119,383	119,383	127,739	121,734	121,734	130,255
18e	119,383	119,383	127,739	121,734	121,734	130,255
18f	119,383	119,383	127,739	121,734	121,734	130,255

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.



## 1D. 52-Week Schedule / 2019-20 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	77,341	77,341	82,755	79,624	79,624	85,197
2	77,341	78,471	83,964	79,624	80,754	86,406
3	78,505	79,860	85,450	80,788	82,143	87,892
4	79,930	81,398	87,096	82,212	83,680	89,538
5	81,500	83,872	89,743	83,782	86,154	92,185
6	84,010	86,947	93,034	86,293	89,230	95,476
7	87,127	90,233	96,550	89,410	92,516	98,992
8	90,477	93,583	100,134	92,760	95,866	102,576
9	93,872	96,978	103,767	96,155	99,261	106,209
10	99,438	102,375	109,541	101,721	104,658	111,984
11	104,885	107,596	115,128	107,167	109,878	117,570
12	109,716	111,975	119,813	111,996	114,255	122,253
13	113,068	114,988	123,037	115,351	117,271	125,480
14a	115,431	117,069	125,263	117,714	119,352	127,707
14b	117,069	117,069	125,263	119,352	119,352	127,707
14c	117,069	117,069	125,263	119,352	119,352	127,707
15a	117,069	118,241	126,518	119,352	120,524	128,961
15b	118,241	118,241	126,518	120,524	120,524	128,961
15c	118,241	118,241	126,518	120,524	120,524	128,961
16a	118,963	120,484	128,918	121,245	122,766	131,360
16b	121,830	121,830	130,358	124,180	124,180	132,873
16c	121,869	121,869	130,400	124,220	124,220	132,915
17a	121,901	122,566	131,145	124,252	124,917	133,661
17b	122,566	122,566	131,145	124,917	124,917	133,661
18a	122,566	124,084	132,770	124,917	126,435	135,285
18b	124,084	124,084	132,770	126,435	126,435	135,285
18c	124,084	124,084	132,770	126,435	126,435	135,285
18d	124,084	124,084	132,770	126,435	126,435	135,285
18e	124,084	124,084	132,770	126,435	126,435	135,285
18f	124,084	124,084	132,770	126,435	126,435	135,285

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2020-21 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	67,904	67,904	72,657	72,606	72,606	77,689
2	67,904	69,034	73,866	72,606	73,736	78,898
3	69,068	70,423	75,353	73,770	75,125	80,384
4	70,499	71,967	77,004	75,201	76,669	82,035
5	72,082	74,454	79,666	76,784	79,156	84,697
6	74,631	77,568	82,998	79,333	82,270	88,029
7	77,798	80,904	86,567	82,500	85,606	91,598
8	81,183	84,289	90,189	85,885	88,991	95,220
9	84,633	87,739	93,881	89,335	92,441	98,912
10	88,129	91,066	97,441	92,831	95,768	102,472
11	93,688	96,399	103,147	98,390	101,101	108,178
12	99,064	101,323	108,416	103,770	106,029	113,451
13	103,574	105,494	112,879	108,279	110,199	117,912
14a	106,680	108,318	115,900	111,383	113,021	120,933
14b	108,822	108,822	116,440	113,524	113,524	121,471
14c	108,822	108,822	116,440	113,524	113,524	121,471
15a	108,822	109,995	117,694	113,524	114,697	122,725
15b	110,030	110,030	117,732	114,732	114,732	122,763
15c	110,030	110,030	117,732	114,732	114,732	122,763
16a	110,030	111,551	119,359	114,732	116,253	124,390
16b	112,339	112,339	120,203	117,043	117,043	125,236
16c	113,377	113,377	121,313	118,219	118,219	126,494
17a	113,417	114,082	122,067	118,259	118,924	127,249
17b	114,135	114,135	122,125	118,978	118,978	127,306
18a	114,135	115,653	123,749	118,978	120,496	128,930
18b	115,699	115,699	123,798	120,541	120,541	128,979
18c	115,699	115,699	123,798	120,541	120,541	128,979
18d	115,699	115,699	123,798	120,541	120,541	128,979
18e	115,699	115,699	123,798	120,541	120,541	128,979
18f	115,699	115,699	123,798	120,541	120,541	128,979

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2020-21 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	74,958	74,958	80,205	77,310	77,310	82,722
2	74,958	76,088	81,414	77,310	78,440	83,931
3	76,122	77,477	82,901	78,474	79,829	85,417
4	77,553	79,021	84,552	79,905	81,373	87,069
5	79,137	81,509	87,214	81,489	83,861	89,731
6	81,685	84,622	90,545	84,037	86,974	93,062
7	84,852	87,958	94,115	87,205	90,311	96,633
8	88,237	91,343	97,737	90,589	93,695	100,254
9	91,687	94,793	101,429	94,039	97,145	103,946
10	95,185	98,122	104,990	97,537	100,474	107,507
11	100,742	103,453	110,695	103,095	105,806	113,213
12	106,120	108,379	115,965	108,472	110,731	118,482
13	110,630	112,550	120,428	112,981	114,901	122,944
14a	113,735	115,373	123,449	116,087	117,725	125,966
14b	115,878	115,878	123,989	118,231	118,231	126,507
14c	115,878	115,878	123,989	118,231	118,231	126,507
15a	115,878	117,050	125,243	118,231	119,403	127,761
15b	117,085	117,085	125,281	119,438	119,438	127,799
15c	117,085	117,085	125,281	119,438	119,438	127,799
16a	117,085	118,606	126,908	119,438	120,959	129,426
16b	119,394	119,394	127,752	121,746	121,746	130,269
16c	120,643	120,643	129,088	123,063	123,063	131,678
17a	120,683	121,348	129,842	123,104	123,769	132,432
17b	121,400	121,400	129,898	123,822	123,822	132,490
18a	121,400	122,918	131,523	123,822	125,340	134,114
18b	122,964	122,964	131,571	125,386	125,386	134,163
18c	122,964	122,964	131,571	125,386	125,386	134,163
18d	122,964	122,964	131,571	125,386	125,386	134,163
18e	122,964	122,964	131,571	125,386	125,386	134,163
18f	122,964	122,964	131,571	125,386	125,386	134,163

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2020-21 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	79,661	79,661	85,238	82,012	82,012	87,753
2	79,661	80,791	86,447	82,012	83,142	88,962
3	80,825	82,180	87,933	83,176	84,531	90,448
4	82,256	83,724	89,584	84,607	86,075	92,100
5	83,840	86,212	92,246	86,191	88,563	94,762
6	86,388	89,325	95,578	88,739	91,676	98,093
7	89,556	92,662	99,148	91,907	95,013	101,664
8	92,940	96,046	102,769	95,291	98,397	105,285
9	96,390	99,496	106,461	98,741	101,847	108,977
10	99,888	102,825	110,022	102,239	105,176	112,538
11	105,446	108,157	115,728	107,797	110,508	118,244
12	110,824	113,083	120,999	113,175	115,434	123,514
13	115,334	117,254	125,462	117,683	119,603	127,975
14a	118,437	120,075	128,480	120,789	122,427	130,997
14b	120,581	120,581	129,021	122,933	122,933	131,538
14c	120,581	120,581	129,021	122,933	122,933	131,538
15a	120,581	121,753	130,276	122,933	124,105	132,792
15b	121,788	121,788	130,313	124,140	124,140	132,830
15c	121,788	121,788	130,313	124,140	124,140	132,830
16a	121,788	123,309	131,941	124,140	125,661	134,457
16b	124,098	124,098	132,785	126,449	126,449	135,301
16c	125,485	125,485	134,269	127,906	127,906	136,859
17a	125,526	126,190	135,024	127,946	128,611	137,614
17b	126,243	126,243	135,080	128,664	128,664	137,671
18a	126,243	127,761	136,704	128,664	130,182	139,295
18b	127,806	127,806	136,753	130,228	130,228	139,344
18c	127,806	127,806	136,753	130,228	130,228	139,344
18d	127,806	127,806	136,753	130,228	130,228	139,344
18e	127,806	127,806	136,753	130,228	130,228	139,344
18f	127,806	127,806	136,753	130,228	130,228	139,344

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2021-22 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	69,941	69,941	74,837	74,784	74,784	80,019
2	69,941	71,071	76,046	74,784	75,914	81,228
3	71,105	72,460	77,532	75,948	77,303	82,714
4	72,536	74,004	79,184	77,379	78,847	84,366
5	74,126	76,498	81,852	78,969	81,341	87,034
6	76,688	79,625	85,199	81,531	84,468	90,381
7	79,895	83,001	88,811	84,738	87,844	93,993
8	83,331	86,437	92,487	88,174	91,280	97,669
9	86,818	89,924	96,218	91,661	94,767	101,400
10	90,371	93,308	99,840	95,215	98,152	105,022
11	93,798	96,509	103,265	98,641	101,352	108,447
12	99,291	101,550	108,659	104,134	106,393	113,841
13	104,363	106,283	113,723	109,210	111,130	118,909
14a	108,659	110,297	118,018	113,505	115,143	123,202
14b	111,568	111,568	119,377	116,412	116,412	124,561
14c	112,087	112,087	119,933	116,930	116,930	125,115
15a	112,087	113,259	121,187	116,930	118,102	126,370
15b	113,294	113,294	121,225	118,138	118,138	126,407
15c	113,331	113,331	121,264	118,174	118,174	126,446
16a	113,331	114,852	122,891	118,174	119,695	128,073
16b	114,897	114,897	122,940	119,740	119,740	128,122
16c	115,709	115,709	123,809	120,555	120,555	128,993
17a	116,778	117,443	125,664	121,766	122,430	131,000
17b	117,504	117,504	125,729	122,492	122,492	131,066
18a	117,559	119,077	127,413	122,547	124,065	132,750
18b	119,123	119,123	127,462	124,111	124,111	132,798
18c	119,170	119,170	127,512	124,157	124,157	132,848
18d	119,170	119,170	127,512	124,157	124,157	132,848
18e	119,170	119,170	127,512	124,157	124,157	132,848
18f	119,170	119,170	127,512	124,157	124,157	132,848

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2021-22 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	77,207	77,207	82,611	79,630	79,630	85,204
2	77,207	78,337	83,821	79,630	80,760	86,413
3	78,371	79,726	85,307	80,794	82,149	87,899
4	79,801	81,269	86,958	82,224	83,692	89,551
5	81,391	83,763	89,627	83,814	86,186	92,219
6	83,954	86,891	92,973	86,376	89,313	95,565
7	87,161	90,267	96,585	89,583	92,689	99,178
8	90,596	93,702	100,262	93,020	96,126	102,855
9	94,083	97,189	103,993	96,506	99,612	106,585
10	97,637	100,574	107,614	100,060	102,997	110,207
11	101,065	103,776	111,040	103,488	106,199	113,633
12	106,557	108,816	116,433	108,981	111,240	119,026
13	111,630	113,550	121,498	114,053	115,973	124,091
14a	115,926	117,564	125,794	118,348	119,986	128,385
14b	118,834	118,834	127,153	121,257	121,257	129,745
14c	119,354	119,354	127,709	121,778	121,778	130,302
15a	119,354	120,526	128,963	121,778	122,950	131,556
15b	120,561	120,561	129,001	122,985	122,985	131,594
15c	120,598	120,598	129,039	123,021	123,021	131,633
16a	120,598	122,119	130,667	123,021	124,542	133,260
16b	122,164	122,164	130,716	124,588	124,588	133,309
16c	122,976	122,976	131,584	125,399	125,399	134,177
17a	124,262	124,927	133,672	126,755	127,420	136,339
17b	124,988	124,988	133,738	127,482	127,482	136,405
18a	125,042	126,560	135,420	127,537	129,055	138,089
18b	126,606	126,606	135,468	129,100	129,100	138,137
18c	126,653	126,653	135,519	129,147	129,147	138,188
18d	126,653	126,653	135,519	129,147	129,147	138,188
18e	126,653	126,653	135,519	129,147	129,147	138,188
18f	126,653	126,653	135,519	129,147	129,147	138,188

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2021-22 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	82,051	82,051	87,795	84,473	84,473	90,386
2	82,051	83,181	89,004	84,473	85,603	91,595
3	83,215	84,570	90,490	85,637	86,992	93,081
4	84,646	86,114	92,142	87,067	88,535	94,733
5	86,235	88,607	94,810	88,657	91,029	97,401
6	88,798	91,735	98,156	91,220	94,157	100,748
7	92,005	95,111	101,769	94,426	97,532	104,360
8	95,442	98,548	105,446	97,863	100,969	108,037
9	98,928	102,034	109,176	101,349	104,455	111,767
10	102,481	105,418	112,798	104,903	107,840	115,389
11	105,909	108,620	116,224	108,331	111,042	118,815
12	111,402	113,661	121,617	113,824	116,083	124,208
13	116,475	118,395	126,683	118,897	120,817	129,274
14a	120,771	122,409	130,978	123,191	124,829	133,567
14b	123,677	123,677	132,335	126,100	126,100	134,927
14c	124,198	124,198	132,892	126,621	126,621	135,484
15a	124,198	125,370	134,146	126,621	127,793	136,738
15b	125,405	125,405	134,184	127,828	127,828	136,776
15c	125,442	125,442	134,223	127,864	127,864	136,815
16a	125,442	126,963	135,850	127,864	129,385	138,442
16b	127,008	127,008	135,899	129,431	129,431	138,491
16c	127,821	127,821	136,769	130,243	130,243	139,360
17a	129,250	129,914	139,008	131,743	132,408	141,676
17b	129,976	129,976	139,074	132,469	132,469	141,742
18a	130,030	131,548	140,756	132,524	134,042	143,425
18b	131,594	131,594	140,805	134,088	134,088	143,474
18c	131,640	131,640	140,855	134,135	134,135	143,524
18d	131,640	131,640	140,855	134,135	134,135	143,524
18e	131,640	131,640	140,855	134,135	134,135	143,524
18f	131,640	131,640	140,855	134,135	134,135	143,524

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2022-23 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	72,389	72,389	77,456	77,402	77,402	82,820
2	72,389	73,519	78,666	77,402	78,532	84,029
3	73,559	74,914	80,158	78,571	79,926	85,521
4	74,996	76,464	81,817	80,009	81,477	87,180
5	76,594	78,966	84,493	81,606	83,978	89,857
6	79,175	82,112	87,860	84,188	87,125	93,223
7	82,412	85,518	91,504	87,425	90,531	96,868
8	85,906	89,012	95,243	90,918	94,024	100,606
9	89,462	92,568	99,048	94,474	97,580	104,411
10	93,071	96,008	102,729	98,084	101,021	108,092
11	96,574	99,285	106,235	101,587	104,298	111,599
12	99,887	102,146	109,296	104,900	107,159	114,660
13	105,104	107,024	114,516	110,117	112,037	119,880
14a	110,003	111,641	119,456	115,019	116,657	124,823
14b	114,158	114,158	122,149	119,173	119,173	127,515
14c	115,472	115,472	123,555	120,486	120,486	128,920
15a	116,010	117,182	125,385	121,023	122,195	130,749
15b	117,223	117,223	125,429	122,236	122,236	130,792
15c	117,260	117,260	125,468	122,272	122,272	130,831
16a	117,297	118,818	127,135	122,310	123,831	132,499
16b	118,871	118,871	127,192	123,884	123,884	132,556
16c	118,919	118,919	127,243	123,931	123,931	132,606
17a	119,759	120,424	128,853	124,774	125,439	134,219
17b	121,553	121,553	130,062	126,715	126,715	135,585
18a	121,617	123,135	131,754	126,779	128,297	137,278
18b	123,245	123,245	131,872	128,407	128,407	137,396
18c	123,292	123,292	131,923	128,454	128,454	137,446
18d	123,341	123,341	131,975	128,503	128,503	137,498
18e	123,341	123,341	131,975	128,503	128,503	137,498
18f	123,341	123,341	131,975	128,503	128,503	137,498

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.



## 1D. 52-Week Schedule / 2022-23 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	79,909	79,909	85,503	82,417	82,417	88,186
2	79,909	81,039	86,712	82,417	83,547	89,395
3	81,079	82,434	88,204	83,586	84,941	90,887
4	82,516	83,984	89,863	85,024	86,492	92,546
5	84,114	86,486	92,540	86,621	88,993	95,223
6	86,695	89,632	95,906	89,202	92,139	98,589
7	89,932	93,038	99,551	92,439	95,545	102,234
8	93,426	96,532	103,289	95,933	99,039	105,972
9	96,982	100,088	107,094	99,491	102,597	109,778
10	100,591	103,528	110,775	103,098	106,035	113,458
11	104,094	106,805	114,282	106,602	109,313	116,965
12	107,408	109,667	117,344	109,916	112,175	120,027
13	112,624	114,544	122,563	115,133	117,053	125,247
14a	117,524	119,162	127,504	120,032	121,670	130,187
14b	121,679	121,679	130,196	124,185	124,185	132,878
14c	122,994	122,994	131,603	125,501	125,501	134,286
15a	123,531	124,704	133,433	126,040	127,212	136,117
15b	124,745	124,745	133,477	127,253	127,253	136,161
15c	124,781	124,781	133,516	127,290	127,290	136,200
16a	124,818	126,339	135,183	127,327	128,848	137,867
16b	126,393	126,393	135,240	128,901	128,901	137,924
16c	126,440	126,440	135,291	128,948	128,948	137,975
17a	127,280	127,945	136,901	129,788	130,452	139,584
17b	129,299	129,299	138,350	131,880	131,880	141,111
18a	129,363	130,881	140,043	131,943	133,461	142,804
18b	130,990	130,990	140,159	133,572	133,572	142,922
18c	131,037	131,037	140,210	133,619	133,619	142,972
18d	131,086	131,086	140,262	133,667	133,667	143,024
18e	131,086	131,086	140,262	133,667	133,667	143,024
18d	131,086	131,086	140,262	133,667	133,667	143,024

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2022-23 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	84,923	84,923	90,868	87,429	87,429	93,549
2	84,923	86,053	92,077	87,429	88,559	94,758
3	86,092	87,447	93,569	88,599	89,954	96,251
4	87,530	88,998	95,228	90,036	91,504	97,910
5	89,128	91,500	97,905	91,634	94,006	100,586
6	91,709	94,646	101,271	94,215	97,152	103,953
7	94,946	98,052	104,915	97,452	100,558	107,597
8	98,440	101,546	108,654	100,946	104,052	111,336
9	101,997	105,103	112,460	104,503	107,609	115,142
10	105,605	108,542	116,140	108,111	111,048	118,821
11	109,108	111,819	119,646	111,614	114,325	122,328
12	112,422	114,681	122,709	114,928	117,187	125,390
13	117,639	119,559	127,928	120,146	122,066	130,610
14a	122,539	124,177	132,870	125,045	126,683	135,551
14b	126,694	126,694	135,562	129,198	129,198	138,242
14c	128,006	128,006	136,967	130,514	130,514	139,650
15a	128,545	129,717	138,797	131,052	132,225	141,480
15b	129,758	129,758	138,841	132,266	132,266	141,524
15c	129,795	129,795	138,880	132,302	132,302	141,563
16a	129,832	131,353	140,548	132,340	133,861	143,231
16b	131,406	131,406	140,605	133,914	133,914	143,288
16c	131,454	131,454	140,655	133,961	133,961	143,338
17a	132,295	132,960	142,267	134,801	135,466	144,949
17b	134,461	134,461	143,874	137,042	137,042	146,635
18a	134,525	136,043	145,566	137,106	138,624	148,327
18b	136,152	136,152	145,683	138,734	138,734	148,445
18c	136,199	136,199	145,733	138,781	138,781	148,496
18d	136,248	136,248	145,785	138,830	138,830	148,548
18e	136,248	136,248	145,785	138,830	138,830	148,548
18d	136,248	136,248	145,785	138,830	138,830	148,548

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2023-24 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	74,923	74,923	80,167	80,111	80,111	85,719
2	74,923	76,053	81,376	80,111	81,241	86,928
3	76,092	77,447	82,869	81,280	82,635	88,420
4	77,536	79,004	84,534	82,724	84,192	90,085
5	79,140	81,512	87,218	84,328	86,700	92,770
6	81,730	84,667	90,593	86,918	89,855	96,144
7	84,986	88,092	94,258	90,174	93,280	99,810
8	88,511	91,617	98,030	93,699	96,805	103,581
9	92,127	95,233	101,900	97,315	100,421	107,451
10	95,808	98,745	105,657	100,996	103,933	111,208
11	99,368	102,079	109,225	104,556	107,267	114,776
12	102,760	105,019	112,371	107,948	110,207	117,922
13	105,721	107,641	115,176	110,909	112,829	120,727
14a	110,770	112,408	120,277	115,958	117,596	125,828
14b	115,548	115,548	123,637	120,740	120,740	129,192
14c	118,153	118,153	126,424	123,344	123,344	131,978
15a	119,514	120,686	129,134	124,703	125,875	134,687
15b	121,284	121,284	129,774	126,472	126,472	135,325
15c	121,326	121,326	129,819	126,514	126,514	135,370
16a	121,364	122,885	131,487	126,552	128,073	137,038
16b	122,977	122,977	131,585	128,165	128,165	137,136
16c	123,032	123,032	131,644	128,220	128,220	137,195
17a	123,081	123,746	132,408	128,269	128,934	137,959
17b	124,639	124,639	133,363	129,829	129,829	138,917
18a	125,808	127,326	136,238	131,150	132,668	141,955
18b	127,445	127,445	136,366	132,787	132,787	142,082
18c	127,559	127,559	136,488	132,902	132,902	142,205
18d	127,608	127,608	136,540	132,950	132,950	142,257
18e	127,658	127,658	136,594	133,001	133,001	142,311
18f	127,658	127,658	136,594	133,001	133,001	142,311

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2023-24 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	82,706	82,706	88,495	85,301	85,301	91,272
2	82,706	83,836	89,705	85,301	86,431	92,481
3	83,876	85,231	91,197	86,471	87,826	93,974
4	85,319	86,787	92,862	87,914	89,382	95,639
5	86,924	89,296	95,546	89,519	91,891	98,323
6	89,513	92,450	98,921	92,108	95,045	101,698
7	92,769	95,875	102,586	95,364	98,470	105,363
8	96,294	99,400	106,358	98,890	101,996	109,135
9	99,911	103,017	110,228	102,506	105,612	113,005
10	103,591	106,528	113,985	106,187	109,124	116,763
11	107,152	109,863	117,553	109,747	112,458	120,330
12	110,543	112,802	120,699	113,139	115,398	123,475
13	113,506	115,426	123,505	116,101	118,021	126,282
14a	118,553	120,191	128,605	121,150	122,788	131,383
14b	123,333	123,333	131,966	125,928	125,928	134,743
14c	125,938	125,938	134,753	128,532	128,532	137,529
15a	127,298	128,471	137,464	129,894	131,066	140,240
15b	129,068	129,068	138,103	131,665	131,665	140,881
15c	129,111	129,111	138,148	131,707	131,707	140,926
16a	129,148	130,669	139,816	131,745	133,266	142,594
16b	130,761	130,761	139,915	133,358	133,358	142,693
16c	130,816	130,816	139,974	133,413	133,413	142,752
17a	130,865	131,530	140,737	133,462	134,126	143,515
17b	132,423	132,423	141,693	135,018	135,018	144,470
18a	133,825	135,343	144,817	136,496	138,014	147,675
18b	135,462	135,462	144,944	138,133	138,133	147,802
18c	135,575	135,575	145,065	138,247	138,247	147,924
18d	135,624	135,624	145,117	138,296	138,296	147,976
18e	135,674	135,674	145,171	138,346	138,346	148,030
18f	135,674	135,674	145,171	138,346	138,346	148,030

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## 1D. 52-Week Schedule / 2023-24 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	87,895	87,895	94,048	90,489	90,489	96,824
2	87,895	89,025	95,257	90,489	91,619	98,033
3	89,065	90,420	96,749	91,659	93,014	99,525
4	90,508	91,976	98,414	93,102	94,570	101,190
5	92,113	94,485	101,099	94,707	97,079	103,874
6	94,702	97,639	104,474	97,296	100,233	107,249
7	97,958	101,064	108,139	100,552	103,658	110,914
8	101,484	104,590	111,911	104,078	107,184	114,686
9	105,100	108,206	115,780	107,694	110,800	118,556
10	108,781	111,718	119,539	111,375	114,312	122,314
11	112,341	115,052	123,105	114,935	117,646	125,881
12	115,733	117,992	126,251	118,327	120,586	129,027
13	118,695	120,615	129,058	121,289	123,209	131,834
14a	123,744	125,382	134,159	126,338	127,976	136,934
14b	128,523	128,523	137,520	131,117	131,117	140,296
14c	131,128	131,128	140,307	133,720	133,720	143,080
15a	132,486	133,659	143,015	135,082	136,254	145,792
15b	134,257	134,257	143,655	136,853	136,853	146,432
15c	134,300	134,300	143,701	136,895	136,895	146,478
16a	134,337	135,858	145,369	136,933	138,454	148,145
16b	135,951	135,951	145,467	138,546	138,546	148,244
16c	136,006	136,006	145,526	138,601	138,601	148,303
17a	136,054	136,719	146,290	138,650	139,314	149,066
17b	137,613	137,613	147,246	140,207	140,207	150,022
18a	139,168	140,686	150,534	141,838	143,356	153,391
18b	140,805	140,805	150,661	143,475	143,475	153,519
18c	140,918	140,918	150,782	143,590	143,590	153,641
18d	140,966	140,966	150,834	143,638	143,638	153,693
18e	141,017	141,017	150,888	143,689	143,689	153,747
18f	141,017	141,017	150,888	143,689	143,689	153,747

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

## Understanding PSRP salary tables

**For PSRPs hired before 1/1/17**, the “Total Comp” column in your salary table equals the sum of the “Salary” column and the pension pick-up (Article 36-4.1), which is 7% of “Salary”.

**For PSRPs hired on or after 1/1/17**, the “Total Comp” column in your salary table equals the sum of the “Salary” column and an amount of added salary equal to the pension pickup (Article 36-4.1), which is 7% of “Salary”.

## Bi-weekly pay calculation

This section is designed to help you calculate your gross pay (pay before taxes, insurance and other deductions) for a typical 10-day pay period.

**For PSRPs hired before 1/1/17**, divide “Salary” by number of days in annual schedule, and multiply by 10—or the number of days in the pay period.

**For PSRPs hired after 1/1/17**, divide “Total Comp” by number of days in annual schedule, and multiply by 10—or the number of days in the pay period.

## Steps and year of creditable service

The table below displays the year of creditable service associated with the step.

Step	Year of Creditable Service
1	1st Year
2	After 1st Year
3	After 2nd Year
4	3.5 Year to 6th Year
5	7th Year to 11th Year
6	12th Year to 16th year
7	17th Year to 18th Year
8	19th Year to 20th Year
9	21th Year to 24th Year
10	25th Year and Thereafter

## PSRP Lanes

PSRP lane adjustments will be made pursuant to already established processes for teachers. Lane II is set at the educational level of Associate’s Degree. Effective, July 1, 2021, Lane III is set at the educational level of Bachelor’s degree or higher.

## For more help

For additional contract-related resources, go to [www.ctulocal1.org/](http://www.ctulocal1.org/) contract.

## 1E. PSRP Job Titles & Grades\*

Jobcode	Job Title	Lane 1	Lane 2	Lane 3
501043	Attendance Coordinator	G08 / NG8	G37 / N37	G40 / N40
003150	Audio And Vision Screen Tech	G08 / NG8	G37 / N37	G40 / N40
000940	Audio-Visual Technician	GA3 / NA3	G26 / N26	G41 / N41
501347	College and Career Specialist	G38 / N38	G39 / N39	G42 / N42
500656	College/Career Coach	G0X / NGX	G24 / N24	G43 / N43
000711	Community Relations Rep	GA8 / NA8	G29 / N29	G44 / N44
000712	Community Relations Rep II		G25 / N25	G55 / N55
504473	Comprehensive Service Coord	G08 / NG8	G37 / N37	G40 / N40
000671	Computer Technician	T11 / NTB	T12 / NTC	T13 / NTD
504468	CTE Academy Coordinator	G0X / NGX	G24 / N24	G43 / N43
003429	Ed Sign Language Interpreter	G33 / N33	G34 / N34	G35 / N35
504492	Family Engagement Coordinator	G08 / NG8	G37 / N37	G40 / N40
501409	Gear Up Coach	G0X / NGX	G24 / N24	G43 / N43
003618	Health Service Nurse	G11 / NGB	G36 / N36	G45 / N45
003620	Hospital Licensed Prac Nurse	G08 / NG8	G37 / N37	G40 / N40
003917	Instructor Assistant	G03 / NG3	GB3 / NB3	G46 / N46
000470	Interpreter Clerk	SC9 / NC9	G31 / N31	G47 / N47
000702	Parent Advocate	GB6 / NB6	G30 / N30	G48 / N48
000703	Parent Advocate-Bilingual	GB6 / NB6	G30 / N30	G48 / N48
000474	School Assist Bilingual-Spnish	GA1 / NA1	GA2 / NA2	G49 / N49
000462	School Assistant	GA1 / NA1	GA2 / NA2	G49 / N49
000475	School Assistant-Bilingual	GA1 / NA1	GA2 / NA2	G49 / N49
000468	School Clerk	SC9 / NC9	G31 / N31	G47 / N47
002501	School Clerk (Bilin Spanish)	SC9 / NC9	G31 / N31	G47 / N47
000467	School Clerk Assistant	G05 / NG5	G22 / N22	G50 / N50
000701	School Community Representative	G03 / NG3	GB3 / NB3	G46 / N46
000466	School Counseling Office Asst	G06 / NG6	GC6 / NC6	G51 / N51
000531	School Library Assistant	G06 / NG6	GC6 / NC6	G51 / N51
003501	School Social Svc Assistant	GA1 / NA1	GA2 / NA2	G49 / N49
000472	Special Education Support Clrk	G09 / NG9	G23 / N23	G52 / N52
500992	STLS Advocate	SC9 / NC9	G31 / N31	G47 / N47
003515	Student Special Needs Prm Asst	GA7 / NA7	G28 / N28	G53 / N53
000710	Student Special Svc Advocate	G0X / NGX	G24 / N24	G43 / N43
000463	Teacher Assistant	GB1 / NB1	GB2 / NB2	G54 / N54
000478	Teacher Assistant Bilingual	GB1 / NB1	GB2 / NB2	G54 / N54
000476	Teacher Asst Bil Spanish	GB1 / NB1	GB2 / NB2	G54 / N54
002520	Teacher Asst-Montessori Prm	G03 / NG3	GB3 / NB3	G46 / N46
000691	Technology Coordinator	T11 / NTB	T12 / NTC	T13 / NTD
003015	Youth Intervention Specialist	G0X / NGX	G24 / N24	G43 / N43

\* The grade to the left of the / is for PSRPs hired before 1-1-17, and the grade to the right of the / is for PSRPs hired on or after 1-1-17.

# 1F. 208-Day Schedule / Teacher Assistant, Teacher Assistant Bilingual, Teacher Assistant Bilingual, Teacher Asst Bil Spanish

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3
	GBT/INB1	GB2/INB2	G54/N/54	GBT/INB1	GB2/INB2	G54/N/54	GBT/INB1	GB2/INB2	G54/N/54	GBT/INB1	GB2/INB2	G54/N/54	GBT/INB1	GB2/INB2	G54/N/54
1	Salary	30,862.31	32,096.80	31,788.18	33,059.71	32,741.83	34,051.50	35,033.75	33,887.79	35,243.30	36,259.94	35,073.86	36,476.82	37,529.03	
	Total Comp	33,022.67	34,343.58	34,013.35	35,373.89	35,033.75	36,435.10	37,486.12	36,259.94	37,710.33	38,798.13	37,529.03	39,030.19	40,156.07	
2	Salary	32,446.51	33,744.37	33,419.90	34,756.70	34,422.50	35,799.40	36,832.08	35,627.29	37,052.38	38,121.20	36,874.24	38,349.21	39,455.44	
	Total Comp	34,717.76	36,106.47	35,759.30	37,189.67	36,832.08	38,305.36	39,410.32	38,121.20	39,646.05	40,789.68	39,455.44	41,033.66	42,217.32	
3	Salary	34,112.02	35,476.51	35,135.39	36,540.80	36,189.45	37,637.02	38,722.71	37,456.08	38,954.32	40,078.00	38,767.04	40,317.72	41,480.73	
	Total Comp	36,499.87	37,959.86	37,594.86	39,098.66	38,722.71	40,271.62	41,433.30	40,078.00	41,681.12	42,883.46	41,480.73	43,139.96	44,384.38	
4	Salary	35,863.03	37,297.55	36,938.92	38,416.48	38,047.09	39,568.98	40,710.39	39,378.74	40,953.89	42,135.25	40,757.00	42,387.28	43,609.99	
	Total Comp	38,373.45	39,908.38	39,524.65	41,105.63	40,710.39	42,338.80	43,560.12	42,135.25	43,820.66	45,084.72	43,609.99	45,354.39	46,662.68	
5	Salary	37,703.92	39,212.08	38,835.04	40,388.44	40,000.09	41,600.10	42,800.10	41,400.10	43,056.10	44,298.10	42,849.10	44,563.06	45,848.54	
	Total Comp	40,343.20	41,956.93	41,553.49	43,215.63	42,800.10	44,512.10	45,796.11	44,298.10	46,070.03	47,398.97	45,848.54	47,682.48	49,057.93	
6	Salary	39,639.31	41,224.88	40,828.49	42,461.63	42,053.34	43,735.48	44,997.08	43,525.21	45,266.22	46,571.97	45,048.59	46,850.53	48,201.99	
	Total Comp	42,414.06	44,110.62	43,686.48	45,433.94	44,997.08	46,796.96	48,146.87	46,571.97	48,434.85	49,832.01	48,201.99	50,130.07	51,576.13	
7	Salary	41,674.04	43,341.00	42,924.26	44,641.23	44,211.99	45,980.47	47,306.83	45,759.41	47,589.78	48,962.57	47,360.99	49,255.43	50,676.26	
	Total Comp	44,591.22	46,374.87	45,928.96	47,766.12	47,306.83	49,199.10	50,618.30	48,962.57	50,921.07	52,389.95	50,676.26	52,703.31	54,223.59	
8	Salary	43,813.21	45,565.74	45,127.61	46,932.71	46,481.44	48,340.70	49,735.14	48,108.29	50,032.62	51,475.87	49,792.08	51,783.76	53,277.52	
	Total Comp	46,880.14	48,755.34	48,286.54	50,218.01	49,735.14	51,724.55	53,216.60	51,475.87	53,534.90	55,079.18	53,277.52	55,408.63	57,006.95	
9	Salary	45,127.61	46,932.71	46,481.44	48,340.70	47,875.88	49,790.92	51,227.19	49,551.54	51,533.60	53,020.15	51,285.84	53,337.28	54,875.85	
	Total Comp	48,286.54	50,218.01	49,735.14	51,724.55	51,227.19	53,276.28	54,813.10	53,020.15	55,140.95	56,731.56	54,875.85	57,070.88	58,717.16	
10	Salary	46,481.44	48,340.70	47,875.88	49,790.92	49,312.16	51,284.64	52,764.01	51,038.08	53,079.61	54,610.75	52,824.42	54,937.39	56,522.13	
	Total Comp	49,735.14	51,724.55	51,227.19	53,276.28	52,764.01	54,874.57	56,457.49	54,610.75	56,795.18	58,433.50	56,522.13	58,783.01	60,478.68	

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.



# 1F. 208-Day Schedule / Instructor Assistant, Teacher Asst-Montessori Prm, School Community Representative

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3
	G03/NG3	GB3/NB3	G03/NG3	G03/NG3	GB3/NB3	G46/M46	G03/NG3	GB3/NB3	G46/M46	G03/NG3	GB3/NB3	G46/M46	G03/NG3	GB3/NB3	G46/M46
1	Salary	32,803.95	34,116.11	33,788.07	35,139.60	37,788.07	34,801.72	36,193.78	37,237.84	36,019.78	37,460.57	38,541.16	37,280.47	38,771.69	39,890.10
	Total Comp	35,100.23	36,504.24	36,153.24	37,599.37	39,844.48	37,237.84	38,727.35	39,844.48	38,541.16	40,082.81	41,239.04	39,890.10	41,485.70	42,682.41
2	Salary	34,487.82	35,867.33	35,522.45	36,943.35	36,588.13	36,588.13	38,051.65	39,149.30	37,868.71	39,383.46	40,519.52	39,194.12	40,761.88	41,937.70
	Total Comp	36,901.97	38,378.04	38,009.02	39,529.39	39,149.30	39,149.30	40,715.27	41,889.75	40,519.52	42,140.30	43,355.89	41,937.70	43,615.21	44,873.34
3	Salary	36,258.12	37,708.44	37,345.86	38,839.69	38,466.24	38,466.24	40,004.89	41,158.87	39,812.55	41,405.06	42,599.43	41,205.99	42,854.23	44,090.41
	Total Comp	38,796.19	40,348.03	39,960.07	41,558.47	41,158.87	42,805.23	44,039.99	44,303.41	42,599.43	44,303.41	45,581.39	44,090.41	45,854.03	47,176.74
4	Salary	38,119.29	39,644.06	39,262.87	40,833.38	40,440.75	40,440.75	42,058.38	43,271.60	41,856.18	43,530.43	44,786.11	43,321.14	45,053.99	46,353.62
	Total Comp	40,787.64	42,419.14	42,011.27	43,691.72	43,271.60	45,002.47	46,300.62	46,300.62	44,786.11	46,577.55	47,921.14	46,353.62	48,207.77	49,598.38
5	Salary	40,075.99	41,679.03	41,278.27	42,929.40	42,516.62	42,516.62	44,217.29	45,492.78	44,004.70	45,764.89	47,085.03	45,544.87	47,366.66	48,733.01
	Total Comp	42,881.31	44,596.57	44,167.75	45,934.46	45,492.78	47,312.50	48,677.28	48,677.28	47,085.03	48,968.43	50,380.98	48,733.01	50,682.33	52,144.32
6	Salary	42,133.14	43,818.46	43,397.13	45,133.02	44,699.05	44,699.05	46,487.01	47,827.98	46,263.51	48,114.05	49,501.96	47,882.74	49,798.05	51,234.53
	Total Comp	45,082.46	46,885.76	46,434.93	48,292.33	47,827.98	49,741.10	51,175.94	49,501.96	51,482.04	52,967.10	54,524.95	51,234.53	53,283.91	54,820.95
7	Salary	44,295.88	46,067.72	45,624.76	47,449.75	46,993.50	46,993.50	48,873.24	50,283.04	48,638.27	50,583.80	52,042.95	50,340.61	52,354.24	53,864.45
	Total Comp	47,396.59	49,292.46	48,818.49	50,771.23	50,283.04	52,294.37	53,802.86	52,294.37	52,042.95	54,124.67	55,685.96	53,864.45	56,019.03	57,634.97
8	Salary	46,569.64	48,432.42	47,966.73	49,885.40	49,405.73	49,405.73	51,381.96	52,864.13	51,134.93	53,180.33	54,714.38	52,924.65	55,041.64	56,629.38
	Total Comp	49,829.51	51,822.69	51,324.40	53,377.37	52,864.13	54,978.70	56,564.62	54,714.38	56,902.95	58,544.38	60,249.05	58,629.38	60,593.43	62,348.26
9	Salary	47,966.73	49,885.40	49,405.73	51,381.96	50,887.90	50,887.90	52,923.42	54,450.05	52,668.98	54,775.74	56,355.81	54,512.39	56,692.89	58,328.26
	Total Comp	51,324.40	53,377.37	52,864.13	54,978.70	54,450.05	56,628.06	58,261.56	56,628.06	58,610.04	60,300.71	62,046.48	60,661.39	62,411.24	64,166.11
10	Salary	49,405.73	51,381.96	50,887.90	52,923.42	52,414.54	52,414.54	54,511.12	56,083.56	54,249.05	56,419.01	58,046.48	56,147.76	58,393.67	60,078.11
	Total Comp	52,864.13	54,978.70	54,450.05	56,628.06	56,083.56	58,326.90	60,009.40	60,009.40	58,046.48	60,368.34	62,109.73	60,078.11	62,481.23	64,283.57

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

**1F. 208-Day Schedule / Hospital Licensed Prac Nurse, Audio & Vision Screen Tech, Family Engagement Coord, Comprehensive Service Coord, Attendance Coord**

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3
	G08/NG8	G37/IN37	G40/IN40	G08/NG8	G37/IN37	G40/IN40	G08/NG8	G37/IN37	G40/IN40	G08/NG8	G37/IN37	G40/IN40	G08/NG8	G37/IN37	G40/IN40
1	Salary	41,401.96	43,058.04	42,644.02	44,349.78	43,923.34	45,680.27	46,997.97	45,460.65	47,279.08	48,642.90	47,051.78	48,933.85	50,345.40	51,869.58
	Total Comp	44,300.09	46,072.10	45,629.10	47,454.26	46,997.97	48,877.89	50,287.83	48,642.90	50,588.61	52,047.90	50,345.40	52,359.22	53,869.58	55,429.69
2	Salary	43,527.17	45,268.25	44,832.98	46,626.30	46,177.97	48,025.09	49,410.43	47,794.20	49,705.97	51,139.79	49,467.00	51,445.68	52,929.69	
	Total Comp	46,574.07	48,437.03	47,971.29	49,890.14	49,410.43	51,386.85	52,869.16	51,139.79	53,185.39	54,719.58	52,929.69	55,046.87	56,634.76	
3	Salary	45,761.47	47,591.92	47,134.31	49,019.68	48,548.34	50,490.27	51,946.72	50,247.53	52,257.43	53,764.86	52,006.19	54,086.44	55,646.63	
	Total Comp	48,964.77	50,923.36	50,433.71	52,451.06	51,946.72	54,024.59	55,582.99	53,764.86	55,915.45	57,528.40	55,646.63	57,872.49	59,541.89	
4	Salary	48,110.45	50,034.87	49,553.77	51,535.92	51,040.38	53,081.99	54,613.21	52,826.79	54,939.86	56,524.67	54,675.73	56,862.76	58,503.03	
	Total Comp	51,478.18	53,537.31	53,022.53	55,143.43	54,613.21	56,797.73	58,436.13	56,524.67	58,785.65	60,481.39	58,503.03	60,843.15	62,598.24	
5	Salary	50,580.02	52,603.22	52,097.42	54,181.31	53,660.34	55,806.75	57,416.56	55,538.45	57,759.99	59,426.14	57,482.30	59,781.59	61,506.06	
	Total Comp	54,120.62	56,285.44	55,744.24	57,974.01	57,416.56	59,713.23	61,435.72	59,426.14	61,803.19	63,585.97	61,506.06	63,966.30	65,811.48	
6	Salary	53,176.35	55,303.40	54,771.64	56,962.50	56,414.79	58,671.38	60,363.82	58,389.30	60,724.88	62,476.55	60,432.93	62,850.25	64,663.23	
	Total Comp	56,898.69	59,174.64	58,605.65	60,949.88	60,363.82	62,778.37	64,589.29	62,476.55	64,975.62	66,849.91	64,663.23	67,249.76	69,189.66	
7	Salary	55,905.95	58,142.19	57,583.13	59,886.45	59,310.62	61,683.05	63,462.36	61,386.49	63,841.95	65,683.55	63,535.02	66,076.42	67,982.47	
	Total Comp	59,819.36	62,212.14	61,613.95	64,078.50	63,462.36	66,000.86	67,904.73	65,683.55	68,310.89	70,281.39	67,982.47	70,701.77	72,741.24	
8	Salary	58,775.66	61,126.69	60,538.93	62,960.49	62,355.10	64,849.31	66,719.96	64,537.53	67,119.03	69,055.16	66,796.34	69,468.20	71,472.09	
	Total Comp	62,889.96	65,405.56	64,776.66	67,367.73	66,719.96	69,388.76	71,390.36	69,055.16	71,817.36	73,889.02	71,472.09	74,330.97	76,475.13	
9	Salary	60,538.93	62,960.49	62,355.10	64,849.31	64,225.75	66,794.78	68,721.56	66,473.66	69,132.60	71,126.81	68,800.23	71,552.24	73,616.25	
	Total Comp	64,776.66	67,367.73	66,719.96	69,388.76	68,721.56	71,470.42	73,532.07	71,126.81	73,971.88	76,105.69	73,616.25	76,560.90	78,769.39	
10	Salary	62,355.10	64,849.31	64,225.75	66,794.78	66,152.53	68,798.63	70,783.20	68,467.87	71,206.58	73,260.62	70,864.24	73,698.81	75,824.74	
	Total Comp	66,719.96	69,388.76	68,721.56	71,470.42	70,783.20	73,614.53	75,738.03	73,260.62	76,191.04	78,388.86	75,824.74	78,857.73	81,132.47	

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

## 1F. 208-Day Schedule / Health Service Nurse

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 G11/INGB	Lane 2 G36/IN36	Lane 1 G11/INGB	Lane 2 G36/IN36	Lane 1 G11/INGB	Lane 2 G36/IN36	Lane 1 G11/INGB	Lane 2 G36/IN36	Lane 3 G45/IN45	Lane 1 G11/INGB	Lane 2 G36/IN36	Lane 3 G45/IN45	Lane 1 G11/INGB	Lane 2 G36/IN36	Lane 3 G45/IN45
1	Salary 51,580.44	53,643.66	53,127.86	55,252.97	54,721.69	56,910.56	58,552.21	58,552.21	58,552.21	56,636.95	58,902.43	60,601.54	58,619.24	60,964.01	62,722.59
	Total Comp	55,191.07	57,398.72	56,846.81	59,120.68	58,552.21	60,894.30	62,650.87	62,650.87	60,601.54	63,025.60	64,843.65	62,722.59	65,231.50	67,113.17
2	Salary 54,228.13	56,397.25	55,854.97	58,089.17	57,530.62	59,831.84	61,557.76	61,557.76	61,557.76	59,544.19	61,925.96	63,712.28	61,628.24	64,093.37	65,942.21
	Total Comp	58,024.09	60,345.06	59,764.82	62,155.41	61,557.76	64,020.07	65,866.81	65,866.81	63,712.28	66,260.77	68,172.14	65,942.21	68,579.90	70,558.17
3	Salary 57,011.72	59,292.19	58,722.07	61,070.95	60,483.73	62,903.08	64,717.59	64,717.59	64,717.59	62,600.66	65,104.69	66,982.71	64,791.68	67,383.35	69,327.10
	Total Comp	61,002.54	63,442.64	62,832.61	65,345.92	64,717.59	67,306.29	69,247.82	69,247.82	66,982.71	69,662.02	71,671.50	69,327.10	72,100.19	74,180.00
4	Salary 59,938.19	62,335.72	61,736.34	64,205.79	63,588.43	66,131.97	68,039.62	68,039.62	68,039.62	65,814.02	68,446.58	70,421.01	68,117.51	70,842.21	72,885.74
	Total Comp	64,133.87	66,699.22	66,057.88	68,700.20	68,039.62	70,761.20	72,802.39	72,802.39	70,421.01	73,237.85	75,350.48	72,885.74	75,801.17	77,987.74
5	Salary 63,014.89	65,535.48	64,905.33	67,501.55	66,852.49	69,526.59	71,532.17	71,532.17	71,532.17	69,192.33	71,960.02	74,035.79	71,614.06	74,478.63	76,627.05
	Total Comp	67,425.93	70,122.97	69,448.71	72,226.66	71,532.17	74,393.46	76,539.42	76,539.42	74,035.79	76,997.23	79,218.30	76,627.05	79,692.13	81,990.94
6	Salary 66,249.51	68,899.49	68,237.00	70,966.48	70,284.11	73,095.47	75,204.00	75,204.00	75,204.00	72,744.05	75,653.81	77,836.14	75,290.09	78,301.70	80,560.40
	Total Comp	70,886.98	73,722.46	73,013.59	75,934.13	75,204.00	78,212.16	80,468.28	80,468.28	77,836.14	80,949.58	83,284.67	80,560.40	83,782.82	86,199.63
7	Salary 69,650.18	72,436.18	71,739.68	74,609.27	73,891.87	76,847.55	79,064.30	79,064.30	79,064.30	76,478.09	79,537.21	81,831.55	79,154.82	82,321.01	84,695.66
	Total Comp	74,525.69	77,506.72	76,761.46	79,831.92	79,064.30	82,226.87	84,598.80	84,598.80	81,831.55	85,104.81	87,559.76	84,695.66	88,083.48	90,624.35
8	Salary 73,225.40	76,154.41	75,422.16	78,439.05	77,684.82	80,792.22	83,122.76	83,122.76	83,122.76	80,403.79	83,619.94	86,032.06	83,217.93	86,546.64	89,043.18
	Total Comp	78,351.18	81,485.22	80,701.71	83,929.78	83,122.76	86,447.67	88,941.36	88,941.36	86,032.06	89,473.34	92,054.30	89,043.18	92,604.91	95,276.20
9	Salary 75,422.16	78,439.05	77,684.82	80,792.22	80,015.37	83,215.98	85,616.44	85,616.44	85,616.44	82,815.91	86,128.54	88,613.02	85,714.46	89,143.04	91,714.48
	Total Comp	80,701.71	83,929.78	83,122.76	86,447.67	85,616.44	89,041.10	91,609.60	91,609.60	88,613.02	92,157.54	94,815.93	91,714.48	95,383.06	98,134.49
10	Salary 77,684.82	80,792.22	80,015.37	83,215.98	82,415.83	85,712.46	88,184.94	88,184.94	88,184.94	85,300.38	88,712.40	91,271.41	88,285.90	91,817.33	94,465.91
	Total Comp	83,122.76	86,447.67	85,616.44	89,041.10	88,184.94	91,712.34	94,357.88	94,357.88	91,271.41	94,922.27	97,660.41	94,465.91	98,244.55	101,078.52

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1F. 208-Day Schedule / School Clerk Assistant

Step	2019-20		2020-21		2021-22		2022-23		2023-24				
	Lane 1 G05/NG5	Lane 2 G22/N22	Lane 1 G05/NG5	Lane 2 G22/N22	Lane 1 G05/NG5	Lane 2 G22/N22	Lane 1 G05/NG5	Lane 2 G22/N22	Lane 1 G05/NG5	Lane 2 G22/N22			
1	Salary 34,799.23	36,191.20	35,843.21	37,276.94	36,918.50	38,395.24	39,502.80	38,210.65	39,739.08	40,885.40	39,548.03	41,129.95	42,316.39
	Total Comp 37,235.18	38,724.58	38,352.23	39,886.32	39,502.80	41,082.91	42,268.00	40,885.40	42,520.81	43,747.38	42,316.39	44,009.04	45,278.53
2	Salary 36,585.52	38,048.94	37,683.08	39,190.40	38,813.57	40,366.12	41,530.52	40,172.05	41,778.93	42,984.09	41,578.07	43,241.19	44,488.53
	Total Comp 39,146.50	40,712.36	40,320.90	41,933.73	41,530.52	43,191.74	44,437.66	42,984.09	44,703.46	45,992.98	44,488.53	46,268.08	47,602.73
3	Salary 38,463.49	40,002.03	39,617.40	41,202.09	40,805.92	42,438.15	43,662.33	42,234.12	43,923.49	45,190.51	43,712.32	45,460.81	46,772.18
	Total Comp 41,155.94	42,802.17	42,390.61	44,086.24	43,662.33	45,408.83	46,718.70	45,190.51	46,998.13	48,353.85	46,772.18	48,643.07	50,046.23
4	Salary 40,437.87	42,055.38	41,651.00	43,317.04	42,900.53	44,616.55	45,903.57	44,402.05	46,178.13	47,510.19	45,956.12	47,794.37	49,173.05
	Total Comp 43,268.52	44,999.26	44,566.57	46,349.23	45,903.57	47,739.71	49,116.82	47,510.19	49,410.60	50,835.91	49,173.05	51,139.97	52,615.16
5	Salary 42,513.59	44,214.13	43,788.99	45,540.55	45,102.66	46,906.77	48,259.85	46,681.26	48,548.51	49,948.95	48,315.10	50,247.71	51,697.16
	Total Comp 45,489.54	47,309.12	46,854.22	48,728.39	48,259.85	50,190.24	51,638.04	49,948.95	51,946.90	53,445.37	51,697.16	53,765.05	55,315.96
6	Salary 44,695.86	46,483.69	46,036.73	47,878.20	47,417.84	49,314.55	50,737.08	49,077.46	51,040.56	52,512.88	50,795.17	52,826.98	54,350.83
	Total Comp 47,824.57	49,737.55	49,259.30	51,229.68	50,737.08	52,766.57	54,288.68	52,512.88	54,613.40	56,188.78	54,350.83	56,524.87	58,155.39
7	Salary 46,990.15	48,869.75	48,399.85	50,335.84	49,851.85	51,845.92	53,341.48	51,596.66	53,660.53	55,208.43	53,402.54	55,538.65	57,140.72
	Total Comp 50,279.46	52,290.63	51,787.84	53,859.35	53,341.48	55,475.13	57,075.38	55,208.43	57,416.76	59,073.02	57,140.72	59,426.35	61,140.57
8	Salary 49,402.20	51,378.29	50,884.27	52,919.64	52,410.80	54,507.23	56,079.55	54,245.18	56,414.98	58,042.34	56,143.76	58,389.51	60,073.82
	Total Comp 52,860.36	54,974.77	54,446.17	56,624.02	56,079.55	58,322.74	60,005.12	58,042.34	60,364.03	62,105.30	60,073.82	62,476.77	64,278.99
9	Salary 50,884.27	52,919.64	52,410.80	54,507.23	53,983.12	56,142.45	57,761.94	55,872.53	58,107.43	59,783.61	57,828.07	60,141.19	61,876.03
	Total Comp 54,446.17	56,624.02	56,079.55	58,322.74	57,761.94	60,072.42	61,805.28	59,783.61	62,174.95	63,968.46	61,876.03	64,351.08	66,207.36
10	Salary 52,410.80	54,507.23	53,983.12	56,142.45	55,602.62	57,826.72	59,494.80	57,548.71	59,850.66	61,577.12	59,562.91	61,945.43	63,732.32
	Total Comp 56,079.55	58,322.74	57,761.94	60,072.42	59,494.80	61,874.59	63,659.43	61,577.12	64,040.20	65,887.51	63,732.32	66,281.61	68,193.58

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

## 1F. 208-Day Schedule / School Library Assistant, School Counseling Office Asst

Step	2019-20			2020-21			2021-22			2022-23			2023-24			
	Lane 1 G06/NG6	Lane 2 GC6/NC6	Lane 1 G06/NG6	Lane 2 GC6/NC6	Lane 1 G06/NG6	Lane 2 GC6/NC6	Lane 3 G51/MS1	Lane 1 G06/NG6	Lane 2 GC6/NC6	Lane 3 G51/MS1	Lane 1 G06/NG6	Lane 2 GC6/NC6	Lane 3 G51/MS1	Lane 1 G06/NG6	Lane 2 GC6/NC6	Lane 3 G51/MS1
1	Salary 37,583.91	39,087.27	38,711.43	40,259.89	39,872.77	41,467.69	42,663.87	41,268.32	42,919.05	44,157.10	42,712.71	44,421.22	45,702.60	45,702.60	47,530.71	48,901.78
	Total Comp	40,214.79	41,823.38	41,421.23	43,078.08	42,663.87	44,370.42	44,157.10	45,923.39	47,248.10	45,702.60	47,530.71	48,901.78			
2	Salary 39,513.14	41,093.66	40,698.53	42,326.47	41,919.49	43,596.27	44,853.85	43,386.67	45,122.14	46,423.74	44,905.20	46,701.41	48,048.57	48,048.57	49,970.51	51,411.97
	Total Comp	42,279.06	43,970.22	43,547.43	45,289.33	44,853.85	46,648.01	46,423.74	48,280.69	49,673.40	48,048.57	49,970.51	51,411.97			
3	Salary 41,541.39	43,203.05	42,787.63	44,499.14	44,071.26	45,834.11	47,156.25	45,613.76	47,438.31	48,806.72	47,210.24	49,098.65	50,514.96	50,514.96	52,535.55	54,051.00
	Total Comp	44,449.29	46,227.26	45,782.77	47,614.08	47,156.25	49,042.50	48,806.72	50,758.99	52,223.19	50,514.96	52,535.55	54,051.00			
4	Salary 43,673.76	45,420.71	44,983.97	46,783.33	46,333.49	48,186.83	49,576.84	47,955.16	49,873.37	51,312.03	49,633.59	51,618.94	53,107.95	53,107.95	55,232.26	56,825.50
	Total Comp	46,730.92	48,600.16	48,132.85	50,058.16	49,576.84	51,559.91	51,312.03	53,364.51	54,903.87	53,107.95	55,232.26	56,825.50			
5	Salary 45,915.58	47,752.21	47,293.05	49,184.77	48,711.84	50,660.32	52,121.67	50,416.76	52,433.43	53,945.93	52,181.34	54,268.60	55,834.04	55,834.04	58,067.40	59,742.42
	Total Comp	49,129.67	51,094.86	50,603.56	52,627.71	52,121.67	54,206.54	53,945.93	56,103.77	57,722.14	55,834.04	58,067.40	59,742.42			
6	Salary 48,272.48	50,203.38	49,720.66	51,709.48	51,212.28	53,260.77	54,797.14	53,004.71	55,124.89	56,715.03	54,859.87	57,054.27	58,700.06	58,700.06	60,809.07	62,809.07
	Total Comp	51,651.56	53,717.62	53,201.10	55,329.15	54,797.14	56,989.02	56,715.03	58,983.64	60,685.09	58,700.06	61,048.06	62,809.07			
7	Salary 50,750.36	52,780.38	52,272.87	54,363.79	53,841.06	55,994.70	57,609.93	55,725.50	57,954.52	59,626.28	57,675.89	59,982.92	61,713.20	61,713.20	64,181.73	66,033.13
	Total Comp	54,302.89	56,475.00	55,931.97	58,169.25	57,609.93	59,914.33	59,626.28	62,011.33	63,800.12	61,713.20	64,181.73	66,033.13			
8	Salary 53,355.44	55,489.65	54,956.10	57,154.34	56,604.78	58,868.97	60,567.12	58,585.95	60,929.39	62,686.97	60,636.46	63,061.92	64,881.01	64,881.01	67,476.25	69,427.68
	Total Comp	57,090.32	59,373.93	58,803.03	61,155.15	60,567.12	62,989.80	62,686.97	65,194.44	67,075.05	64,881.01	67,476.25	69,427.68			
9	Salary 54,956.10	57,154.34	56,604.78	58,868.97	58,302.93	60,635.04	62,384.13	60,343.53	62,757.27	64,567.58	62,455.55	64,953.77	66,827.44	66,827.44	69,500.54	71,505.36
	Total Comp	58,803.03	61,155.15	60,567.12	62,989.80	62,384.13	64,879.50	64,567.58	67,150.28	69,087.31	66,827.44	69,500.54	71,505.36			
10	Salary 56,604.78	58,868.97	58,302.93	60,635.04	60,052.01	62,454.09	64,255.65	62,153.83	64,639.99	66,504.60	64,329.22	66,902.39	68,832.26	68,832.26	71,585.55	73,650.52
	Total Comp	60,567.12	62,989.80	62,384.13	64,879.50	64,255.65	66,825.88	66,504.60	69,164.79	71,159.92	68,832.26	71,585.55	73,650.52			

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

**1F. 208-Day Schedule / School Social Svc Assistant, School Assistant-Bilingual, School Assistant-Bilingual, School Assist Bilingual-Spanish**

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 GA3/NA3	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 GA3/NA3	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 GA3/NA3	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 GA3/NA3	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 GA3/NA3
1	Salary	30,588.12	31,811.65	31,505.76	32,766.00	32,450.94	33,748.98	34,722.50	33,586.72	34,930.19	35,937.79	34,762.26	36,152.75	37,195.61	
	Total Comp	32,729.29	34,038.46	33,711.17	35,059.62	34,722.50	36,111.40	37,153.08	35,937.79	37,375.30	38,453.44	37,195.61	38,683.44	39,799.31	
2	Salary	32,158.24	33,444.57	33,122.99	34,447.91	34,116.68	35,481.35	36,504.85	35,310.76	36,723.20	37,782.52	36,546.64	38,008.51	39,104.91	
	Total Comp	34,409.32	35,785.69	35,441.60	36,859.26	36,504.85	37,965.04	39,060.19	37,782.52	39,293.82	40,427.29	39,104.91	40,669.10	41,842.25	
3	Salary	33,808.96	35,161.32	34,823.23	36,216.16	35,867.93	37,302.65	38,378.68	37,123.31	38,608.24	39,721.94	38,422.62	39,959.53	41,112.21	
	Total Comp	36,175.59	37,622.61	37,260.86	38,751.29	38,378.68	39,913.83	41,065.19	39,721.94	41,310.82	42,502.47	41,112.21	42,756.69	43,990.06	
4	Salary	35,544.42	36,966.19	36,610.75	38,075.18	37,709.07	39,217.43	40,348.71	39,028.89	40,590.04	41,760.91	40,394.90	42,010.69	43,222.54	
	Total Comp	38,032.52	39,553.83	39,173.50	40,740.44	40,348.71	41,962.65	43,173.11	41,760.91	43,431.35	44,684.17	43,222.54	44,951.44	46,248.12	
5	Salary	37,368.95	38,863.71	38,490.02	40,029.62	39,644.72	41,230.51	42,419.85	41,032.28	42,673.58	43,904.54	42,468.41	44,167.15	45,441.20	
	Total Comp	39,984.78	41,584.17	41,184.32	42,831.69	42,419.85	44,116.64	45,389.24	43,904.54	45,660.73	46,977.86	45,441.20	47,258.85	48,622.09	
6	Salary	39,287.14	40,858.63	40,465.75	42,084.39	41,679.73	43,346.92	44,597.31	43,138.52	44,864.06	46,158.21	44,648.37	46,434.30	47,773.75	
	Total Comp	42,037.24	43,718.73	43,298.36	45,030.29	44,597.31	46,381.20	47,719.12	46,158.21	48,004.54	49,389.29	47,773.75	49,684.70	51,117.91	
7	Salary	41,303.79	42,955.95	42,542.91	44,244.62	43,819.20	45,571.96	46,886.54	45,352.87	47,166.98	48,527.57	46,940.22	48,817.83	50,226.03	
	Total Comp	44,195.06	45,962.86	45,520.91	47,341.75	46,886.54	48,762.00	50,168.60	48,527.57	50,468.67	51,924.50	50,226.03	52,235.07	53,741.85	
8	Salary	43,423.96	45,160.92	44,726.68	46,515.75	46,068.48	47,911.22	49,293.28	47,680.88	49,588.12	51,018.54	49,349.71	51,323.70	52,804.19	
	Total Comp	46,463.64	48,322.19	47,857.55	49,771.85	49,293.28	51,265.01	52,743.81	51,018.54	53,059.28	54,589.84	52,804.19	54,916.36	56,500.48	
9	Salary	44,726.68	46,515.75	46,068.48	47,911.22	47,450.54	49,348.56	50,772.08	49,111.31	51,075.76	52,549.10	50,830.20	52,863.41	54,388.32	
	Total Comp	47,857.55	49,771.85	49,293.28	51,265.01	50,772.08	52,802.96	54,326.12	52,549.10	54,651.06	56,227.54	54,388.32	56,563.85	58,195.50	
10	Salary	46,068.48	47,911.22	47,450.54	49,348.56	48,874.05	50,829.02	52,295.24	50,584.65	52,608.03	54,125.57	52,355.11	54,449.31	56,019.97	
	Total Comp	49,293.28	51,265.01	50,772.08	52,802.96	52,295.24	54,387.05	55,955.91	54,125.57	56,290.59	57,914.36	56,019.97	58,260.77	59,941.36	

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

## 1F. 208-Day Schedule / Audio-Visual Technician

Step	2019-20			2020-21			2021-22			2022-23			2023-24			
	Lane 1 GA3/NA3	Lane 2 G26/N26	Lane 1 GA3/NA3	Lane 2 G26/N26	Lane 1 GA3/NA3	Lane 2 G26/N26	Lane 3 G41/N41	Lane 1 GA3/NA3	Lane 2 G26/N26	Lane 3 G41/N41	Lane 1 GA3/NA3	Lane 2 G26/N26	Lane 3 G41/N41	Lane 1 GA3/NA3	Lane 2 G26/N26	Lane 3 G41/N41
1	Salary 31,740.69	33,010.32	32,692.91	34,000.63	33,673.70	35,020.64	36,030.85	34,852.28	36,246.37	37,291.93	36,072.11	37,514.99	38,597.15	38,597.15	40,141.04	41,298.95
	Total Comp 33,962.54	35,321.04	34,981.41	36,380.67	36,030.85	37,472.09	38,553.01	37,291.93	38,783.61	39,902.37	38,597.15	40,141.04	41,298.95	41,298.95	42,835.58	44,020.42
2	Salary 33,369.97	34,704.77	34,371.07	35,745.92	35,402.21	36,818.29	37,880.36	36,641.28	38,106.93	39,206.17	37,923.73	39,440.68	40,578.39	40,578.39	42,115.52	43,281.88
	Total Comp 35,705.87	37,134.11	36,777.05	38,248.13	37,880.36	39,395.57	40,531.98	39,206.17	40,774.42	41,950.60	40,578.39	42,115.52	43,281.88	43,281.88	44,818.05	46,033.22
3	Salary 35,082.89	36,486.21	36,135.38	37,580.79	37,219.44	38,708.22	39,824.80	38,522.12	40,063.01	41,218.67	39,870.39	41,465.21	42,661.32	42,661.32	44,216.32	45,447.62
	Total Comp 37,538.69	39,040.24	38,664.86	40,211.45	39,824.80	41,417.79	42,612.54	41,218.67	42,867.42	44,103.98	42,661.32	44,367.78	45,647.62	45,647.62	47,192.85	48,464.18
4	Salary 36,883.74	38,359.09	37,990.25	39,509.86	39,129.96	40,695.15	41,869.05	40,499.50	42,119.48	43,334.47	41,916.99	43,593.67	44,851.18	44,851.18	46,416.22	47,699.76
	Total Comp 39,465.60	41,044.22	40,649.57	42,275.55	41,869.05	43,543.82	44,799.89	43,334.47	45,067.85	46,367.88	44,851.18	46,645.22	47,990.76	47,990.76	49,545.80	50,844.24
5	Salary 38,777.02	40,328.10	39,940.33	41,537.94	41,138.54	42,784.08	44,018.24	42,578.39	44,281.53	45,558.88	44,068.63	45,831.38	47,153.44	47,153.44	48,909.58	50,218.02
	Total Comp 41,491.41	43,151.07	42,736.15	44,445.60	44,018.24	45,778.97	47,099.52	45,558.88	47,381.23	48,748.00	47,153.44	49,039.58	50,454.18	50,454.18	52,199.72	53,547.66
6	Salary 40,767.49	42,398.19	41,990.51	43,670.13	43,250.23	44,980.24	46,277.74	44,763.99	46,554.55	47,897.47	46,330.73	48,183.96	49,573.88	49,573.88	51,329.42	52,637.96
	Total Comp 43,621.21	45,366.06	44,929.85	46,727.04	46,277.74	48,128.85	49,517.19	47,897.47	49,813.36	51,250.29	49,573.88	51,556.83	53,044.05	53,044.05	54,799.59	56,133.03
7	Salary 42,860.13	44,574.54	44,145.93	45,911.77	45,470.31	47,289.12	48,653.23	47,061.77	48,944.24	50,356.10	48,708.93	50,657.29	52,118.56	52,118.56	53,973.86	55,339.22
	Total Comp 45,860.34	47,694.75	47,236.15	49,125.60	48,653.23	50,599.36	52,058.96	50,356.10	52,370.34	53,881.02	52,118.56	54,203.30	55,766.86	55,766.86	57,622.12	59,033.66
8	Salary 45,060.19	46,862.60	46,411.99	48,268.47	47,804.35	49,716.53	51,150.66	49,477.51	51,456.61	52,940.93	51,209.22	53,257.59	54,793.86	54,793.86	56,739.12	58,190.48
	Total Comp 48,214.40	50,142.98	49,660.83	51,647.27	51,150.66	53,196.69	54,731.21	52,940.93	55,058.57	56,646.80	54,793.86	56,985.62	58,629.44	58,629.44	60,580.70	62,092.16
9	Salary 46,411.99	48,268.47	47,804.35	49,716.53	49,238.48	51,208.02	52,685.18	50,961.83	53,000.31	54,529.16	52,745.50	54,855.32	56,437.68	56,437.68	58,392.94	60,000.30
	Total Comp 49,660.83	51,647.27	51,150.66	53,196.69	52,685.18	54,792.59	56,373.14	54,529.16	56,710.33	58,346.20	56,437.68	58,695.19	60,388.32	60,388.32	62,343.58	63,900.04
10	Salary 47,804.35	49,716.53	49,238.48	51,208.02	50,715.64	52,744.27	54,265.73	52,490.69	54,590.31	56,165.03	54,327.86	56,500.98	58,130.81	58,130.81	60,186.04	61,791.97
	Total Comp 51,150.66	53,196.69	52,685.18	54,792.59	54,265.73	56,436.36	58,064.34	56,165.03	58,411.64	60,096.59	58,130.81	60,456.04	62,199.97	62,199.97	64,255.22	65,910.70

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1F: 208-Day Schedule / Student Special Needs Prm Asst

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 GA7/NA7	Lane 2 G28/N28	Lane 3 GA7/NA7	Lane 1 GA7/NA7	Lane 2 G28/N28	Lane 3 G53/N53	Lane 1 GA7/NA7	Lane 2 G28/N28	Lane 3 G53/N53	Lane 1 GA7/NA7	Lane 2 G28/N28	Lane 3 G53/N53	Lane 1 GA7/NA7	Lane 2 G28/N28	Lane 3 G53/N53
1	Salary	38,209.83	39,738.22	40,930.37	40,536.81	42,158.28	43,374.39	41,955.60	43,633.82	44,892.49	44,892.49	44,892.49	43,424.04	45,161.01	46,463.73
	Total Comp	40,884.52	42,519.90	43,795.50	43,374.39	45,109.36	46,410.59	44,892.49	46,688.19	48,034.96	48,034.96	48,034.96	46,463.73	48,322.28	49,716.19
2	Salary	40,171.18	41,778.03	43,031.37	42,617.61	44,322.31	45,600.84	44,109.23	45,873.60	47,196.87	47,196.87	47,196.87	45,653.05	47,479.17	48,848.76
	Total Comp	42,983.17	44,702.49	46,043.57	45,600.84	47,424.88	48,792.90	47,196.87	49,084.75	50,500.65	50,500.65	50,500.65	48,848.76	50,802.71	52,268.18
3	Salary	42,233.22	43,922.55	45,240.22	44,805.22	46,597.43	47,941.59	46,373.40	48,228.34	49,619.54	49,619.54	49,619.54	47,996.47	49,916.33	51,356.23
	Total Comp	45,189.54	46,997.12	48,407.04	47,941.59	49,859.25	51,297.50	49,619.54	51,604.32	53,092.91	53,092.91	53,092.91	51,356.23	53,410.47	54,951.16
4	Salary	44,401.10	46,177.14	47,533.13	47,105.12	48,989.33	50,402.48	48,753.80	50,703.95	52,166.57	52,166.57	52,166.57	50,460.19	52,478.59	53,992.40
	Total Comp	47,509.17	49,409.54	50,891.83	50,402.48	52,418.58	53,930.66	52,166.57	54,253.23	55,818.23	55,818.23	55,818.23	53,992.40	56,152.09	57,771.87
5	Salary	46,680.25	48,547.46	50,003.89	49,523.08	51,504.01	52,989.70	51,256.39	53,306.65	54,844.34	54,844.34	54,844.34	53,050.36	55,172.38	56,763.89
	Total Comp	49,947.87	51,945.79	53,504.16	52,989.70	55,109.29	56,698.98	54,844.34	57,038.11	58,683.44	58,683.44	58,683.44	56,763.89	59,034.44	60,737.36
6	Salary	49,076.40	51,039.46	52,570.64	52,065.16	54,147.76	55,709.72	53,887.44	56,042.94	57,659.56	57,659.56	57,659.56	55,773.50	58,004.44	59,677.64
	Total Comp	52,511.75	54,612.22	56,250.59	55,709.72	57,938.11	59,609.40	57,659.56	59,965.94	61,695.73	61,695.73	61,695.73	59,677.64	62,064.75	63,855.08
7	Salary	51,595.55	53,659.37	55,143.42	54,737.72	56,927.23	58,569.36	56,653.54	58,919.68	60,619.29	60,619.29	60,619.29	58,636.42	60,981.87	62,740.96
	Total Comp	55,207.24	57,415.53	59,138.00	58,569.36	60,912.14	62,669.22	60,619.29	63,044.06	64,862.64	64,862.64	64,862.64	62,740.96	65,250.60	67,132.83
8	Salary	54,244.01	56,413.77	58,106.18	57,547.47	59,849.37	61,575.79	59,849.37	61,944.10	63,730.95	63,730.95	63,730.95	61,646.29	64,112.14	65,961.53
	Total Comp	58,041.09	60,362.73	62,173.62	61,575.79	64,038.82	65,886.10	63,730.95	66,280.18	68,192.11	68,192.11	68,192.11	65,961.53	68,599.99	70,578.84
9	Salary	55,871.33	58,106.18	59,849.37	59,273.89	61,644.85	63,423.07	61,348.48	63,802.42	65,642.87	65,642.87	65,642.87	63,495.68	66,035.50	67,940.37
	Total Comp	59,782.32	62,173.62	64,038.82	63,423.07	65,959.99	67,862.68	65,642.87	68,268.59	70,237.88	70,237.88	70,237.88	67,940.37	70,657.99	72,696.20
10	Salary	57,547.47	59,849.37	61,644.85	61,052.11	63,494.20	65,325.76	63,188.93	65,716.49	67,612.16	67,612.16	67,612.16	65,400.55	68,016.57	69,978.59
	Total Comp	61,575.79	64,038.82	66,423.07	65,325.76	67,938.79	69,898.56	67,612.16	70,316.65	72,345.01	72,345.01	72,345.01	69,978.59	72,777.73	74,877.09

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.



## 1F. 208-Day Schedule / Community Relations Rep

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 3 G44/N44	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 3 G44/N44	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 3 G44/N44	Lane 1 GA8/NA8	Lane 2 G29/N29
1	Salary 40,056.05	41,658.29	41,257.73	42,908.04	42,495.46	44,195.28	45,470.14	43,982.80	45,742.11	47,061.60	45,522.20	47,343.09	48,708.75	47,343.09	48,708.75
	Total Comp	42,859.97	44,574.37	45,911.60	45,470.14	47,288.95	48,653.05	47,061.60	48,940.06	50,355.91	48,708.75	50,657.10	52,118.36	50,657.10	52,118.36
2	Salary	42,112.17	43,796.65	43,375.53	45,110.55	44,676.80	47,804.17	46,240.49	48,090.11	49,477.32	47,858.90	49,773.26	51,209.03	49,773.26	51,209.03
	Total Comp	45,060.02	46,862.42	46,411.82	48,268.29	47,804.17	51,150.47	49,477.32	51,456.41	52,940.73	51,209.03	53,257.39	54,793.66	53,257.39	54,793.66
3	Salary	44,273.83	46,044.79	45,602.05	47,426.13	46,970.11	48,848.91	48,614.06	50,558.62	52,017.05	50,315.55	52,328.18	53,837.64	52,328.18	53,837.64
	Total Comp	47,373.00	49,267.92	48,794.19	50,745.96	50,258.02	53,776.08	52,017.05	54,097.73	55,658.24	53,837.64	55,991.15	57,606.28	55,991.15	57,606.28
4	Salary	46,546.46	48,408.32	47,942.85	49,860.57	49,381.14	51,356.38	52,837.82	54,109.48	55,687.14	52,898.31	55,014.24	56,601.19	55,014.24	56,601.19
	Total Comp	49,804.71	51,796.90	51,298.85	53,350.81	52,837.82	56,536.46	54,687.14	56,874.63	58,515.24	56,601.19	58,865.24	60,563.27	58,865.24	60,563.27
5	Salary	48,935.74	50,893.17	50,403.81	52,419.97	51,915.93	53,992.56	53,732.98	55,882.30	57,494.29	55,613.64	57,838.18	59,506.59	57,838.18	59,506.59
	Total Comp	52,361.24	54,455.69	53,932.08	56,089.36	55,550.04	57,772.04	57,494.29	59,794.07	61,518.89	59,506.59	61,886.86	63,672.06	61,886.86	63,672.06
6	Salary	51,447.67	53,505.57	52,991.10	55,110.74	54,580.83	56,764.06	56,491.16	58,750.81	60,445.54	58,468.35	60,807.08	62,561.13	60,807.08	62,561.13
	Total Comp	55,049.00	57,250.96	56,700.47	58,968.49	58,401.49	60,737.55	60,445.54	62,863.36	64,676.73	62,561.13	65,063.58	66,940.41	65,063.58	66,940.41
7	Salary	54,088.53	56,252.08	55,711.19	57,939.64	57,382.53	59,677.83	59,390.91	61,766.55	63,548.28	61,469.60	63,928.38	65,772.47	63,928.38	65,772.47
	Total Comp	57,874.73	60,189.72	59,610.97	61,995.41	61,399.30	63,855.27	63,548.28	66,090.21	67,996.66	65,772.47	68,403.37	70,376.54	68,403.37	70,376.54
8	Salary	56,864.96	59,139.56	58,570.91	60,913.74	60,328.04	62,741.16	62,439.52	64,937.10	66,810.28	64,624.90	67,209.90	69,148.64	67,209.90	69,148.64
	Total Comp	60,845.51	63,279.33	62,670.87	65,177.71	64,551.00	67,133.04	66,810.28	69,486.69	71,487.00	69,148.64	71,914.59	73,989.05	71,914.59	73,989.05
9	Salary	58,570.91	60,913.74	60,328.04	62,741.16	62,137.88	64,623.39	64,312.40	66,885.21	68,814.59	66,563.65	69,226.19	71,233.10	69,226.19	71,233.10
	Total Comp	62,670.87	65,177.71	64,551.00	67,133.04	66,487.53	69,147.03	68,814.59	71,567.18	73,631.61	71,223.10	74,072.03	76,208.72	74,072.03	76,208.72
10	Salary	60,328.04	62,741.16	62,137.88	64,623.39	64,002.01	66,562.09	66,242.08	68,891.77	70,879.03	68,560.56	71,302.98	73,359.80	71,302.98	73,359.80
	Total Comp	64,551.00	67,133.04	66,487.53	69,147.03	68,482.15	71,221.44	70,879.03	73,714.19	75,840.56	73,359.80	76,294.19	78,494.98	76,294.19	78,494.98

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

## 1F. 208-Day Schedule / Community Relations Rep II

Step	2019-20		2020-21		2021-2022		2022-2023		2023-2024		
	Lane 2 G25/N25	Lane 2 G25/N25	Lane 2 G25/N25	Lane 2 G25/N25	Lane 3 G55/N55	Lane 2 G25/N25	Lane 3 G55/N55	Lane 2 G25/N25	Lane 3 G55/N55	Lane 2 G25/N25	Lane 3 G55/N55
1	Salary	46,769.57	48,172.66	49,617.84	51,049.12	51,354.46	52,835.84	53,151.87	54,685.10		
	Total Comp	50,043.44	51,544.75	53,091.09	54,622.56	54,949.28	56,534.35	56,872.50	58,513.05		
2	Salary	49,170.31	50,645.42	52,164.78	53,669.53	55,547.97	55,880.22	57,492.14			
	Total Comp	52,612.23	54,190.60	55,816.31	57,426.40	57,769.88	59,436.32	59,791.83	61,516.60		
3	Salary	51,694.27	53,245.10	54,842.46	56,424.45	56,761.94	58,399.31	58,748.61	60,443.28		
	Total Comp	55,312.87	56,972.26	58,681.43	60,374.16	60,735.28	62,487.26	62,861.01	64,674.31		
4	Salary	54,347.80	55,978.23	57,657.58	59,320.78	59,675.60	61,397.01	61,764.24	63,545.90		
	Total Comp	58,152.15	59,896.71	61,693.61	63,473.24	63,852.89	65,694.80	66,087.74	67,994.12		
5	Salary	57,137.53	58,851.66	60,617.21	62,365.78	62,738.81	64,548.59	64,934.67	66,807.79		
	Total Comp	61,137.16	62,971.28	64,860.42	66,731.39	67,130.53	69,066.99	69,480.10	71,484.33		
6	Salary	60,070.47	61,872.58	63,728.76	65,567.09	65,959.27	67,861.94	68,267.84	70,237.11		
	Total Comp	64,275.40	66,203.66	68,189.77	70,156.79	70,576.42	72,612.27	73,046.59	75,153.70		
7	Salary	63,153.95	65,048.57	67,000.03	68,932.72	69,345.03	71,345.37	71,772.11	73,842.46		
	Total Comp	67,574.73	69,601.97	71,690.03	73,758.01	74,199.18	76,339.54	76,796.15	79,011.43		
8	Salary	66,395.72	68,387.59	70,439.22	72,471.12	72,904.59	75,007.61	75,456.25	77,632.87		
	Total Comp	71,043.42	73,174.72	75,369.96	77,544.10	78,007.91	80,258.14	80,738.19	83,067.17		
9	Salary	68,387.59	70,439.22	72,552.39	74,645.25	75,091.73	77,257.83	77,719.94	79,961.86		
	Total Comp	73,174.72	75,369.96	77,631.06	79,870.42	80,348.15	82,665.88	83,160.33	85,559.19		
10	Salary	70,439.22	72,552.39	74,728.97	76,884.61	77,344.48	79,575.57	80,051.54	82,360.71		
	Total Comp	75,369.96	77,631.06	79,959.99	82,266.53	82,758.59	85,145.86	85,655.14	88,125.96		

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

**1F: 208-Day Schedule / Youth Intervention Specialist, College/Career Coach, Student Special Svc Advocate, Gear Up Coach, CTE Academy Coordinator**

Step	2019-20		2020-21		2021-22		2022-23		2023-24				
	Lane 1 GOXNGX	Lane 2 G24/N24	Lane 1 GOXNGX	Lane 2 G24/N24	Lane 1 GOXNGX	Lane 2 G24/N24	Lane 1 GOXNGX	Lane 2 G24/N24	Lane 1 GOXNGX	Lane 2 G24/N24			
1	Salary 46,769.57	48,640.36	48,172.66	50,099.57	49,617.84	51,602.55	53,091.09	51,354.46	53,408.64	54,949.28	53,151.87	55,277.94	56,872.50
	Total Comp 50,043.44	52,045.18	51,544.75	53,606.54	53,091.09	55,214.73	56,807.46	54,949.28	57,147.25	58,795.73	56,872.50	59,147.40	60,853.58
2	Salary 49,170.31	51,137.12	50,645.42	52,671.23	52,164.78	54,251.37	55,816.31	53,990.55	56,150.17	57,769.88	55,880.22	58,115.42	59,791.83
	Total Comp 52,612.23	54,716.72	54,190.60	56,358.22	55,816.31	58,048.97	59,723.46	57,769.88	60,080.68	61,813.78	59,791.83	62,183.50	63,977.26
3	Salary 51,694.27	53,762.05	53,245.10	55,374.91	54,842.46	57,036.15	58,681.43	56,761.94	59,032.42	60,735.28	58,748.61	61,098.55	62,861.01
	Total Comp 55,312.87	57,525.39	56,972.26	59,251.15	58,681.43	61,028.69	62,789.13	60,735.28	63,164.69	64,986.75	62,861.01	65,375.45	67,261.28
4	Salary 54,347.80	56,521.71	55,978.23	58,217.36	57,657.58	59,963.88	61,693.61	59,675.60	62,062.62	63,852.89	61,764.24	64,234.81	66,087.74
	Total Comp 58,152.15	60,478.23	59,896.71	62,292.58	61,693.61	64,161.36	66,012.17	63,852.89	66,407.00	68,322.59	66,087.74	68,731.25	70,713.88
5	Salary 57,137.53	59,423.04	58,851.66	61,205.73	60,617.21	63,041.90	64,860.42	62,738.81	65,248.37	67,130.53	64,934.67	67,532.06	69,480.10
	Total Comp 61,137.16	63,582.65	62,971.28	65,490.13	64,860.42	67,454.83	69,400.64	67,130.53	69,815.75	71,829.67	69,480.10	72,259.30	74,343.71
6	Salary 60,070.47	62,473.29	61,872.58	64,347.49	63,728.76	66,277.91	68,189.77	65,959.27	68,597.64	70,576.42	68,267.84	70,998.55	73,046.59
	Total Comp 64,275.40	66,846.42	66,203.66	68,851.81	68,189.77	70,917.36	72,963.06	70,576.42	73,399.47	75,516.76	73,046.59	75,968.45	78,159.85
7	Salary 63,153.95	65,680.11	65,048.57	67,650.52	67,000.03	69,680.03	71,690.03	69,345.03	72,118.83	74,199.18	71,772.11	74,642.99	76,796.15
	Total Comp 67,574.73	70,277.72	69,601.97	72,386.05	71,690.03	74,557.63	76,708.33	74,199.18	77,167.15	79,393.13	76,796.15	79,868.00	82,171.88
8	Salary 66,395.72	69,051.55	68,387.59	71,123.09	70,439.22	73,256.79	75,369.96	72,904.59	75,820.77	78,007.91	75,456.25	78,474.50	80,738.19
	Total Comp 71,043.42	73,885.15	73,174.72	76,101.71	75,369.96	78,384.76	80,645.86	78,007.91	81,128.23	83,468.46	80,738.19	83,967.71	86,389.86
9	Salary 68,387.59	71,123.09	70,439.22	73,256.79	72,552.39	75,454.49	77,631.06	75,091.73	78,095.40	80,348.15	77,719.94	80,828.73	83,160.33
	Total Comp 73,174.72	76,101.71	75,369.96	78,384.76	77,631.06	80,736.30	83,065.23	80,348.15	83,562.07	85,972.52	83,160.33	86,486.75	88,981.56
10	Salary 70,439.22	73,256.79	72,552.39	75,454.49	74,728.97	77,718.12	79,959.99	77,344.48	80,438.26	82,758.59	80,051.54	83,253.60	85,655.14
	Total Comp 75,369.96	78,384.76	77,631.06	80,736.30	79,959.99	83,158.39	85,557.19	82,758.59	86,068.94	88,551.69	85,655.14	89,081.35	91,651.00

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

## 1F. 208-Day Schedule / Parent Advocate, Parent Advocate-Bilingual

Step	2019-20			2020-21			2021-22			2022-23			2023-24			
	Lane 1 GB6/NB6	Lane 2 G30/N30	Lane 1 GB6/NB6	Lane 2 G30/N30	Lane 1 GB6/NB6	Lane 2 G30/N30	Lane 3 G48/N48	Lane 1 GB6/NB6	Lane 2 G30/N30	Lane 3 G48/N48	Lane 1 GB6/NB6	Lane 2 G30/N30	Lane 3 G48/N48	Lane 1 GB6/NB6	Lane 2 G30/N30	Lane 3 G48/N48
1	Salary 36,363.90	37,818.45	37,454.82	38,953.01	38,578.46	40,121.60	41,278.95	39,928.71	41,525.85	42,723.72	41,326.21	42,979.26	44,219.05			
	Total Comp	38,909.37	40,465.75	41,679.72	41,278.95	42,930.11	44,168.48	42,723.72	44,432.66	45,714.38	44,219.05	45,987.81	47,314.38			
2	Salary	38,230.50	39,759.72	40,952.51	40,558.74	42,181.08	43,397.85	41,978.29	43,657.42	44,916.77	43,447.53	45,185.43	46,488.86			
	Total Comp	40,906.63	42,542.90	43,819.19	43,397.85	45,133.76	46,435.70	44,916.77	46,713.44	48,060.95	46,488.86	48,348.41	49,743.08			
3	Salary	40,192.91	41,800.63	41,398.70	43,054.65	42,640.66	45,625.51	44,133.08	45,898.41	47,222.40	45,677.74	47,504.85	48,875.18			
	Total Comp	43,006.42	44,726.67	44,296.61	46,068.47	45,625.51	48,819.29	47,222.40	49,111.30	50,527.97	48,875.18	50,830.19	52,296.45			
4	Salary	42,256.06	43,946.30	43,523.74	45,264.69	44,829.45	46,622.63	47,967.52	46,398.49	48,254.42	48,022.43	49,943.33	51,384.00			
	Total Comp	45,213.98	47,022.54	46,570.40	48,433.22	47,967.52	49,886.22	49,646.38	51,632.23	53,121.63	51,384.00	53,439.36	54,980.88			
5	Salary	44,425.11	46,202.12	45,757.87	47,588.18	47,130.60	49,015.83	50,429.74	48,780.17	50,731.38	50,487.48	52,506.98	54,021.60			
	Total Comp	47,534.87	49,436.26	48,960.92	50,919.35	50,429.74	52,446.93	53,959.83	52,194.78	54,282.58	55,848.42	54,021.60	56,182.47	57,803.11		
6	Salary	46,705.50	48,573.72	48,106.67	50,030.93	49,549.87	51,531.86	53,018.36	51,284.11	53,335.48	54,874.00	53,079.06	55,202.22	56,794.59		
	Total Comp	49,974.89	51,973.88	51,474.13	53,533.10	53,018.36	55,139.09	56,729.64	54,874.00	57,068.96	58,715.18	56,794.59	59,066.38	60,770.21		
7	Salary	49,102.95	51,067.07	50,576.04	52,599.08	52,093.32	54,177.05	55,739.85	53,916.58	56,073.25	57,690.75	55,803.67	58,035.81	59,709.92		
	Total Comp	52,540.16	54,641.76	54,116.36	56,281.01	55,739.85	57,969.45	59,641.64	57,690.75	59,998.38	61,729.10	59,709.92	62,098.32	63,889.62		
8	Salary	51,623.46	53,688.40	53,172.16	55,299.05	54,767.33	56,958.02	58,601.04	56,684.18	58,951.55	60,652.08	58,668.13	61,014.86	62,774.90		
	Total Comp	55,237.10	57,446.59	56,894.21	59,169.98	58,601.04	60,945.08	62,703.11	60,652.08	63,078.16	64,897.72	62,774.90	65,285.90	67,169.14		
9	Salary	53,172.16	55,299.05	54,767.33	56,958.02	56,410.35	58,666.76	60,359.07	58,384.71	60,720.10	62,471.64	60,428.17	62,845.30	64,658.15		
	Total Comp	56,894.21	59,169.98	58,601.04	60,945.08	60,359.07	62,773.43	64,584.21	62,471.64	64,970.50	66,844.65	64,658.15	67,244.47	69,184.22		
10	Salary	54,767.33	56,958.02	56,410.35	58,666.76	58,102.66	60,426.76	62,169.84	60,136.25	62,541.70	64,345.79	62,241.02	64,730.66	66,597.89		
	Total Comp	58,601.04	60,945.08	60,359.07	62,773.43	62,169.84	64,656.64	66,521.73	64,345.79	66,919.62	68,849.99	66,597.89	69,261.81	71,259.74		

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

## 1F. 208-Day Schedule / College and Career Specialist

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 G38/N38	Lane 2 G39/N39	Lane 1 G38/N38	Lane 2 G39/N39	Lane 1 G38/N38	Lane 2 G39/N39	Lane 1 G38/N38	Lane 2 G39/N39	Lane 3 G42/N42	Lane 1 G38/N38	Lane 2 G39/N39	Lane 3 G42/N42	Lane 1 G38/N38	Lane 2 G39/N39	Lane 3 G42/N42
1	Salary 62,167.08	64,653.76	64,032.09	66,593.38	65,953.06	68,591.18	70,569.77	73,039.71	75,596.10	70,991.87	73,039.71	75,596.10	70,650.56	73,476.58	75,596.10
	Total Comp	66,518.78	69,179.53	68,514.34	71,254.91	70,569.77	73,392.56	75,509.65	78,619.95	75,961.30	78,152.49	80,887.83	75,596.10	78,619.95	80,887.83
2	Salary	65,358.19	67,972.51	67,318.93	70,011.69	69,338.50	72,112.04	74,192.20	77,635.96	74,635.96	76,788.92	79,478.22	74,277.14	77,248.22	79,478.53
	Total Comp	69,933.26	72,730.59	72,031.26	74,912.51	74,192.20	77,159.88	79,385.65	82,164.15	79,860.48	82,164.15	85,039.89	79,476.53	82,655.60	85,039.89
3	Salary	68,713.10	71,461.62	70,774.49	73,605.47	72,897.72	75,813.63	78,000.56	82,730.58	75,449.14	78,467.11	80,730.58	78,089.86	81,213.46	83,556.15
	Total Comp	73,523.01	76,463.93	75,728.70	78,757.85	78,000.56	81,120.59	83,460.60	86,381.73	83,959.81	86,381.73	89,405.09	83,556.15	86,898.40	89,405.09
4	Salary	72,240.22	75,129.83	74,407.42	77,383.72	76,639.65	79,705.23	82,004.42	87,874.58	79,322.03	82,494.92	84,874.58	82,098.31	85,382.24	87,845.19
	Total Comp	77,297.03	80,388.91	79,615.94	82,800.58	82,004.42	85,284.60	87,744.73	90,815.80	88,269.56	90,815.80	93,994.35	87,845.19	91,358.99	93,994.35
5	Salary	75,948.39	78,986.32	78,226.84	81,355.91	80,573.65	83,796.59	86,213.80	91,393.72	83,393.72	86,729.47	89,231.28	86,312.50	89,765.00	92,354.38
	Total Comp	81,264.78	84,515.37	83,702.72	87,050.83	86,213.80	89,662.35	92,248.77	95,477.47	89,231.28	92,800.54	95,477.47	92,354.38	96,048.55	98,819.19
6	Salary	79,846.91	83,040.78	82,242.31	85,532.01	84,709.58	88,097.97	90,639.25	97,674.42	91,181.39	93,811.63	96,743.02	90,743.02	94,372.74	97,095.03
	Total Comp	85,436.19	88,853.64	87,999.28	91,519.25	90,639.25	94,264.82	96,984.00	100,378.44	93,811.63	97,564.09	100,378.44	97,095.03	100,978.84	103,891.69
7	Salary	83,945.54	87,303.36	86,463.90	89,922.46	89,057.82	92,620.13	95,291.87	102,174.84	92,174.84	95,861.84	98,627.08	95,400.96	99,217.00	102,079.03
	Total Comp	89,821.73	93,414.59	92,516.38	96,217.03	95,291.87	99,103.54	101,962.30	105,530.98	98,627.08	102,572.17	105,530.98	102,079.03	106,162.19	109,224.56
8	Salary	88,254.56	91,784.74	90,902.19	94,538.28	93,629.26	97,374.43	100,183.31	106,906.28	96,906.28	100,782.54	103,689.72	100,298.00	104,309.92	107,318.86
	Total Comp	94,432.38	98,209.67	97,265.35	101,155.96	100,183.31	104,190.64	107,196.14	110,948.00	103,689.72	107,837.31	110,948.00	107,318.86	111,611.62	114,831.18
9	Salary	90,902.19	94,538.28	93,629.26	97,374.43	96,438.14	100,295.66	103,188.81	109,813.47	99,813.47	103,806.01	106,800.42	103,306.94	107,439.22	110,538.43
	Total Comp	97,265.35	101,155.96	100,183.31	104,190.64	103,188.81	107,316.36	110,412.02	114,276.44	106,800.42	111,072.43	114,276.44	110,538.43	114,959.97	118,276.12
10	Salary	93,629.26	97,374.43	96,438.14	100,295.66	99,331.28	103,304.53	106,284.47	111,004.43	102,807.88	106,920.19	110,004.43	106,406.15	110,662.40	113,854.58
	Total Comp	100,183.31	104,190.64	103,188.81	107,316.36	106,284.47	110,535.85	113,724.38	117,704.74	110,004.43	114,404.60	117,704.74	113,854.58	118,408.77	121,824.40

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

## 1F. 208-Day Schedule / Special Education Support Clerk

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3
	G09/N23	G23/N23	G09/N23	G09/N23	G23/N23	G52/N23	G09/N23	G23/N23	G52/N23	G09/N23	G23/N23	G52/N23	G09/N23	G23/N23	G52/N23
1	Salary	45,586.63	47,410.10	46,954.23	48,832.40	48,362.86	50,297.37	51,748.26	51,748.26	50,055.56	52,057.78	53,559.44	51,807.50	53,879.80	55,434.03
	Total Comp	48,777.69	50,728.80	50,241.02	52,250.67	51,748.26	53,818.19	55,370.63	55,370.63	53,559.44	55,701.82	57,308.61	55,434.03	57,651.39	59,314.41
2	Salary	47,926.64	49,843.71	49,364.44	51,339.02	50,845.38	52,879.19	54,404.55	54,404.55	52,624.96	54,729.96	56,308.71	54,466.84	56,645.51	58,279.52
	Total Comp	51,281.51	53,332.77	52,819.95	54,932.75	54,404.55	56,580.73	58,212.87	58,212.87	56,308.71	58,561.06	60,250.32	58,279.52	60,610.70	62,359.08
3	Salary	50,386.77	52,402.24	51,898.38	53,974.31	53,455.33	55,593.54	57,197.20	57,197.20	55,326.26	57,539.31	59,199.10	57,262.68	59,553.19	61,271.07
	Total Comp	53,913.85	56,070.40	55,531.26	57,752.51	57,197.20	59,485.09	61,201.00	61,201.00	59,199.10	61,567.07	63,343.04	61,271.07	63,721.91	65,560.04
4	Salary	52,973.18	55,092.11	54,562.38	56,744.87	56,199.25	58,447.22	60,133.20	60,133.20	58,166.22	60,492.87	62,237.86	60,202.04	62,610.12	64,416.18
	Total Comp	56,681.30	58,948.56	58,381.74	60,717.01	60,133.20	62,538.52	64,342.52	64,342.52	62,237.86	64,727.37	66,594.51	64,416.18	66,992.83	68,925.32
5	Salary	55,692.36	57,920.05	57,363.13	59,657.65	59,084.02	61,447.38	63,219.90	63,219.90	61,151.96	63,598.04	65,432.60	63,292.28	65,823.97	67,722.74
	Total Comp	59,590.82	61,974.45	61,378.54	63,833.69	63,219.90	65,748.70	67,645.29	67,645.29	65,432.60	68,049.90	70,012.88	67,722.74	70,431.65	72,463.33
6	Salary	58,551.11	60,893.15	60,307.64	62,719.95	62,116.87	64,601.54	66,465.05	66,465.05	64,290.96	66,862.60	68,791.33	66,541.14	69,202.79	71,199.02
	Total Comp	62,649.68	65,155.67	64,529.17	67,110.34	66,465.05	69,123.65	71,117.60	71,117.60	68,791.33	71,542.98	73,606.72	71,199.02	74,046.98	76,182.95
7	Salary	61,556.60	64,018.87	63,403.30	65,939.43	65,305.40	67,917.61	69,876.78	69,876.78	67,591.09	70,294.73	72,322.46	69,956.77	72,755.05	74,853.75
	Total Comp	65,865.56	68,500.19	67,841.53	70,555.19	69,876.78	72,671.85	74,768.15	74,768.15	72,322.46	75,215.36	77,385.04	74,853.75	77,847.90	80,093.51
8	Salary	64,716.37	67,305.03	66,657.86	69,324.18	68,657.60	71,403.90	73,463.63	73,463.63	71,060.61	73,903.04	76,034.86	73,547.74	76,489.64	78,696.08
	Total Comp	69,246.52	72,016.38	71,323.91	74,176.87	73,463.63	76,402.17	78,606.08	78,606.08	76,034.86	79,076.25	81,357.30	78,696.08	81,843.92	84,204.80
9	Salary	66,657.86	69,324.18	68,657.60	71,403.90	70,717.33	73,546.02	75,667.54	75,667.54	73,192.43	76,120.13	78,315.90	75,754.17	78,784.33	81,056.96
	Total Comp	71,323.91	74,176.87	73,463.63	76,402.17	75,667.54	78,694.24	80,964.27	80,964.27	78,315.90	81,448.54	83,798.02	81,056.96	84,299.24	86,730.95
10	Salary	68,657.60	71,403.90	70,717.33	73,546.02	72,838.85	75,752.40	77,937.56	77,937.56	75,388.21	78,403.73	80,665.38	78,026.79	81,147.86	83,488.67
	Total Comp	73,463.63	76,402.17	75,667.54	78,694.24	77,937.56	81,055.07	83,393.19	83,393.19	80,665.38	83,891.99	86,311.96	83,488.67	86,828.21	89,332.87

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

**1F. 208-Day Schedule / Computer Technician, Technology Coordinator (con't. on next page)**

Step	2019-20			2020-21			2021-2022			2022-2023			
	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	
	T11/NTB	T12/NTC	T13/NTD	T11/NTB	T12/NTC	T13/NTD	T11/NTB	T12/NTC	T13/NTD	T11/NTB	T12/NTC	T13/NTD	
1	Salary	51,149.38	56,430.41	62,167.08	52,683.86	58,123.33	64,032.09	54,264.38	59,867.03	65,953.06	56,163.63	61,962.37	68,261.41
	Total Comp	54,729.84	60,380.54	66,518.78	56,371.73	62,191.96	68,514.34	58,062.88	64,057.72	70,569.77	60,095.09	66,299.74	73,039.71
2	Salary	53,774.94	59,327.05	65,358.19	55,388.18	61,106.86	67,318.93	57,049.83	62,940.07	69,338.50	59,046.57	65,142.97	71,765.35
	Total Comp	57,539.18	63,479.95	69,933.26	59,265.36	65,384.34	72,031.26	61,043.32	67,345.87	74,192.20	63,179.83	69,702.98	76,788.92
3	Salary	56,535.26	62,372.38	68,713.10	58,231.32	64,243.55	70,774.49	59,978.26	66,170.85	72,897.72	62,077.50	68,486.83	75,449.14
	Total Comp	60,492.73	66,738.44	73,523.01	62,307.51	68,740.60	75,728.70	64,176.74	70,802.81	78,000.56	66,422.93	73,280.91	80,730.58
4	Salary	59,437.28	65,574.02	72,240.22	61,220.40	67,541.24	74,407.42	63,057.01	69,567.48	76,639.65	65,264.01	72,002.34	79,322.03
	Total Comp	63,597.89	70,164.20	77,297.03	65,505.83	72,269.13	79,615.94	67,471.00	74,437.20	82,004.42	69,832.49	77,042.50	84,874.58
5	Salary	62,488.27	68,940.01	75,948.39	64,362.91	71,008.21	78,226.84	66,293.80	73,138.46	80,573.65	68,614.08	75,698.30	83,393.72
	Total Comp	66,862.44	73,765.81	81,264.78	68,868.32	75,978.78	83,702.72	70,934.37	78,258.15	86,213.80	73,417.07	80,997.18	89,231.28
6	Salary	65,695.86	72,478.78	79,846.91	67,666.74	74,653.14	82,242.31	69,696.74	76,892.74	84,709.58	72,136.12	79,583.98	87,674.42
	Total Comp	70,294.57	77,552.29	85,436.19	72,403.41	79,878.86	87,999.28	74,575.51	82,275.23	90,639.25	77,185.65	85,154.86	93,811.63
7	Salary	69,068.10	76,199.20	83,945.54	71,140.15	78,485.17	86,463.90	73,274.35	80,839.73	89,057.82	75,838.95	83,669.12	92,174.84
	Total Comp	73,902.87	81,533.14	89,821.73	76,119.96	83,979.13	92,516.38	78,403.55	86,498.51	95,291.87	81,147.68	89,525.96	98,627.08
8	Salary	72,613.45	80,110.59	88,254.56	74,791.85	82,513.90	90,902.19	77,035.60	84,989.32	93,629.26	79,731.85	87,963.95	96,906.28
	Total Comp	77,696.39	85,718.33	94,432.38	80,027.28	88,289.88	97,265.35	82,428.10	90,938.57	100,183.31	85,313.08	94,121.42	103,689.72
9	Salary	74,791.85	82,513.90	90,902.19	77,035.60	84,989.32	93,629.26	79,346.67	87,539.00	96,438.14	82,123.81	90,602.87	99,813.47
	Total Comp	80,027.28	88,289.88	97,265.35	82,428.10	90,938.57	100,183.31	84,900.94	93,666.73	103,188.81	87,872.47	96,945.07	106,800.42
10	Salary	77,035.60	84,989.32	93,629.26	79,346.67	87,539.00	96,438.14	81,727.07	90,165.17	99,331.28	84,587.52	93,320.95	102,807.88
	Total Comp	82,428.10	90,938.57	100,183.31	84,900.94	93,666.73	103,188.81	87,447.97	96,476.73	106,284.47	90,508.65	99,853.42	110,004.43

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

**1F. 208-Day Schedule / Computer Technician, Technology Coordinator (con't.)**

		2023-2024		
		Lane 1 T11/NTB	Lane 2 T12/NTC	Lane 3 T13/NTD
1	Salary	58,129.36	64,131.06	70,650.56
	Total Comp	62,198.41	68,620.23	75,596.10
2	Salary	61,113.20	67,422.98	74,277.14
	Total Comp	65,391.13	72,142.58	79,476.53
3	Salary	64,250.21	70,883.87	78,089.86
	Total Comp	68,747.73	75,845.74	83,556.15
4	Salary	67,548.25	74,522.42	82,098.31
	Total Comp	72,276.63	79,738.99	87,845.19
5	Salary	71,015.58	78,347.74	86,312.50
	Total Comp	75,986.67	83,832.08	92,354.38
6	Salary	74,660.89	82,369.42	90,743.02
	Total Comp	79,887.15	88,135.28	97,095.03
7	Salary	78,493.32	86,597.54	95,400.96
	Total Comp	83,987.85	92,659.36	102,079.03
8	Salary	82,522.47	91,042.69	100,298.00
	Total Comp	88,299.04	97,415.67	107,318.86
9	Salary	84,998.14	93,773.97	103,306.94
	Total Comp	90,948.01	100,338.14	110,538.43
10	Salary	87,548.08	96,587.19	106,406.15
	Total Comp	93,676.45	103,348.29	113,854.58

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.



## 1F. 208-Day Schedule / Ed Sign Language Interpreter (con't. on next page)

Step	2019-20						2020-21						2021-2022						2022-2023																																																																																																																																																																																																																																																							
	Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35	Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35	Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35	Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35	Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35	Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35	Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35																																																																																																																																																																																																																																																					
	1	Salary	43,833.30	45,586.63	51,580.44	45,148.30	46,954.23	53,127.86	46,502.75	48,362.86	54,721.69	48,130.34	50,055.56	56,636.95	Total Comp	46,901.63	48,777.69	55,191.07	49,757.94	51,748.26	58,552.21	51,499.47	53,559.44	60,601.54	2	Salary	46,083.31	47,926.64	54,228.13	47,465.81	49,364.44	55,854.97	48,889.78	50,845.38	57,530.62	50,600.93	52,624.96	59,544.19	Total Comp	49,309.14	51,281.51	58,024.09	50,788.42	52,819.95	59,764.82	52,312.07	54,404.55	61,557.76	54,142.99	56,308.71	63,712.28	3	Salary	48,448.82	50,386.77	57,011.72	49,902.28	51,898.38	58,722.07	51,399.35	53,455.33	60,483.73	53,198.33	55,326.26	62,600.66	Total Comp	51,840.24	53,913.85	61,002.54	53,395.44	55,531.26	62,832.61	54,997.31	57,197.20	64,717.59	56,922.21	59,199.10	66,982.71	4	Salary	50,935.75	52,973.18	59,938.19	52,463.82	54,562.38	61,736.34	54,037.74	56,199.25	63,588.43	55,929.06	58,166.22	65,814.02	Total Comp	54,501.25	56,681.30	64,133.87	56,136.29	58,381.74	66,057.88	57,820.38	60,133.20	68,039.62	59,844.09	62,237.86	70,421.01	5	Salary	53,550.34	55,692.36	63,014.89	55,156.85	57,363.13	64,905.33	56,811.56	59,084.02	66,852.49	58,799.96	61,151.96	69,192.33	Total Comp	57,298.87	59,590.82	67,425.93	59,017.83	61,378.54	69,448.71	60,788.37	63,219.90	71,532.17	62,915.96	65,432.60	74,035.79	6	Salary	56,299.14	58,551.11	66,249.51	57,988.12	60,307.64	68,237.00	59,727.76	62,116.87	70,284.11	61,818.23	64,290.96	72,744.05	Total Comp	60,240.08	62,649.68	70,886.98	62,047.28	64,529.17	73,013.59	63,908.70	66,465.05	75,204.00	66,145.51	68,791.33	77,836.14	7	Salary	59,189.04	61,556.60	69,650.18	60,964.71	63,403.30	71,739.68	62,793.65	65,305.40	73,891.87	64,991.43	67,591.09	76,478.09	Total Comp	63,332.27	65,865.56	74,525.69	65,232.24	67,841.53	76,761.46	67,189.21	69,876.78	79,064.30	69,540.83	72,322.46	81,831.55	8	Salary	62,227.28	64,716.37	73,225.40	64,094.10	66,657.86	75,422.16	66,016.92	68,657.60	77,684.82	68,327.51	71,060.61	80,403.79	Total Comp	66,583.19	69,246.52	78,351.18	68,580.68	71,323.91	80,701.71	70,638.11	73,463.63	83,122.76	73,110.44	76,034.86	86,032.06	9	Salary	64,094.10	66,657.86	75,422.16	66,016.92	68,657.60	77,684.82	67,997.43	70,717.33	80,015.37	70,377.34	73,192.43	82,815.91	Total Comp	68,580.68	71,323.91	80,701.71	70,638.11	73,463.63	83,122.76	72,757.25	75,667.54	85,616.44	75,303.75	78,315.90	88,613.02	10	Salary	66,016.92	68,657.60	77,684.82	67,997.43	70,717.33	80,015.37	70,037.35	72,838.85	82,415.83	72,488.66	75,388.21	85,300.38	Total Comp	70,638.11	73,463.63	83,122.76	72,757.25	75,667.54	85,616.44	74,939.97	77,937.56	88,184.94	77,562.86	80,665.38

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

## 1F. 208-Day Schedule / Ed Sign Language Interpreter (con't.)

		2023-2024		
		Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35
1	Salary	49,814.90	51,807.50	58,619.24
	Total Comp	53,301.95	55,434.03	62,722.59
2	Salary	52,371.96	54,466.84	61,628.24
	Total Comp	56,038.00	58,279.52	65,942.21
3	Salary	55,060.27	57,262.68	64,791.68
	Total Comp	58,914.49	61,271.07	69,327.10
4	Salary	57,886.58	60,202.04	68,117.51
	Total Comp	61,938.64	64,416.18	72,885.74
5	Salary	60,857.96	63,292.28	71,614.06
	Total Comp	65,118.02	67,722.74	76,627.05
6	Salary	63,981.87	66,541.14	75,290.09
	Total Comp	68,460.60	71,199.02	80,560.40
7	Salary	67,266.13	69,956.77	79,154.82
	Total Comp	71,974.76	74,853.75	84,695.66
8	Salary	70,718.98	73,547.74	83,217.93
	Total Comp	75,669.30	78,696.08	89,043.18
9	Salary	72,840.55	75,754.17	85,714.46
	Total Comp	77,939.38	81,056.96	91,714.48
10	Salary	75,025.76	78,026.79	88,285.90
	Total Comp	80,277.57	83,488.67	94,465.91

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

1F. 208-Day Schedule (38.6wk) / Youth Intervention Specialist, College/Career Coach, Student Special Svc Advocate, Gear Up Coach, CTE Academy Coordinator

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 G0X/NGX	Lane 2 G24/IN24	Lane 3 G0X/NGX	Lane 1 G0X/NGX	Lane 2 G24/IN24	Lane 3 G43/IN43	Lane 1 G0X/NGX	Lane 2 G24/IN24	Lane 3 G43/IN43	Lane 1 G0X/NGX	Lane 2 G24/IN24	Lane 3 G43/IN43	Lane 1 G0X/NGX	Lane 2 G24/IN24	Lane 3 G43/IN43
1	Salary	40,722.18	42,351.06	41,943.84	43,621.60	46,226.31	43,202.16	44,930.24	46,226.31	44,714.23	46,502.80	47,844.23	46,279.23	48,130.40	49,518.78
	Total Comp	43,572.73	45,315.64	44,879.91	46,675.11	49,462.15	46,226.31	48,075.36	49,462.15	47,844.23	49,758.00	51,193.33	49,518.78	51,499.53	52,985.09
2	Salary	42,812.49	44,524.99	44,096.87	45,860.74	48,599.16	45,419.77	47,236.57	48,599.16	47,009.47	48,889.84	50,300.13	48,654.80	50,600.99	52,060.63
	Total Comp	45,809.37	47,641.74	47,183.65	49,070.99	52,001.10	48,599.16	50,543.12	52,001.10	50,300.13	52,312.13	53,821.14	52,060.63	54,143.06	55,704.88
3	Salary	45,010.11	46,810.51	46,360.41	48,214.83	51,093.81	47,751.22	49,661.27	51,093.81	49,422.52	51,399.42	52,882.09	51,152.30	53,198.40	54,732.96
	Total Comp	48,160.81	50,087.25	49,605.64	51,589.86	54,670.37	51,093.81	53,137.56	54,670.37	52,882.09	54,997.37	56,583.84	54,732.96	56,922.28	58,564.27
4	Salary	47,320.53	49,213.35	48,740.14	50,689.75	53,716.51	50,202.35	52,210.44	53,716.51	51,959.43	54,037.81	55,596.59	53,778.01	55,929.13	57,542.47
	Total Comp	50,632.96	52,658.28	52,151.95	54,238.03	57,476.67	53,716.51	55,865.17	57,476.67	55,596.59	57,820.45	59,488.35	57,542.47	59,844.17	61,570.44
5	Salary	49,749.54	51,739.52	51,242.03	53,291.71	56,473.84	52,779.29	54,890.46	56,473.84	54,626.56	56,811.63	58,450.42	56,538.49	58,800.03	60,496.19
	Total Comp	53,232.01	55,361.29	54,828.97	57,022.13	60,427.01	56,473.84	58,732.79	60,427.01	58,450.42	60,788.44	62,541.95	60,496.19	62,916.04	64,730.92
6	Salary	52,303.24	54,395.37	53,872.34	56,027.23	59,372.71	55,488.51	57,708.05	59,372.71	57,430.61	59,727.83	61,450.75	59,440.68	61,818.31	63,601.53
	Total Comp	55,964.47	58,203.05	57,643.40	59,949.14	63,528.80	59,372.71	61,747.61	63,528.80	61,450.75	63,908.78	65,752.30	63,601.53	66,145.59	68,053.63
7	Salary	54,988.03	57,187.55	56,637.67	58,903.17	62,420.37	58,336.80	60,670.27	62,420.37	60,378.59	62,793.73	64,605.09	62,491.84	64,991.51	66,866.27
	Total Comp	58,837.19	61,190.68	60,602.30	63,026.40	66,789.80	62,420.37	64,917.19	66,789.80	64,605.09	67,189.29	69,127.44	66,866.27	69,540.92	71,546.90
8	Salary	57,810.62	60,123.05	59,544.94	61,926.74	65,624.48	61,331.29	63,784.54	65,624.48	63,477.89	66,017.00	67,921.34	65,699.61	68,327.60	70,298.59
	Total Comp	61,857.37	64,331.66	63,713.09	66,261.61	70,218.20	65,624.48	68,249.46	70,218.20	67,921.34	70,638.19	72,675.83	70,298.59	73,110.53	75,219.49
9	Salary	59,544.94	61,926.74	61,331.29	63,784.54	67,593.22	63,171.23	65,698.58	67,593.22	65,382.22	67,997.51	69,958.98	67,670.60	70,377.43	72,407.54
	Total Comp	63,713.09	66,261.61	65,624.48	68,249.46	72,324.74	67,593.22	70,296.95	72,324.74	69,958.98	72,757.34	74,856.11	72,407.54	75,303.85	77,476.07
10	Salary	61,331.29	63,784.54	63,171.23	65,698.08	69,621.01	65,066.37	67,669.02	69,621.01	67,343.69	70,037.44	72,057.75	69,700.72	72,488.78	74,579.77
	Total Comp	65,624.48	68,249.46	67,593.22	70,296.95	74,494.48	69,621.01	72,405.85	74,494.48	72,057.75	74,940.06	77,101.79	74,579.77	77,562.96	79,800.35

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

## 1F. 208-Day Schedule / Computer Technician, Technology Coordinator (con't.)

		2023-2024		
		Lane 1 T11/NTB	Lane 2 T12/NTC	Lane 3 T13/NTD
1	Salary	58,129.36	64,131.06	70,650.56
	Total Comp	62,198.41	68,620.23	75,596.10
2	Salary	61,113.20	67,422.98	74,277.14
	Total Comp	65,391.13	72,142.58	79,476.53
3	Salary	64,250.21	70,883.87	78,089.86
	Total Comp	68,747.73	75,845.74	83,556.15
4	Salary	67,548.25	74,522.42	82,098.31
	Total Comp	72,276.63	79,738.99	87,845.19
5	Salary	71,015.58	78,347.74	86,312.50
	Total Comp	75,986.67	83,832.08	92,354.38
6	Salary	74,660.89	82,369.42	90,743.02
	Total Comp	79,887.15	88,135.28	97,095.03
7	Salary	78,493.32	86,597.54	95,400.96
	Total Comp	83,987.85	92,659.36	102,079.03
8	Salary	82,522.47	91,042.69	100,298.00
	Total Comp	88,299.04	97,415.67	107,318.86
9	Salary	84,998.14	93,773.97	103,306.94
	Total Comp	90,948.01	100,338.14	110,538.43
10	Salary	87,548.08	96,587.19	106,406.15
	Total Comp	93,676.45	103,348.29	113,854.58

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

## 1F. 208-Day Schedule / Ed Sign Language Interpreter (con't. on next page)

Step	2019-20						2020-21						2021-2022						2022-2023							
	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3					
	G33/N33	G34/N34	G35/N35	G33/N33	G34/N34	G35/N35	G33/N33	G34/N34	G35/N35	G33/N33	G34/N34	G35/N35	G33/N33	G34/N34	G35/N35	G33/N33	G34/N34	G35/N35	G33/N33	G34/N34	G35/N35					
1	Salary	43,833.30	45,586.63	51,580.44	45,148.30	46,954.23	53,127.86	46,502.75	48,362.86	54,721.69	48,130.34	50,055.56	56,636.95	Total Comp	46,901.63	48,777.69	55,191.07	48,308.68	50,241.02	56,846.81	49,757.94	51,748.26	58,552.21	51,499.47	53,559.44	60,601.54
2	Salary	46,083.31	47,926.64	54,228.13	47,465.81	49,364.44	55,854.97	48,889.78	50,845.38	57,530.62	50,600.93	52,624.96	59,544.19	Total Comp	49,309.14	51,281.51	58,024.09	50,788.42	52,819.95	59,764.82	52,312.07	54,404.55	61,557.76	54,142.99	56,308.71	63,712.28
3	Salary	48,448.82	50,386.77	57,011.72	49,902.28	51,898.38	58,722.07	51,399.35	53,455.33	60,483.73	53,198.33	55,326.26	62,600.66	Total Comp	51,840.24	53,913.85	61,002.54	53,395.44	55,531.26	62,832.61	54,997.31	57,197.20	64,717.59	56,922.21	59,199.10	66,982.71
4	Salary	50,935.75	52,973.18	59,938.19	52,463.82	54,562.38	61,736.34	54,037.74	56,199.25	63,588.43	55,929.06	58,166.22	65,814.02	Total Comp	54,501.25	56,681.30	64,133.87	56,136.29	58,381.74	66,057.88	57,820.38	60,133.20	68,039.62	59,844.09	62,237.86	70,421.01
5	Salary	53,550.34	55,692.36	63,014.89	55,156.85	57,363.13	64,905.33	56,811.56	59,084.02	66,852.49	58,799.96	61,151.96	69,192.33	Total Comp	57,298.87	59,590.82	67,425.93	59,017.83	61,378.54	69,448.71	60,788.37	63,219.90	71,532.17	62,915.96	65,432.60	74,035.79
6	Salary	56,299.14	58,551.11	66,249.51	57,988.12	60,307.64	68,237.00	59,727.76	62,116.87	70,284.11	61,818.23	64,290.96	72,744.05	Total Comp	60,240.08	62,649.68	70,886.98	62,047.28	64,529.17	73,013.59	63,908.70	66,465.05	75,204.00	66,145.51	68,791.33	77,836.14
7	Salary	59,189.04	61,556.60	69,650.18	60,964.71	63,403.30	71,739.68	62,793.65	65,305.40	73,891.87	64,991.43	67,591.09	76,478.09	Total Comp	63,332.27	65,865.56	74,525.69	65,232.24	67,841.53	76,761.46	67,189.21	69,876.78	79,064.30	69,540.83	72,322.46	81,831.55
8	Salary	62,227.28	64,716.37	73,225.40	64,094.10	66,657.86	75,422.16	66,016.92	68,657.60	77,684.82	68,327.51	71,060.61	80,403.79	Total Comp	66,583.19	69,246.52	78,351.18	68,580.68	71,323.91	80,701.71	70,638.11	73,463.63	83,122.76	73,110.44	76,034.86	86,032.06
9	Salary	64,094.10	66,657.86	75,422.16	66,016.92	68,657.60	77,684.82	67,997.43	70,717.33	80,015.37	70,377.34	73,192.43	82,815.91	Total Comp	68,580.68	71,323.91	80,701.71	70,638.11	73,463.63	83,122.76	72,757.25	75,667.54	85,616.44	75,303.75	78,315.90	88,613.02
10	Salary	66,016.92	68,657.60	77,684.82	67,997.43	70,717.33	80,015.37	70,037.35	72,838.85	82,415.83	72,488.66	75,388.21	85,300.38	Total Comp	70,638.11	73,463.63	83,122.76	72,757.25	75,667.54	85,616.44	74,939.97	77,937.56	88,184.94	77,562.86	80,665.38	91,271.41

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

**1F. 208-Day Schedule (40.2wk) / School Clerk, School Clerk Bilingual Spanish, Interpreter Clerk, STLS Advocate**

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 SC9INC9	Lane 2 G31IN31	Lane 1 SC9INC9	Lane 2 G31IN31	Lane 1 SC9INC9	Lane 2 G31IN31	Lane 1 SC9INC9	Lane 2 G47IN47	Lane 3 G47IN47	Lane 1 SC9INC9	Lane 2 G31IN31	Lane 3 G47IN47	Lane 1 SC9INC9	Lane 2 G31IN31	Lane 3 G47IN47
1	Salary	46,241.03	48,090.67	47,628.26	49,533.39	49,057.11	51,019.40	52,491.11	50,774.11	50,774.11	52,805.07	54,328.30	52,551.20	54,653.25	56,229.79
	Total Comp	49,477.90	51,457.02	50,962.24	53,000.73	52,491.11	54,590.75	56,165.49	54,328.30	54,328.30	56,501.43	58,131.28	56,229.79	58,478.98	60,165.87
2	Salary	48,614.64	50,559.22	50,073.08	52,076.00	51,575.27	53,638.28	55,185.54	53,380.40	53,380.40	55,515.62	57,117.03	55,248.72	57,458.67	59,116.13
	Total Comp	52,017.66	54,098.37	53,578.19	55,721.32	55,185.54	57,392.96	59,048.52	57,117.03	57,117.03	59,401.71	61,115.22	59,116.13	61,480.77	63,254.26
3	Salary	51,110.08	53,154.48	52,643.38	54,749.12	54,222.68	56,391.59	58,018.27	56,120.48	56,120.48	58,365.30	60,048.91	58,084.70	60,408.08	62,150.62
	Total Comp	54,687.79	56,875.30	56,328.42	58,581.56	58,018.27	60,339.00	62,079.55	60,048.91	60,048.91	62,450.87	64,252.34	62,150.62	64,636.65	66,501.17
4	Salary	53,733.62	55,882.96	55,345.63	57,559.45	57,006.00	59,286.24	60,996.42	60,996.42	59,001.21	61,361.25	63,131.29	61,066.25	63,508.90	65,340.89
	Total Comp	57,494.97	59,794.77	59,219.82	61,588.61	60,996.42	63,436.27	65,266.17	63,131.29	63,131.29	65,656.54	67,550.48	65,340.89	67,954.52	69,914.75
5	Salary	56,491.83	58,751.50	58,186.58	60,514.04	59,932.18	62,329.47	64,127.43	62,029.80	64,511.00	66,371.89	68,694.91	64,200.85	66,768.88	68,694.91
	Total Comp	60,446.25	62,864.10	62,259.64	64,750.03	64,127.43	66,692.53	68,616.35	66,371.89	69,026.77	71,017.92	73,503.55	68,694.91	71,442.70	73,503.55
6	Salary	59,391.62	61,767.28	61,173.36	63,620.30	63,008.56	65,528.91	67,419.16	65,213.86	67,822.42	69,778.84	72,221.09	67,496.35	70,196.20	72,221.09
	Total Comp	63,549.03	66,090.99	65,455.50	68,073.72	67,419.16	70,115.93	72,138.51	69,778.84	72,569.99	74,663.35	77,276.57	72,221.09	75,109.94	77,276.57
7	Salary	62,440.25	64,937.86	64,313.46	66,886.00	66,242.87	68,892.58	70,879.87	68,561.37	71,303.82	73,360.66	75,928.28	70,961.01	73,799.45	75,928.28
	Total Comp	66,811.07	69,483.51	68,815.40	71,568.02	70,879.87	73,715.06	75,841.46	73,360.66	76,295.09	78,495.91	81,243.26	75,928.28	78,965.42	81,243.26
8	Salary	65,645.38	68,271.20	67,614.74	70,319.33	69,643.19	72,428.91	74,518.21	72,080.70	74,963.93	77,126.35	79,825.77	74,603.52	77,587.66	79,825.77
	Total Comp	70,240.56	73,050.18	72,347.78	75,241.69	74,518.21	77,498.94	79,734.48	77,126.35	80,213.86	82,525.19	85,413.33	79,825.77	83,018.80	85,413.33
9	Salary	67,614.74	70,319.33	69,643.19	72,428.91	71,732.48	74,601.78	76,753.76	74,243.12	77,212.84	79,440.14	82,220.54	76,841.63	79,915.29	82,220.54
	Total Comp	72,347.78	75,241.69	74,518.21	77,498.94	76,753.76	79,823.91	82,126.52	79,440.14	82,617.74	85,000.95	87,975.98	82,220.54	85,509.36	87,975.98
10	Salary	69,643.19	72,428.91	71,732.48	74,601.78	73,884.46	76,839.84	79,056.37	76,470.41	79,529.23	81,823.34	84,687.16	79,146.88	82,312.75	84,687.16
	Total Comp	74,518.21	77,498.94	76,753.76	79,823.91	79,056.37	82,218.62	84,590.31	81,823.34	85,096.28	87,550.98	90,615.26	84,687.16	88,074.65	90,615.26

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1G. 248-Day Schedule / Teacher Assistant, Teacher Assistant Bilingual, Teacher Asst Bil Spanish

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 3 GB3/NB3	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 3 GB3/NB3	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 3 GB3/NB3	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 3 GB3/NB3	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 3 GB3/NB3
1	Salary	36,379.73	37,834.92	37,471.13	38,969.97	38,595.26	40,139.07	41,296.93	39,946.09	41,543.94	42,742.32	41,344.21	42,997.97	44,238.30	44,238.30
	Total Comp	38,926.31	40,483.37	40,094.10	41,697.87	41,296.93	42,948.80	44,187.71	42,742.32	44,452.01	45,734.28	44,238.30	46,007.83	47,334.98	47,334.98
2	Salary	38,247.15	39,777.03	39,394.56	40,970.34	40,576.40	42,199.45	43,416.75	41,996.57	43,676.43	44,936.33	43,466.45	45,205.11	46,509.10	46,509.10
	Total Comp	40,924.45	42,561.42	42,152.18	43,838.27	43,416.75	45,153.41	46,455.92	44,936.33	46,733.78	48,081.87	46,509.10	48,369.47	49,764.74	49,764.74
3	Salary	40,210.42	41,818.83	41,416.73	43,073.40	42,659.23	44,365.60	45,645.38	44,152.30	45,918.39	47,242.96	45,697.63	47,525.54	48,896.47	48,896.47
	Total Comp	43,025.14	44,746.15	44,315.90	46,088.53	45,645.38	47,471.19	48,840.55	47,242.96	49,132.68	50,549.97	48,896.47	50,852.33	52,319.22	52,319.22
4	Salary	42,274.46	43,965.44	43,542.70	45,284.40	44,848.98	46,642.94	47,988.40	46,418.69	48,275.44	49,668.00	48,043.34	49,965.08	51,406.38	51,406.38
	Total Comp	45,233.67	47,043.02	46,590.68	48,454.31	47,988.40	49,907.94	51,347.59	49,668.00	51,654.72	53,144.76	51,406.38	53,462.63	55,004.83	55,004.83
5	Salary	44,444.46	46,222.24	45,777.79	47,608.90	47,151.12	49,037.17	50,451.70	48,801.41	50,753.47	52,217.51	50,509.46	52,529.84	54,045.13	54,045.13
	Total Comp	47,555.57	49,457.79	48,982.24	50,941.53	50,451.70	52,469.77	53,983.32	52,217.51	54,306.21	55,872.74	54,045.13	56,206.93	57,828.28	57,828.28
6	Salary	46,725.84	48,594.88	48,127.62	50,052.72	49,571.45	51,554.30	53,041.45	51,306.45	53,358.70	54,897.90	53,102.17	55,226.26	56,819.32	56,819.32
	Total Comp	49,996.65	51,996.52	51,496.55	53,556.41	53,041.45	55,163.10	56,754.35	54,897.90	57,093.81	58,740.75	56,819.32	59,092.10	60,796.68	60,796.68
7	Salary	49,124.33	51,089.30	50,598.06	52,621.98	52,116.00	54,200.64	55,764.12	53,940.06	56,097.67	57,715.87	55,827.97	58,061.08	59,735.92	59,735.92
	Total Comp	52,563.03	54,665.56	54,139.93	56,305.52	55,764.12	57,994.69	59,667.61	57,715.87	60,024.50	61,755.98	59,735.92	62,125.36	63,917.44	63,917.44
8	Salary	51,645.94	53,711.78	53,195.32	55,323.13	54,791.18	56,982.82	58,626.56	56,708.87	58,977.22	60,678.49	58,693.68	61,041.43	62,802.24	62,802.24
	Total Comp	55,261.15	57,471.60	56,918.99	59,195.75	58,626.56	60,971.62	62,730.42	60,678.49	63,105.63	64,925.98	62,802.24	65,314.33	67,198.39	67,198.39
9	Salary	53,195.32	55,323.13	54,791.18	56,982.82	56,434.91	58,692.31	60,385.36	58,410.13	60,746.54	62,498.84	60,454.49	62,872.67	64,686.30	64,686.30
	Total Comp	56,918.99	59,195.75	58,626.56	60,971.62	60,385.36	62,800.77	64,612.33	62,498.84	64,998.80	66,873.76	64,686.30	67,273.76	69,214.34	69,214.34
10	Salary	54,791.18	56,982.82	56,434.91	58,692.31	58,127.96	60,453.08	62,196.92	60,162.44	62,568.94	64,373.81	62,268.12	64,758.85	66,626.69	66,626.69
	Total Comp	58,626.56	60,971.62	60,385.36	62,800.77	62,196.92	64,684.79	66,550.70	64,373.81	66,948.76	68,879.98	66,626.69	69,291.97	71,290.77	71,290.77

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1G. 248-Day Schedule / Instructor Assistant, Teacher Asst-Montessori Prm, School Community Representative

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3
	G03/NG3	GB3/NB3	G46/N46	G03/NG3	GB3/NB3	G46/N46	G03/NG3	GB3/NB3	G46/N46	G03/NG3	GB3/NB3	G46/N46	G03/NG3	GB3/NB3	G46/N46
1	Salary	38,858.33	40,412.66	40,024.08	41,625.04	41,224.80	42,837.79	44,110.53	42,667.67	44,374.37	45,654.40	44,161.03	45,927.48	47,252.31	47,559.97
	Total Comp	41,578.41	43,241.55	42,825.76	44,538.79	44,110.53	45,874.96	47,198.27	45,654.40	47,480.58	48,850.21	47,252.31	49,142.40	50,559.97	
2	Salary	40,852.97	42,487.09	42,078.56	43,761.70	43,340.91	45,074.55	46,374.78	44,857.85	46,652.16	47,997.89	46,427.87	48,284.99	49,677.82	
	Total Comp	43,712.68	45,461.18	45,024.06	46,825.02	46,374.78	48,229.77	49,621.01	47,997.89	49,917.81	51,357.75	49,677.82	51,664.93	53,155.27	
3	Salary	42,950.00	44,668.00	44,238.50	46,008.04	45,565.65	47,388.28	48,755.25	47,160.45	49,046.87	50,461.68	48,811.07	50,763.51	52,227.84	
	Total Comp	45,956.50	47,794.76	47,335.19	49,228.60	48,755.25	50,705.46	52,168.11	50,461.68	52,480.15	53,994.00	52,227.84	54,316.95	55,883.79	
4	Salary	45,154.67	46,960.86	46,509.31	48,369.68	47,904.59	49,820.77	51,257.91	49,581.25	51,564.50	53,051.94	51,316.59	53,369.26	54,908.75	
	Total Comp	48,315.50	50,248.12	49,764.96	51,755.56	51,257.91	53,308.23	54,845.96	53,051.94	55,174.01	56,765.57	54,908.75	57,105.10	58,752.37	
5	Salary	47,472.51	49,371.41	48,896.68	50,852.55	50,363.58	52,378.13	53,889.04	52,126.31	54,211.36	55,775.15	53,950.73	56,108.76	57,727.28	
	Total Comp	50,795.58	52,827.41	52,319.45	54,412.23	53,889.04	56,044.60	57,661.27	55,775.15	58,006.16	59,679.41	57,727.28	60,036.37	61,768.19	
6	Salary	49,909.33	51,905.70	51,406.61	53,462.87	52,948.80	55,066.76	56,655.22	54,802.01	56,994.09	58,638.15	56,720.08	58,988.89	60,690.49	
	Total Comp	53,402.98	55,539.10	55,005.07	57,205.27	56,655.22	58,921.43	60,621.09	58,638.15	60,983.68	62,742.82	60,690.49	63,118.11	64,938.82	
7	Salary	52,471.23	54,570.08	54,045.37	56,207.18	55,666.73	57,893.40	59,563.40	57,615.06	59,919.66	61,648.12	59,631.59	62,016.85	63,805.80	
	Total Comp	56,144.21	58,389.98	57,828.54	60,141.68	59,563.40	61,945.93	63,732.84	61,648.12	64,114.04	65,963.48	63,805.80	66,358.03	68,272.21	
8	Salary	55,164.64	57,371.22	56,819.58	59,092.36	58,524.16	60,865.13	62,620.85	60,572.51	62,995.41	64,812.58	62,692.55	65,200.25	67,081.02	
	Total Comp	59,026.16	61,387.21	60,796.95	63,228.82	62,620.85	65,125.69	67,004.31	64,812.58	67,405.09	69,349.46	67,081.02	69,764.27	71,776.70	
9	Salary	56,819.58	59,092.36	58,524.16	60,865.13	60,279.89	62,691.08	64,499.48	62,389.68	64,885.27	66,756.96	64,573.32	67,156.26	69,093.45	
	Total Comp	60,796.95	63,228.82	62,620.85	65,125.69	64,499.48	67,079.46	69,014.44	66,756.96	69,427.24	71,429.95	69,093.45	71,857.19	73,930.00	
10	Salary	58,524.16	60,865.13	60,279.89	62,691.08	62,088.28	64,571.82	66,434.46	64,261.37	66,831.83	68,759.67	66,510.52	69,170.94	71,166.26	
	Total Comp	62,620.85	65,125.69	64,499.48	67,079.46	66,434.46	69,091.84	71,084.88	68,759.67	71,510.06	73,572.85	71,166.26	74,012.91	76,147.90	

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.



**1G. 248-Day Schedule / Hospital Licensed Prac Nurse, Audio & Vision Screen Tech, Family Engagement Coord, Comprehensive Service Coord, Attendance Coordinator**

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3
	G08/N/G8	G37/N/37	G40/N/40	G08/N/G8	G37/N/37	G40/N/40	G08/N/G8	G37/N/37	G40/N/40	G08/N/G8	G37/N/37	G40/N/40	G08/N/G8	G37/N/37	G40/N/40
1	Salary	49,055.47	51,017.68	52,548.21	52,042.94	54,124.66	55,685.95	55,864.45	56,019.02	57,634.96	57,979.69	59,652.18	55,749.70	57,979.69	59,652.18
	Total Comp	52,489.35	54,588.92	56,226.59	55,685.95	57,913.39	59,583.97	57,634.96	59,940.36	61,669.40	62,038.27	63,827.83	59,652.18	62,038.27	63,827.83
2	Salary	51,573.54	53,636.48	55,245.57	54,714.37	56,902.94	58,544.37	56,629.37	58,894.54	60,593.42	60,955.85	62,714.19	58,611.40	60,955.85	62,714.19
	Total Comp	55,183.69	57,391.03	59,112.76	58,544.37	60,886.15	62,642.48	60,593.42	63,017.16	64,834.96	65,222.76	67,104.19	62,714.19	65,222.76	67,104.19
3	Salary	54,220.87	56,389.70	58,081.39	57,522.92	59,823.83	61,549.52	59,536.22	61,917.67	63,703.75	64,084.79	65,933.38	61,619.99	64,084.79	65,933.38
	Total Comp	58,016.33	60,336.98	62,147.09	61,549.52	64,011.50	65,857.99	63,703.75	66,251.90	68,163.02	68,570.72	70,548.72	65,933.38	68,570.72	70,548.72
4	Salary	57,004.08	59,284.25	61,062.77	60,475.63	62,894.66	64,708.93	62,592.28	65,095.97	66,973.74	67,374.33	69,317.82	64,783.01	67,374.33	69,317.82
	Total Comp	60,994.37	63,434.14	65,337.17	64,708.93	67,297.28	69,238.55	66,973.74	69,652.69	71,661.90	72,090.53	74,170.07	69,317.82	72,090.53	74,170.07
5	Salary	59,930.17	62,327.37	64,197.20	63,579.92	66,123.11	68,030.51	65,805.21	68,437.42	70,411.58	70,832.73	72,875.98	68,108.39	70,832.73	72,875.98
	Total Comp	64,125.28	66,690.29	68,691.00	68,030.51	70,751.73	72,792.64	70,411.58	73,228.04	75,340.39	75,791.02	77,977.30	72,875.98	75,791.02	77,977.30
6	Salary	63,006.45	65,526.71	64,896.64	67,492.51	69,517.29	71,522.59	69,183.07	71,950.39	74,025.88	74,468.65	76,616.79	71,604.48	74,468.65	76,616.79
	Total Comp	67,416.90	70,113.58	72,216.99	71,522.59	74,383.50	76,529.17	74,025.88	76,986.92	79,207.69	79,681.46	81,979.96	76,616.79	79,681.46	81,979.96
7	Salary	66,240.64	68,890.27	70,956.98	70,274.70	73,085.69	75,193.93	72,734.31	75,643.69	77,825.71	78,291.21	80,549.61	75,280.01	78,291.21	80,549.61
	Total Comp	70,877.49	73,712.59	75,923.97	75,193.93	78,201.68	80,457.50	77,825.71	80,938.74	83,273.51	83,771.60	86,188.09	80,549.61	83,771.60	86,188.09
8	Salary	69,640.85	72,426.48	74,599.28	73,881.98	76,837.26	79,053.72	76,467.85	79,526.56	81,820.60	82,309.99	84,684.32	79,144.22	82,309.99	84,684.32
	Total Comp	74,515.71	77,496.34	79,821.23	79,053.72	82,215.87	84,587.48	81,820.60	85,093.42	87,548.04	88,071.69	90,612.22	84,684.32	88,071.69	90,612.22
9	Salary	71,730.08	74,599.28	73,881.98	76,837.26	76,098.44	79,142.38	81,425.33	81,942.38	84,275.21	84,779.29	87,224.85	81,518.55	84,779.29	87,224.85
	Total Comp	76,751.18	79,821.23	79,053.72	82,215.87	84,682.34	87,125.10	84,275.21	87,646.22	90,174.48	90,713.84	93,330.59	87,224.85	90,713.84	93,330.59
10	Salary	73,881.98	76,837.26	76,098.44	79,142.38	78,381.39	81,516.65	83,868.09	81,124.74	84,369.73	86,803.47	89,841.59	83,964.11	86,803.47	89,841.59
	Total Comp	79,053.72	82,215.87	81,425.33	84,682.34	83,868.09	87,222.81	86,803.47	90,275.61	92,879.71	93,435.26	96,130.50	89,841.59	93,435.26	96,130.50

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1G. 248-Day Schedule / School Clerk Assistant

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 G05/NG5	Lane 2 G22/NG2	Lane 3 G05/NG5	Lane 1 G05/NG5	Lane 2 G22/NG2	Lane 3 G50/NG50	Lane 1 G05/NG5	Lane 2 G22/NG2	Lane 3 G50/NG50	Lane 1 G05/NG5	Lane 2 G22/NG2	Lane 3 G50/NG50	Lane 1 G05/NG5	Lane 2 G22/NG2	Lane 3 G50/NG50
1	Salary	41,226.34	42,875.39	44,161.65	43,737.02	46,798.61	45,267.81	47,078.53	48,436.56	46,852.19	48,726.28	50,131.84	46,852.19	48,726.28	50,131.84
	Total Comp	44,112.18	45,876.67	47,252.97	46,798.61	48,670.55	48,436.56	50,374.02	51,827.12	50,131.84	52,137.12	53,641.07	50,131.84	52,137.12	53,641.07
2	Salary	43,342.53	45,076.23	46,442.81	45,982.09	47,821.37	47,591.46	49,495.12	50,922.87	49,257.16	51,227.45	52,705.17	49,257.16	51,227.45	52,705.17
	Total Comp	46,376.51	48,231.57	49,678.51	49,200.84	51,168.87	50,922.87	52,959.78	54,487.47	52,705.16	54,813.37	56,394.53	52,705.16	54,813.37	56,394.53
3	Salary	45,567.35	47,390.04	48,342.40	48,342.40	50,276.10	51,726.37	50,034.39	52,035.76	51,785.59	53,857.01	55,410.58	51,785.59	53,857.01	55,410.58
	Total Comp	48,757.07	50,707.35	52,228.57	51,726.37	53,795.43	53,536.79	55,678.27	57,284.37	55,410.58	57,627.00	59,289.32	55,410.58	57,627.00	59,289.32
4	Salary	47,906.37	49,822.63	49,343.57	50,823.87	52,856.83	52,602.71	54,706.82	56,284.90	54,443.80	56,621.55	58,254.87	54,443.80	56,621.55	58,254.87
	Total Comp	51,259.82	53,310.21	52,797.62	54,381.54	56,556.81	56,284.90	58,536.29	60,224.84	58,254.87	60,585.06	62,332.71	58,254.87	60,585.06	62,332.71
5	Salary	50,365.46	52,380.08	51,876.43	53,432.72	55,570.03	55,302.86	57,514.98	59,174.06	57,238.46	59,528.00	61,245.16	57,238.46	59,528.00	61,245.16
	Total Comp	53,891.04	56,046.69	55,507.78	57,173.01	59,459.93	61,175.12	63,316.25	65,332.32	63,316.25	65,532.32	67,594.96	63,316.25	65,532.32	67,594.96
6	Salary	52,950.78	55,068.81	54,539.30	56,175.48	58,422.50	58,141.62	60,467.29	62,211.54	60,176.58	62,583.64	64,388.94	60,176.58	62,583.64	64,388.94
	Total Comp	56,657.33	58,923.63	58,357.05	60,107.76	62,512.08	62,211.54	64,700.00	66,566.34	64,388.94	66,964.50	68,896.17	64,388.94	66,964.50	68,896.17
7	Salary	55,668.80	57,895.55	57,338.87	59,632.42	61,931.16	61,612.10	64,071.14	66,000.00	63,265.51	65,796.13	67,694.10	63,265.51	65,796.13	67,694.10
	Total Comp	59,565.62	61,948.24	61,352.59	63,806.69	66,319.16	65,720.89	68,211.12	69,983.27	67,694.10	70,401.86	72,432.68	67,694.10	70,401.86	72,432.68
8	Salary	58,526.34	60,867.40	60,282.13	62,693.42	65,190.60	64,574.22	67,036.94	69,263.32	66,513.00	69,173.52	71,168.91	66,513.00	69,173.52	71,168.91
	Total Comp	62,623.19	65,128.12	64,501.88	67,081.96	69,894.42	68,762.23	71,512.72	73,575.59	71,168.91	74,015.67	76,150.74	71,168.91	74,015.67	76,150.74
9	Salary	60,282.13	62,693.42	62,090.60	64,574.22	67,036.94	66,511.45	68,430.05	70,825.10	68,508.39	71,248.73	73,303.98	68,508.39	71,248.73	73,303.98
	Total Comp	64,501.88	67,081.96	66,436.94	69,094.42	71,167.25	70,825.10	73,658.10	75,782.86	73,303.98	76,236.14	78,435.26	73,303.98	76,236.14	78,435.26
10	Salary	62,090.60	64,574.22	63,953.32	66,511.45	69,094.42	68,430.05	70,825.10	73,658.10	70,482.95	73,386.19	75,503.10	70,482.95	73,386.19	75,503.10
	Total Comp	66,436.94	69,094.42	68,430.05	71,167.25	73,303.27	72,949.85	75,867.85	78,056.34	75,503.10	78,523.22	80,788.32	75,503.10	78,523.22	80,788.32

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1G. 248-Day Schedule / School Library Assistant, School Counseling Office Asst

Step	2019-20				2020-21				2021-22				2022-23				2023-24										
	Lane 1	Lane 2	Lane 3		Lane 1	Lane 2	Lane 3		Lane 1	Lane 2	Lane 3		Lane 1	Lane 2	Lane 3		Lane 1	Lane 2	Lane 3								
	G06/NG6	GC6/NC6	G51/NS1		G06/NG6	GC6/NC6	G51/NS1		G06/NG6	GC6/NC6	G51/NS1		G06/NG6	GC6/NC6	G51/NS1		G06/NG6	GC6/NC6	G51/NS1								
1	Salary	44,529.82	46,311.01	45,865.71	47,700.34	47,241.68	49,131.35	50,548.60	48,895.14	50,850.95	52,317.80	50,606.47	52,630.73	54,148.93	Total Comp	47,646.91	49,552.78	49,076.31	51,039.37	50,548.60	52,570.55	54,087.00	52,317.80	54,148.93	56,332.33	56,928.45	
2	Salary	46,815.58	48,688.21	48,220.05	50,148.85	49,666.65	51,653.32	53,143.32	51,404.99	53,461.19	55,003.34	53,204.16	55,332.33	56,928.45	Total Comp	50,092.68	52,096.38	51,595.46	53,659.27	53,143.32	55,269.05	56,863.35	55,003.34	57,203.47	58,853.57	59,205.59	60,913.44
3	Salary	49,218.68	51,187.43	50,695.24	52,723.05	52,216.10	54,304.74	55,871.23	54,043.66	56,205.41	57,826.72	55,935.19	58,172.60	59,850.65	Total Comp	52,663.99	54,770.55	54,243.91	56,413.66	55,871.23	58,106.07	59,782.21	57,826.72	60,139.79	61,874.59	62,444.68	64,040.20
4	Salary	51,745.13	53,814.94	53,297.49	55,429.38	54,896.41	57,092.27	58,733.16	56,817.78	59,090.50	60,795.03	58,806.41	61,158.66	62,922.86	Total Comp	55,367.29	57,581.98	57,028.31	59,309.44	58,733.16	61,088.73	62,850.90	60,795.03	63,226.83	65,050.68	65,439.77	67,327.46
5	Salary	54,401.27	56,577.32	56,033.31	58,274.64	57,714.30	60,022.88	61,754.31	59,734.31	62,123.68	63,915.71	61,825.01	64,298.01	66,152.76	Total Comp	58,209.36	60,537.73	59,955.64	62,353.86	61,754.31	64,224.48	66,077.11	63,915.71	66,472.34	68,389.81	68,798.87	70,783.45
6	Salary	57,193.75	59,481.50	58,909.56	61,265.94	60,676.85	63,103.92	64,924.22	62,800.53	65,312.56	67,196.57	64,998.55	67,598.50	69,548.45	Total Comp	61,197.31	63,645.20	63,033.23	65,554.56	64,924.22	67,521.19	69,468.92	67,196.57	69,884.44	71,900.33	72,330.39	74,416.84
7	Salary	60,129.57	62,534.75	61,933.45	64,410.79	63,791.46	66,343.11	68,256.86	66,024.16	68,665.12	70,645.85	68,335.00	71,068.40	73,118.45	Total Comp	64,338.64	66,912.18	66,268.79	68,919.55	68,256.86	70,987.13	73,034.84	70,645.85	73,471.68	75,591.06	76,043.19	78,236.74
8	Salary	63,216.08	65,744.73	65,112.57	67,717.07	67,065.94	69,748.58	71,760.56	69,413.25	72,189.78	74,272.18	71,842.72	74,716.42	76,871.71	Total Comp	67,641.21	70,346.86	69,670.45	72,457.26	71,760.56	74,630.98	76,783.80	74,272.18	77,243.07	79,471.23	79,946.57	82,252.73
9	Salary	65,112.57	67,717.07	67,065.94	69,748.58	69,077.92	71,841.04	73,913.38	71,495.65	74,355.48	76,500.34	73,998.00	76,957.92	79,177.86	Total Comp	69,670.45	72,457.26	71,760.56	74,630.98	73,913.38	76,869.91	79,087.31	76,500.34	79,560.36	81,855.37	82,344.97	84,720.31
10	Salary	67,065.94	69,748.58	69,077.92	71,841.04	71,150.26	73,996.27	76,130.78	73,640.52	76,586.14	78,795.36	76,217.94	79,266.65	81,553.19	Total Comp	71,760.56	74,630.98	73,913.38	76,869.91	76,130.78	79,176.01	81,459.93	78,795.36	81,947.17	84,311.03	84,815.32	87,261.92

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1G. 248-Day Schedule / School Social Svc Assistant, School Assistant-Bilingual/Spnsh

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 GA3/NA3	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 GA3/NA3	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 GA3/NA3	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 GA3/NA3	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 GA3/NA3
1	Salary	36,228.65	37,677.79	37,315.51	38,808.13	38,434.97	39,972.37	41,125.42	44,004.20	42,564.81	44,267.40	45,544.35	44,054.58	45,816.76	47,136.40
	Total Comp	38,764.65	40,315.24	39,927.59	41,524.70	41,125.42	42,770.44	44,004.20	45,544.35	44,267.40	45,544.35	47,136.40	44,054.58	45,816.76	47,136.40
2	Salary	38,088.31	39,611.84	39,230.95	40,800.19	40,407.88	42,024.20	43,26.44	44,833.52	41,822.16	43,495.05	44,749.71	43,285.93	45,017.37	46,315.95
	Total Comp	40,754.49	42,384.67	41,977.12	43,656.21	43,236.44	44,965.89	46,262.99	47,788.19	44,749.71	46,539.70	47,882.19	46,315.95	48,168.59	49,558.07
3	Salary	40,043.42	41,645.16	41,244.72	42,894.51	42,482.07	44,181.35	45,455.81	48,637.72	47,046.76	48,928.63	50,340.04	48,693.40	49,732.16	50,983.40
	Total Comp	42,846.46	44,560.32	44,131.85	45,897.13	45,455.81	47,274.04	48,637.72	49,789.11	48,046.76	49,928.63	51,340.04	49,732.16	50,983.40	52,401.94
4	Salary	42,098.90	43,782.85	43,361.86	45,096.34	44,662.72	46,449.23	47,789.11	49,700.67	48,225.91	49,700.67	51,440.20	49,461.73	51,192.89	52,924.05
	Total Comp	45,045.82	46,847.65	46,397.19	48,253.08	47,789.11	49,700.67	51,134.35	52,924.05	51,440.20	52,924.05	54,776.39	52,924.05	54,776.39	56,776.39
5	Salary	44,259.88	46,030.27	45,587.68	47,411.18	46,955.31	48,833.52	50,242.18	52,024.18	48,598.74	50,542.69	52,000.65	50,299.70	52,311.69	53,820.68
	Total Comp	47,358.07	49,252.39	48,778.81	50,729.97	50,242.18	52,251.86	53,759.13	55,640.70	52,000.65	54,080.68	55,640.70	53,820.68	55,973.50	57,588.12
6	Salary	46,531.79	48,393.06	47,927.74	49,844.85	49,365.57	51,340.20	52,821.16	54,669.91	51,093.37	53,137.10	54,669.91	52,881.64	54,996.90	56,583.35
	Total Comp	49,789.01	51,780.57	51,282.68	53,333.99	52,821.16	54,934.01	56,518.65	58,496.80	54,669.91	56,856.70	58,496.80	56,583.35	58,846.69	60,544.19
7	Salary	48,920.32	50,877.13	50,387.93	52,403.44	51,899.57	53,975.55	55,532.54	57,160.55	53,716.05	55,864.69	57,476.17	55,596.11	57,819.96	59,487.84
	Total Comp	52,344.74	54,438.53	53,915.08	56,071.69	55,532.54	57,753.84	59,419.81	61,199.51	57,476.17	59,775.22	61,499.51	59,487.84	61,867.35	63,651.99
8	Salary	51,431.45	53,488.71	52,974.40	55,093.37	54,563.63	56,746.17	58,383.08	60,146.49	56,473.36	58,732.29	60,426.49	58,449.92	60,787.92	62,541.42
	Total Comp	55,031.66	57,232.92	56,682.60	58,949.91	58,383.08	60,718.41	62,469.90	64,426.49	60,426.49	62,843.55	64,656.35	62,541.42	65,043.07	66,919.32
9	Salary	52,974.40	55,093.37	54,563.63	56,746.17	56,200.54	58,448.56	60,134.58	61,938.61	58,167.56	60,494.26	62,239.29	60,203.42	62,611.56	64,417.66
	Total Comp	56,682.60	58,949.91	58,383.08	60,718.41	60,134.58	62,539.96	64,344.00	66,299.29	62,239.29	64,728.86	66,596.04	64,417.66	66,994.37	68,926.90
10	Salary	54,563.63	56,746.17	56,200.54	58,448.56	57,886.55	60,202.02	61,938.61	63,718.41	61,199.51	62,909.09	64,728.86	62,609.52	64,489.90	66,350.19
	Total Comp	58,383.08	60,718.41	60,134.58	62,539.96	61,938.61	64,416.16	66,274.32	68,199.51	64,106.46	66,670.72	68,593.92	66,350.19	68,004.20	70,994.70

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1G. 248-Day Schedule / Parent Advocate, Parent Advocate-Bilingual

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3
	GB6/NB6	G30/N30	G48/N48	GB6/NB6	G30/N30	G48/N48	GB6/NB6	G30/N30	G48/N48	GB6/NB6	G30/N30	G48/N48	GB6/NB6	G30/N30	G48/N48
1	Salary	43,486.51	45,225.97	44,791.10	46,582.75	46,134.84	47,980.23	49,364.27	47,749.55	49,659.54	51,092.02	49,420.79	51,397.62	52,880.24	
	Total Comp	46,530.56	48,391.79	47,926.48	49,843.54	49,364.27	51,338.85	52,819.77	51,092.02	53,135.70	54,668.47	52,880.24	54,995.45	56,581.86	
2	Salary	45,718.72	47,547.47	47,090.28	48,973.89	48,502.99	50,443.11	51,898.20	50,200.59	52,208.62	53,714.63	51,957.61	54,035.92	55,594.65	
	Total Comp	48,919.03	50,875.79	50,386.60	52,402.06	51,898.20	53,974.13	55,531.07	53,714.63	55,863.22	57,474.66	55,594.65	57,818.43	59,486.27	
3	Salary	48,065.51	49,988.13	49,507.48	51,487.78	50,992.70	53,032.41	54,562.19	52,777.45	54,888.54	56,471.87	54,624.66	56,809.64	58,448.38	
	Total Comp	51,430.10	53,487.30	52,973.00	55,091.92	54,562.19	56,744.68	58,381.54	56,471.87	58,730.74	60,424.90	58,448.38	60,786.32	62,539.77	
4	Salary	50,532.77	52,554.08	52,048.75	54,130.70	53,610.22	55,754.62	57,362.93	55,486.57	57,706.04	59,370.63	57,428.60	59,725.75	61,448.60	
	Total Comp	54,070.06	56,232.87	55,692.17	57,919.85	57,362.93	59,657.45	61,378.34	59,370.63	61,745.46	63,526.58	61,448.60	63,906.55	65,750.01	
5	Salary	53,126.67	55,251.74	54,720.47	56,909.29	56,362.09	58,616.57	60,307.43	58,334.76	60,668.15	62,418.19	60,376.48	62,791.54	64,602.83	
	Total Comp	56,845.54	59,119.36	58,550.91	60,892.94	60,307.43	62,719.73	64,528.95	62,418.19	64,914.92	66,787.47	64,602.83	67,186.94	69,125.03	
6	Salary	55,853.73	58,087.87	57,529.34	59,830.51	59,255.22	61,625.43	63,403.08	61,329.15	63,782.32	65,622.19	63,475.67	66,014.70	67,918.97	
	Total Comp	59,763.49	62,154.03	61,556.39	64,018.65	63,403.08	65,939.21	67,841.30	65,622.19	68,247.08	70,215.74	67,918.97	70,635.73	72,673.30	
7	Salary	58,720.76	61,069.59	60,482.38	62,901.68	62,296.85	64,788.73	66,657.63	64,477.24	67,056.33	68,990.65	66,733.95	69,403.31	71,405.32	
	Total Comp	62,831.21	65,344.46	64,716.15	67,304.80	66,657.63	69,323.94	71,322.67	68,990.65	71,750.28	73,820.00	71,405.32	74,261.54	76,403.70	
8	Salary	61,734.96	64,204.36	63,587.01	66,130.49	65,494.62	68,114.41	70,079.25	67,786.93	70,498.41	72,532.02	70,159.48	72,965.86	75,070.64	
	Total Comp	66,056.41	68,698.67	68,038.10	70,759.63	70,079.25	72,882.42	74,984.79	72,532.02	75,433.30	77,609.26	75,070.64	78,073.47	80,325.59	
9	Salary	63,587.01	66,130.49	65,494.62	68,114.41	67,459.46	70,157.84	72,181.62	69,820.54	72,613.36	74,707.98	72,264.26	75,154.83	77,322.76	
	Total Comp	68,038.10	70,759.63	70,079.25	72,882.42	72,181.62	75,068.89	77,234.34	74,707.98	77,696.30	79,937.54	77,322.76	80,415.67	82,735.35	
10	Salary	65,494.62	68,114.41	67,459.46	70,157.84	69,483.25	72,262.58	74,347.07	71,915.16	74,791.77	76,949.22	74,432.19	77,409.48	79,642.44	
	Total Comp	70,079.25	72,882.42	72,181.62	75,068.89	74,347.07	77,320.96	79,551.37	76,949.22	80,027.19	82,335.67	79,642.44	82,828.14	85,217.41	

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1G. 248-Day Schedule / Special Education Support Clerk

Step	2019-20			2020-21			2021-22			2022-23			2023-24			
	Lane 1 G09/NG9	Lane 2 G23/NG23	Lane 1 G09/NG9	Lane 2 G23/NG23	Lane 1 G09/NG9	Lane 2 G23/NG23	Lane 3 G52/NG52	Lane 1 G09/NG9	Lane 2 G23/NG23	Lane 3 G52/NG52	Lane 1 G09/NG9	Lane 2 G23/NG23	Lane 3 G52/NG52	Lane 1 G09/NG9	Lane 2 G23/NG23	Lane 3 G52/NG52
1	Salary	54,017.67	56,178.38	57,307.35	59,599.64	61,318.87	63,465.03	59,313.11	61,685.63	63,465.03	61,389.07	63,844.63	65,686.30			
	Total Comp	57,798.91	60,110.87	61,914.19	63,771.62	65,611.19	67,500.00	63,465.03	66,003.63	67,907.58	65,686.30	68,313.75	70,284.34			
2	Salary	56,790.46	59,062.08	60,249.00	62,658.96	64,466.43	66,357.72	62,357.72	64,852.03	66,722.76	64,540.24	67,121.85	69,058.05			
	Total Comp	60,765.79	63,196.43	62,588.77	65,092.32	64,466.43	66,979.08	66,722.76	69,391.67	71,393.35	69,058.05	71,820.38	73,892.12			
3	Salary	59,705.58	62,093.80	61,496.75	63,956.62	65,875.32	67,757.57	65,558.61	68,180.95	70,147.71	67,853.16	70,567.29	72,602.88			
	Total Comp	63,884.97	66,440.37	65,801.52	68,433.58	70,486.59	72,519.86	70,147.71	72,953.62	75,058.05	72,602.88	75,507.00	77,685.08			
4	Salary	62,770.34	65,281.15	64,653.45	67,239.58	69,593.05	71,254.56	68,923.81	71,680.76	73,748.47	71,336.14	74,189.58	76,329.67			
	Total Comp	67,164.26	69,850.83	69,179.19	71,946.35	71,254.56	74,104.75	73,748.47	76,699.41	78,910.87	76,329.67	79,382.86	81,672.75			
5	Salary	65,992.41	68,632.10	67,972.18	70,691.07	72,811.80	74,912.14	72,461.74	75,360.21	77,534.06	74,997.90	77,997.82	80,247.76			
	Total Comp	70,611.88	73,436.35	72,730.23	75,639.44	74,912.14	77,908.63	77,534.06	80,635.43	82,961.45	80,247.76	83,457.67	85,865.10			
6	Salary	69,379.87	72,155.07	71,461.27	74,319.72	73,605.11	76,549.31	78,757.46	76,181.29	79,228.54	78,847.63	82,001.54	84,366.97			
	Total Comp	74,236.46	77,205.92	76,463.56	79,522.10	78,757.46	81,907.76	81,513.98	84,774.54	87,219.95	84,366.97	87,741.64	90,272.65			
7	Salary	72,941.22	75,858.87	75,129.46	78,134.64	77,383.34	80,478.67	82,800.17	80,091.76	83,295.43	82,894.97	86,210.77	88,697.62			
	Total Comp	78,047.11	81,168.99	80,388.52	83,604.06	82,800.17	86,112.18	85,698.18	89,126.11	91,697.05	88,697.62	92,245.52	94,906.45			
8	Salary	76,685.38	79,752.79	78,985.94	82,145.37	81,355.51	84,609.74	87,050.40	84,202.96	87,571.08	87,150.06	90,636.06	93,250.57			
	Total Comp	82,053.35	85,335.49	84,514.95	87,895.55	87,050.40	90,532.42	93,143.93	90,097.16	93,701.05	93,250.57	96,980.59	99,778.11			
9	Salary	78,985.94	82,145.37	81,355.51	84,609.74	83,796.18	87,148.39	86,729.05	90,198.21	92,800.08	89,764.56	93,355.15	96,048.08			
	Total Comp	84,514.95	87,895.55	87,050.40	90,532.42	89,661.91	93,248.39	92,800.08	96,512.08	99,296.09	96,048.08	99,890.01	102,771.45			
10	Salary	81,355.51	84,609.74	83,796.18	87,148.03	86,310.07	89,762.47	89,330.92	92,904.15	95,584.08	92,457.50	96,155.80	98,929.53			
	Total Comp	87,050.40	90,532.42	89,661.91	93,248.39	92,351.77	96,045.84	95,584.08	99,407.45	102,274.97	98,929.53	102,886.71	105,854.59			

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

**1G. 248-Day Schedule (48.2wk) / School Clerk, School Clerk Bilingual Spanish, Interpreter Clerk, STLS Advocate**

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 SC9INC9	Lane 2 G31IN31	Lane 3 SC9INC9	Lane 1 SC9INC9	Lane 2 G31IN31	Lane 3 G47IN47	Lane 1 SC9INC9	Lane 2 G31IN31	Lane 3 G47IN47	Lane 1 SC9INC9	Lane 2 G31IN31	Lane 3 G47IN47	Lane 1 SC9INC9	Lane 2 G31IN31	Lane 3 G47IN47
1	Salary	54,668.63	56,855.38	56,308.69	58,561.04	60,317.87	57,997.95	60,317.87	62,057.81	60,027.88	62,429.00	64,229.83	62,128.86	64,614.01	66,477.88
	Total Comp	58,495.44	60,835.26	60,250.30	62,660.31	62,057.81	64,540.12	66,401.86	64,229.83	66,799.03	68,725.92	71,131.33	66,477.88	69,136.99	71,131.33
2	Salary	57,474.84	59,773.83	59,199.08	61,567.04	63,414.06	65,243.31	63,109.18	65,633.55	67,526.82	69,330.72	71,131.33	65,318.00	67,930.72	69,890.26
	Total Comp	61,498.07	63,958.00	63,343.02	65,876.74	65,243.31	67,853.04	69,810.34	67,526.82	70,227.50	72,253.70	74,285.87	69,890.26	72,685.87	74,782.58
3	Salary	60,425.08	62,842.09	62,237.84	64,727.35	66,669.17	68,592.32	66,104.97	68,592.32	70,993.05	73,429.77	75,866.52	68,670.85	71,417.68	73,477.81
	Total Comp	64,654.84	67,241.03	66,594.49	69,258.27	68,592.32	71,336.01	73,393.78	70,993.05	73,832.77	75,962.57	78,101.32	73,477.81	76,416.92	78,621.25
4	Salary	63,526.77	66,067.84	65,432.58	68,049.88	70,692.59	73,337.37	70,012.86	72,713.24	75,447.01	78,181.76	80,916.51	72,195.80	75,083.63	77,818.45
	Total Comp	67,973.65	70,692.59	70,012.86	72,813.37	72,113.24	74,997.77	77,161.17	74,637.21	77,622.69	79,861.81	82,101.32	77,249.51	80,339.49	82,656.97
5	Salary	66,787.67	69,459.18	68,791.30	71,542.96	74,337.37	77,161.17	70,855.04	73,689.24	76,542.96	79,416.51	82,291.03	75,901.69	78,937.76	81,814.81
	Total Comp	71,462.81	74,321.32	73,606.69	76,550.96	75,814.90	78,847.49	81,721.94	78,468.42	81,407.15	83,351.21	85,291.76	81,214.81	84,463.40	86,899.85
6	Salary	70,215.96	73,024.60	72,322.44	75,215.34	78,109.34	81,003.34	74,492.11	77,471.80	80,451.49	83,431.18	86,410.87	79,797.81	82,989.73	85,383.66
	Total Comp	75,131.08	78,136.32	77,385.01	80,480.41	79,706.56	82,894.82	85,286.02	82,496.29	85,796.14	89,096.03	92,395.92	85,383.66	88,799.01	91,360.52
7	Salary	73,820.22	76,773.03	76,034.83	79,076.22	82,119.01	85,161.80	78,315.88	81,448.51	84,581.14	87,713.77	90,846.40	83,893.92	87,249.68	89,766.50
	Total Comp	78,987.64	82,147.15	81,357.27	84,611.56	83,797.99	87,149.91	89,663.85	86,730.92	90,200.15	92,670.08	95,139.97	89,766.50	93,357.16	96,050.15
8	Salary	77,609.50	80,713.88	79,937.79	83,135.30	86,332.81	89,530.32	82,335.92	85,229.36	88,099.43	91,003.87	93,908.30	88,200.29	91,728.31	94,374.32
	Total Comp	83,042.17	86,363.85	85,533.43	88,954.77	88,099.43	91,623.41	94,266.39	91,182.91	94,830.23	97,565.72	100,301.15	94,374.32	98,149.29	100,980.52
9	Salary	79,937.79	83,135.30	82,335.92	85,629.36	88,823.79	92,018.22	84,806.00	88,198.24	91,590.42	95,082.65	98,574.88	90,846.30	94,480.16	97,205.54
	Total Comp	85,533.43	88,954.77	88,099.43	91,623.41	90,742.42	94,372.11	97,094.39	93,918.40	97,675.14	100,492.69	103,307.12	97,205.54	101,093.77	104,009.93
10	Salary	82,335.92	85,629.36	84,806.00	88,198.24	91,590.42	95,082.65	87,350.18	90,844.18	94,372.11	97,944.18	101,516.15	93,571.69	97,314.56	100,121.71
	Total Comp	88,099.43	91,623.41	90,742.42	94,372.11	93,464.69	97,203.28	100,007.22	96,735.95	100,605.39	103,507.47	106,402.50	100,121.71	104,126.58	107,130.23

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1H. 52-Week Schedule / Teacher Assistant, Teacher Assistant Bilingual, Teacher Assistant Spanish

Step	2019-20		2020-21		2021-22		2022-23		2023-24				
	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 1 GB1/NB1	Lane 2 GB2/NB2			
1	Salary	37,065.48	38,548.10	39,704.54	39,322.77	40,895.68	42,075.36	40,699.07	42,327.03	43,548.00	42,123.53	43,808.48	45,072.18
	Total Comp	39,660.07	41,246.47	40,849.87	42,483.86	42,075.36	43,758.38	43,548.00	45,289.92	46,596.36	45,072.18	46,875.07	48,227.23
2	Salary	38,968.10	40,526.82	40,137.14	41,742.62	41,341.25	42,994.90	42,788.20	44,499.72	45,783.37	44,285.78	46,057.21	47,385.79
	Total Comp	41,695.86	43,363.70	42,946.74	44,664.61	44,235.14	46,004.55	47,331.60	47,883.37	47,614.70	48,988.21	47,385.79	49,702.79
3	Salary	40,968.37	42,607.11	42,197.42	43,885.32	43,463.35	45,201.88	44,984.56	46,783.95	48,133.48	46,559.02	48,421.38	49,818.15
	Total Comp	43,836.16	45,589.60	45,151.24	46,957.29	46,505.78	48,366.01	49,761.18	50,058.82	51,502.83	49,818.15	51,810.88	53,305.42
4	Salary	43,071.32	44,794.18	44,363.46	46,138.00	45,694.37	47,522.14	48,892.97	47,293.67	49,185.42	50,604.23	48,948.95	50,906.91
	Total Comp	46,086.32	47,929.77	47,468.91	49,367.66	48,892.97	50,848.69	52,315.48	50,604.23	52,628.40	54,146.52	52,375.38	54,470.39
5	Salary	45,282.22	47,093.51	46,640.69	48,506.32	48,039.91	49,961.51	51,402.71	49,721.31	51,710.16	53,201.80	51,461.55	53,520.02
	Total Comp	48,451.98	50,390.06	49,905.54	51,901.76	51,402.71	53,458.81	55,000.90	53,201.80	55,329.87	56,925.93	55,063.86	57,266.42
6	Salary	47,606.61	49,510.88	49,034.81	50,996.20	50,505.85	52,526.09	54,041.26	52,273.56	54,364.50	55,932.71	54,103.13	56,267.26
	Total Comp	50,939.07	52,976.64	52,467.25	54,565.94	54,041.26	56,202.92	57,824.15	55,932.71	58,170.02	59,848.00	57,890.35	60,205.97
7	Salary	50,050.31	52,052.33	51,551.82	53,613.90	53,098.38	55,222.31	56,815.26	54,956.82	57,155.09	58,803.80	56,880.31	59,155.52
	Total Comp	53,553.84	55,695.99	55,160.45	57,366.87	56,815.26	59,087.87	60,792.33	58,803.80	61,155.95	62,920.06	60,861.93	63,296.41
8	Salary	52,619.45	54,724.23	54,198.04	56,365.96	55,823.98	58,056.94	59,731.66	57,777.82	60,088.93	61,822.26	59,800.04	62,192.04
	Total Comp	56,302.81	58,554.93	57,991.90	60,311.57	59,731.66	62,120.92	63,912.87	61,822.26	64,295.15	66,149.82	63,986.04	66,545.48
9	Salary	54,198.04	56,365.96	55,823.98	58,056.94	57,498.70	59,798.64	61,523.61	59,511.15	61,891.60	63,676.93	61,594.04	64,057.80
	Total Comp	57,991.90	60,311.57	59,731.66	62,120.92	61,523.61	63,984.55	65,830.26	63,676.93	66,224.01	68,134.32	65,905.62	68,541.85
10	Salary	55,823.98	58,056.94	57,498.70	59,798.64	59,223.66	61,592.60	63,369.31	61,296.49	63,748.34	65,587.24	63,441.86	65,979.54
	Total Comp	59,731.66	62,120.92	61,523.61	63,984.55	63,369.31	65,904.09	67,805.17	65,587.24	68,210.73	70,178.35	67,882.79	70,598.10

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.



**1H. 52-Week Schedule /** Hospital Licensed Prac Nurse, Audio & Vision Screen Tech, Family Engagement Coordinator, Comprehensive Service Coord, Attendance Coordinator

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 G08/NG8	Lane 2 G37/IN37	Lane 3 G40/IN40	Lane 1 G08/NG8	Lane 2 G37/IN37	Lane 3 G40/IN40	Lane 1 G08/NG8	Lane 2 G37/IN37	Lane 3 G40/IN40	Lane 1 G08/NG8	Lane 2 G37/IN37	Lane 3 G40/IN40	Lane 1 G08/NG8	Lane 2 G37/IN37	Lane 3 G40/IN40
1	Salary	49,993.89	51,993.64	51,493.71	53,553.45	53,038.52	55,160.06	56,751.21	54,894.86	57,090.66	58,737.50	56,816.18	59,088.83	60,793.32	
	Total Comp	53,493.46	55,633.20	55,098.26	57,302.19	56,751.21	59,021.26	60,723.80	58,737.50	61,087.00	62,849.13	60,793.32	63,225.05	65,048.85	
2	Salary	52,560.13	54,662.54	54,136.94	56,302.41	55,761.04	57,991.48	59,664.32	57,712.68	60,021.19	61,752.57	59,732.62	62,121.93	63,913.91	
	Total Comp	56,239.34	58,488.91	57,926.52	60,243.58	59,664.32	62,050.89	63,840.82	61,752.57	64,222.67	66,075.25	63,913.91	66,470.46	68,387.88	
3	Salary	55,258.10	57,468.43	56,915.85	59,192.48	58,623.32	60,968.25	62,726.95	60,675.14	63,102.14	64,922.40	62,798.77	65,310.72	67,194.68	
	Total Comp	59,126.17	61,491.22	60,899.95	63,335.95	62,726.95	65,236.03	67,117.84	64,922.40	67,519.29	69,466.96	67,194.68	69,882.47	71,898.31	
4	Salary	58,094.56	60,418.35	59,837.40	62,230.90	61,632.52	64,097.82	65,946.80	63,789.66	66,341.25	68,254.94	66,022.30	68,663.19	70,643.86	
	Total Comp	62,161.18	64,647.63	64,026.02	66,587.06	65,946.80	68,584.67	70,563.07	68,254.94	70,985.13	73,032.78	70,643.86	73,469.61	75,588.93	
5	Salary	61,076.62	63,519.69	62,908.92	65,425.28	64,796.19	67,388.04	69,331.92	67,064.06	69,746.62	71,758.54	69,411.30	72,187.75	74,270.09	
	Total Comp	65,351.99	67,966.07	67,312.55	70,005.05	69,331.92	72,105.20	74,185.16	71,758.54	74,628.88	76,781.64	74,270.09	77,240.89	79,468.99	
6	Salary	64,211.75	66,780.22	66,138.11	68,783.63	68,122.25	70,847.14	72,890.81	70,506.53	73,326.79	75,441.99	72,974.26	75,893.23	78,082.46	
	Total Comp	68,706.58	71,454.84	70,767.77	73,598.49	72,890.81	75,806.44	77,993.16	75,441.99	78,459.67	80,722.93	78,082.46	81,205.75	83,548.23	
7	Salary	67,507.82	70,208.13	69,533.05	72,314.37	71,619.04	74,483.80	76,632.38	74,125.71	77,090.74	79,314.51	76,720.11	79,788.91	82,090.52	
	Total Comp	72,233.36	75,122.70	74,400.36	77,376.38	76,632.38	79,697.67	81,996.64	79,314.51	82,487.09	84,866.52	82,090.52	85,374.14	87,836.85	
8	Salary	70,973.07	73,811.99	73,102.26	76,026.35	75,295.33	78,307.14	80,566.00	77,930.67	81,047.89	83,385.81	80,658.24	83,884.57	86,304.32	
	Total Comp	75,941.18	78,978.83	78,219.42	81,348.20	80,566.00	83,788.64	86,205.62	83,385.81	86,721.24	89,222.82	86,304.32	89,756.49	92,345.62	
9	Salary	73,102.26	76,026.35	75,295.33	78,307.14	77,554.19	80,656.36	82,982.98	80,268.59	83,479.33	85,887.39	83,077.99	86,401.11	88,893.44	
	Total Comp	78,219.42	81,348.20	80,566.00	83,788.64	82,982.98	86,302.30	88,791.79	85,887.39	89,322.88	91,899.50	88,893.44	92,449.18	95,115.99	
10	Salary	75,295.33	78,307.14	77,554.19	80,656.36	79,880.81	83,076.05	85,472.47	82,676.64	85,983.71	88,464.01	85,570.33	88,993.14	91,560.25	
	Total Comp	80,566.00	83,788.64	82,982.98	86,302.30	85,472.47	88,891.37	91,455.54	88,464.01	92,002.57	94,656.49	91,560.25	95,222.66	97,969.47	

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1H. 52-Week Schedule / School Clerk, School Clerk Bilingual Spanish, Interpreter Clerk, STLS Advocate

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 SC9INC9	Lane 2 G31/N31	Lane 3 SC9INC9	Lane 1 G31/N31	Lane 2 SC9INC9	Lane 3 G47/N47	Lane 1 G31/N31	Lane 2 SC9INC9	Lane 3 G47/N47	Lane 1 G31/N31	Lane 2 SC9INC9	Lane 3 G47/N47	Lane 1 G31/N31	Lane 2 SC9INC9	Lane 3 G47/N47
1	Salary	55,836.86	58,070.34	57,511.97	59,812.45	59,237.33	61,606.82	63,383.94	61,310.63	63,763.06	65,602.38	63,456.50	65,994.76	67,898.46	70,651.35
	Total Comp	59,745.44	62,135.26	61,537.80	63,999.32	63,383.94	65,919.30	67,820.81	65,602.38	68,226.47	70,194.54	67,898.46	70,614.40	72,571.35	75,383.76
2	Salary	58,703.03	61,051.15	60,464.12	62,882.69	62,278.04	64,769.17	66,637.51	64,457.78	67,036.09	68,969.82	66,713.80	69,382.35	71,383.76	74,380.63
	Total Comp	62,812.24	65,324.73	64,696.61	67,284.47	66,637.51	69,303.01	71,302.13	68,969.82	71,728.61	73,797.71	71,383.76	74,239.11	76,380.63	79,047.97
3	Salary	61,716.32	64,184.98	63,567.81	66,110.52	65,474.85	68,093.84	70,058.09	67,766.47	70,477.12	72,510.12	70,138.29	72,943.82	75,047.97	78,049.89
	Total Comp	66,036.47	68,677.92	68,017.56	70,738.26	70,058.09	72,860.41	74,962.15	72,510.12	75,410.52	77,585.83	75,047.97	78,049.89	80,301.33	83,000.27
4	Salary	64,884.29	67,479.66	66,830.82	69,504.05	68,835.74	71,589.17	73,654.25	71,245.00	74,094.80	76,232.15	73,738.57	76,688.11	78,900.27	81,423.29
	Total Comp	69,426.19	72,203.24	71,508.98	74,369.34	73,654.25	76,600.42	78,810.04	76,232.15	79,281.43	81,568.40	78,900.27	82,056.28	84,423.29	87,050.31
5	Salary	68,214.88	70,943.47	70,261.32	73,071.77	72,369.16	75,263.93	77,435.00	74,902.08	77,898.16	80,145.23	77,523.65	80,624.60	82,950.31	85,756.83
	Total Comp	72,989.92	75,909.51	75,179.61	78,186.80	77,435.00	80,532.40	82,855.45	80,145.23	83,351.04	85,755.39	82,950.31	86,268.32	88,756.83	91,503.03
6	Salary	71,716.42	74,585.08	73,867.91	76,822.63	76,083.95	79,127.31	81,409.83	78,746.89	81,896.77	84,259.17	81,503.03	84,763.15	87,208.24	90,696.57
	Total Comp	76,736.57	79,806.03	79,038.67	82,200.22	81,409.83	84,666.22	87,108.52	84,259.17	87,629.54	90,157.31	87,208.24	90,696.57	93,312.82	96,114.14
7	Salary	75,397.71	78,413.61	77,659.64	80,766.02	79,989.43	83,189.00	85,588.69	82,789.06	86,100.62	88,584.29	85,686.67	89,114.14	91,684.74	94,352.13
	Total Comp	80,675.55	83,902.57	83,095.81	86,419.65	85,588.69	89,012.23	91,579.90	88,584.29	92,127.66	94,785.19	91,684.74	95,352.13	98,102.67	100,919.52
8	Salary	79,267.96	82,438.67	81,645.99	84,911.83	84,095.37	87,459.19	89,982.05	87,038.71	90,520.26	93,131.42	90,085.07	93,688.47	96,391.02	99,282.75
	Total Comp	84,816.71	88,209.38	87,361.21	90,855.66	89,982.05	93,581.33	96,280.79	93,131.42	96,856.68	99,650.62	96,391.02	100,246.66	103,136.39	106,232.55
9	Salary	81,645.99	84,911.83	84,095.37	87,459.19	86,618.24	90,082.97	92,681.51	89,649.87	93,235.87	95,925.37	92,787.62	96,499.12	99,282.75	102,261.24
	Total Comp	87,361.21	90,855.66	89,982.05	93,581.33	92,681.51	96,388.77	99,169.22	95,925.37	99,762.38	102,640.14	99,282.75	103,254.06	106,232.55	109,419.52
10	Salary	84,095.37	87,459.19	86,618.24	90,082.97	89,216.78	92,785.45	95,461.96	92,339.37	96,032.95	98,803.13	95,571.25	99,394.10	102,261.24	105,195.24
	Total Comp	89,982.05	93,581.33	92,681.51	96,388.77	95,461.96	99,280.44	102,144.29	98,803.13	102,755.25	105,719.35	102,261.24	106,351.69	109,419.52	112,661.24

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1H. 52-Week Schedule / Student Special Needs Prm Asst

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3
	GA7/NA7	G28/N28	G53/N53	GA7/NA7	G28/N28	G53/N53	GA7/NA7	G28/N28	G53/N53	GA7/NA7	G28/N28	G53/N53	GA7/NA7	G28/N28	G53/N53
1	Salary	42,603.81	44,307.96	43,881.92	45,637.20	45,198.38	47,006.31	48,362.26	46,780.32	48,651.53	50,054.94	48,417.63	50,354.34	51,806.87	
	Total Comp	45,586.07	47,409.51	46,953.65	48,831.80	48,362.26	50,296.75	51,747.62	50,054.94	52,057.14	53,558.79	51,806.87	53,879.14	55,433.35	
2	Salary	44,790.71	46,582.34	46,134.43	47,979.81	47,518.46	49,419.20	50,844.75	49,181.61	51,148.87	52,624.32	50,902.96	52,939.08	54,466.17	
	Total Comp	47,926.06	49,843.10	49,363.84	51,338.39	50,844.75	52,878.54	54,403.89	52,624.32	54,729.29	56,308.02	54,466.17	56,644.82	58,278.80	
3	Salary	47,089.86	48,973.46	48,502.56	50,442.66	49,957.64	51,955.94	53,454.67	51,706.15	53,774.40	55,325.59	53,515.87	55,656.50	57,261.98	
	Total Comp	50,386.15	52,401.60	51,897.74	53,973.65	53,454.67	55,592.86	57,196.50	55,325.59	57,538.61	59,198.38	57,261.98	59,552.46	61,270.32	
4	Salary	49,507.04	51,487.32	50,992.25	53,031.94	52,522.02	54,622.90	56,198.56	54,360.29	56,534.70	58,165.51	56,262.90	58,513.42	60,201.30	
	Total Comp	52,972.53	55,091.43	54,561.71	56,744.18	56,198.56	58,446.50	60,132.46	58,165.51	60,492.13	62,237.10	60,201.30	62,609.36	64,415.39	
5	Salary	52,048.29	54,130.22	53,609.74	55,754.13	55,218.03	57,426.76	59,083.30	57,150.66	59,436.69	61,151.21	59,150.94	61,516.98	63,291.50	
	Total Comp	55,691.67	57,919.34	57,362.42	59,656.92	59,083.30	61,446.63	63,219.13	61,151.21	63,597.26	65,431.80	63,291.50	65,823.16	67,721.91	
6	Salary	54,719.99	56,908.79	56,361.59	58,616.05	58,052.44	60,374.54	62,116.11	60,084.27	62,487.64	64,290.17	62,187.22	64,674.71	66,540.33	
	Total Comp	58,550.39	60,892.41	60,306.90	62,719.18	62,116.11	64,600.75	66,464.24	64,290.17	66,861.78	68,790.48	66,540.33	69,201.94	71,198.15	
7	Salary	57,528.83	59,829.98	59,254.69	61,624.88	61,032.33	63,473.63	65,304.60	63,168.47	65,695.21	67,590.26	65,379.36	67,994.54	69,955.92	
	Total Comp	61,555.85	64,018.08	63,402.52	65,938.62	65,304.60	67,916.78	69,875.92	67,590.26	70,293.87	72,321.58	69,955.92	72,754.16	74,852.83	
8	Salary	60,481.85	62,901.12	62,296.30	64,788.16	64,165.19	66,731.80	68,656.76	66,410.98	69,067.41	71,059.74	68,735.36	71,484.77	73,546.83	
	Total Comp	64,715.58	67,304.20	66,657.05	69,323.33	68,656.76	71,403.03	73,462.73	71,059.74	73,902.13	76,033.93	73,546.83	76,488.71	78,695.11	
9	Salary	62,296.30	64,788.16	64,165.19	66,731.80	66,090.15	68,733.76	70,716.46	68,403.30	71,139.44	73,191.54	70,797.42	73,629.32	75,753.24	
	Total Comp	66,657.05	69,323.33	68,656.76	71,403.03	70,716.46	73,545.12	75,666.61	73,191.54	76,119.20	78,314.94	75,753.24	78,783.37	81,055.97	
10	Salary	64,165.19	66,731.80	66,090.15	68,733.76	68,072.85	70,795.77	72,837.95	70,455.40	73,273.62	75,387.28	72,921.34	75,838.20	78,025.84	
	Total Comp	68,656.76	71,403.03	70,716.46	73,545.12	72,837.95	75,751.47	77,936.61	75,387.28	78,402.77	80,664.39	78,025.84	81,146.87	83,487.65	

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1H. 52-Week Schedule / Community Relations Rep

Step	2019-20		2020-21		2021-22		2022-23		2023-24			
	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 1 GA8/NA8	Lane 2 G29/N29		
1	Salary 44,663.97	46,450.53	47,844.04	47,384.00	49,279.36	50,700.88	49,042.44	51,004.14	52,475.42	50,758.93	52,789.29	54,312.06
	Total Comp 47,790.45	49,702.06	49,224.16	51,193.13	50,700.88	52,728.92	54,249.95	52,475.42	54,574.43	54,312.06	56,484.54	58,113.90
2	Salary 46,956.62	48,834.89	48,365.32	50,299.93	49,816.28	51,808.93	53,303.42	51,559.85	53,622.24	53,364.44	55,499.02	57,099.95
	Total Comp 50,243.58	52,253.33	51,750.89	53,820.93	53,303.42	55,435.56	57,034.66	55,169.04	57,375.80	59,030.87	59,383.95	61,096.95
3	Salary 49,366.96	51,341.64	50,847.97	52,881.88	52,373.40	54,468.34	56,039.54	54,206.47	56,374.73	56,103.70	58,347.85	60,030.96
	Total Comp 52,822.64	54,935.55	54,407.32	56,583.62	56,039.54	58,281.12	59,962.31	58,000.93	60,320.96	60,030.96	62,432.20	64,233.13
4	Salary 51,901.02	53,977.06	53,458.05	55,596.37	55,061.79	57,264.26	58,916.12	56,988.95	59,268.51	58,983.57	61,342.91	63,112.42
	Total Comp 55,534.09	57,755.45	57,200.11	59,488.12	58,916.12	61,272.76	63,040.24	60,978.18	63,417.31	63,112.42	65,636.91	67,530.29
5	Salary 54,565.16	56,747.76	56,202.11	58,450.20	57,888.17	60,203.70	61,940.35	59,914.26	62,310.83	64,108.26	64,491.71	66,352.05
	Total Comp 58,384.72	60,720.11	60,136.26	62,541.71	61,940.35	64,417.96	66,276.17	64,108.26	66,672.59	68,595.84	69,006.13	70,996.69
6	Salary 57,366.05	59,660.69	59,087.03	61,450.51	60,859.64	63,294.03	65,119.81	62,989.73	65,509.32	65,194.37	67,802.14	69,757.97
	Total Comp 61,381.67	63,836.94	63,223.12	65,752.05	65,119.81	67,724.61	69,678.20	67,399.01	70,094.97	69,757.97	72,548.29	74,641.03
7	Salary 60,310.71	62,723.14	62,120.03	64,604.83	63,983.63	66,542.98	68,462.49	66,223.06	68,871.98	68,540.87	71,282.50	73,338.73
	Total Comp 64,532.46	67,113.76	66,468.44	69,127.17	68,462.49	71,200.99	73,254.86	70,858.68	73,693.02	73,338.73	76,272.28	78,472.44
8	Salary 63,406.53	65,942.79	65,308.72	67,921.07	67,267.99	69,958.71	71,976.75	69,622.37	72,407.26	74,059.15	74,941.51	77,103.29
	Total Comp 67,844.99	70,558.79	69,880.34	72,675.55	71,976.75	74,455.82	77,015.12	74,495.93	77,475.77	79,103.29	80,187.42	82,500.52
9	Salary 65,308.72	67,921.07	67,267.99	69,958.71	69,286.03	72,057.47	74,136.05	71,711.04	74,579.48	74,220.92	77,189.76	79,416.39
	Total Comp 69,880.34	72,675.55	71,976.75	74,855.82	74,136.05	77,101.49	79,325.57	76,730.81	79,800.04	79,416.39	82,593.04	84,975.54
10	Salary 67,267.99	69,958.71	69,286.03	72,057.47	71,364.61	74,219.19	76,360.13	73,862.37	76,816.86	76,447.55	79,505.45	81,798.88
	Total Comp 71,976.75	74,855.82	74,136.05	77,101.49	76,360.13	79,414.53	81,705.34	79,032.73	82,194.04	81,798.88	85,070.83	87,524.80

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

## 1H. 52-Week Schedule / Community Relations Rep II

Step	2019-20		2020-21		2021-22		2022-23		2023-24	
	Lane 2 G25/N25	Lane 2 G25/N25	Lane 2 G25/N25	Lane 2 G25/N25	Lane 2 G25/N25	Lane 2 G25/N25	Lane 2 G25/N25	Lane 2 G25/N25	Lane 2 G25/N25	Lane 2 G25/N25
1	Salary	52,156.48	53,721.17	55,332.81	56,928.95	57,269.46	58,921.46	59,273.89	60,983.71	60,983.71
	Total Comp	55,807.43	57,481.65	59,206.10	60,913.97	61,278.32	63,045.96	63,423.06	65,252.57	65,252.57
2	Salary	54,833.73	56,478.74	58,173.10	59,851.17	60,209.16	61,945.96	62,316.48	64,114.07	64,114.07
	Total Comp	58,672.09	60,432.25	62,245.22	64,040.76	64,423.80	66,282.18	66,678.64	68,602.06	68,602.06
3	Salary	57,648.41	59,377.86	61,159.19	62,923.40	63,299.77	65,125.72	65,515.26	67,405.12	67,405.12
	Total Comp	61,683.79	63,534.31	65,440.34	67,328.04	67,730.75	69,684.52	70,101.33	72,123.48	72,123.48
4	Salary	60,607.56	62,425.79	64,298.56	66,153.33	66,549.01	68,468.70	68,878.23	70,865.10	70,865.10
	Total Comp	64,850.09	66,795.60	68,799.46	70,784.06	71,207.45	73,261.51	73,699.71	75,825.66	75,825.66
5	Salary	63,718.62	65,630.18	67,599.08	69,549.06	69,965.05	71,983.27	72,413.83	74,502.69	74,502.69
	Total Comp	68,178.92	70,224.29	72,331.02	74,417.49	74,862.60	77,022.10	77,482.79	79,717.88	79,717.88
6	Salary	66,989.37	68,999.05	71,069.02	73,119.09	73,556.44	75,678.26	76,130.91	78,326.99	78,326.99
	Total Comp	71,678.62	73,828.98	76,043.85	78,237.42	78,705.39	80,975.73	81,460.07	83,809.88	83,809.88
7	Salary	70,428.01	72,540.85	74,717.07	76,872.37	77,332.17	79,562.91	80,038.80	82,347.61	82,347.61
	Total Comp	75,357.97	77,618.71	79,947.27	82,253.44	82,745.42	85,132.31	85,641.51	88,111.94	88,111.94
8	Salary	74,043.16	76,264.45	78,552.38	80,818.32	81,301.72	83,646.96	84,147.28	86,574.60	86,574.60
	Total Comp	79,226.18	81,602.96	84,051.05	86,475.60	86,992.84	89,502.25	90,037.59	92,634.83	92,634.83
9	Salary	76,264.45	78,552.38	80,908.96	83,242.87	83,740.77	86,156.37	86,671.70	89,171.84	89,171.84
	Total Comp	81,602.96	84,051.05	86,572.58	89,069.87	89,602.62	92,187.31	92,738.71	95,413.87	95,413.87
10	Salary	78,552.38	80,908.96	83,336.22	85,740.15	86,252.99	88,741.06	89,271.85	91,847.00	91,847.00
	Total Comp	84,051.05	86,572.58	89,169.76	91,741.96	92,290.70	94,957.93	95,520.88	98,276.29	98,276.29

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

**1H. 52-Week Schedule / Youth Intervention Specialist, College/Career Coach, Student Special Svc Advocate, Gear Up Coach, CTE Academy Coordinator**

Step	2019-20		2020-21		2021-22		2022-23		2023-24			
	Lane 1 GOX/NGX	Lane 2 G24/W24	Lane 1 GOX/NGX	Lane 2 G24/W24	Lane 1 GOX/NGX	Lane 2 G24/W24	Lane 1 GOX/NGX	Lane 2 G24/W24	Lane 1 GOX/NGX	Lane 2 G24/W24		
1	Salary 52,156.48	54,242.74	53,721.17	55,870.02	55,332.81	57,546.12	59,206.10	57,269.46	59,560.23	61,278.32	61,644.84	63,423.06
	Total Comp	55,807.43	58,039.73	57,481.65	59,780.92	59,206.10	61,574.35	63,350.53	61,278.32	63,723.45	65,567.80	65,959.98
2	Salary 54,833.73	57,027.08	56,478.74	58,737.89	58,173.10	60,500.03	62,245.22	60,209.16	62,617.53	64,423.80	62,316.48	66,678.64
	Total Comp	58,672.09	61,018.97	60,432.25	62,849.54	62,245.22	64,735.03	66,602.39	64,223.80	67,000.75	68,933.47	69,345.78
3	Salary 57,648.41	59,954.34	59,377.86	61,752.97	61,159.19	63,605.56	65,440.34	63,299.77	65,831.76	67,730.75	68,135.87	70,101.33
	Total Comp	61,683.79	64,151.15	63,534.31	66,075.68	65,440.34	68,057.95	70,021.16	67,730.75	70,439.98	72,471.90	72,905.38
4	Salary 60,607.56	63,031.87	62,425.79	64,922.82	64,298.56	66,870.51	68,799.46	66,549.01	69,210.97	71,207.45	68,878.23	71,633.36
	Total Comp	64,850.09	67,444.10	66,795.60	69,467.42	68,799.46	71,551.44	73,615.43	71,207.45	74,055.74	76,191.97	76,647.69
5	Salary 63,718.62	66,267.36	65,630.18	68,255.38	67,599.08	70,303.05	72,331.02	69,965.05	72,763.65	74,862.60	72,413.83	75,310.38
	Total Comp	68,178.92	70,906.08	70,224.29	73,033.26	72,331.02	75,224.26	77,394.19	74,862.60	77,857.11	80,102.99	77,482.79
6	Salary 66,989.37	69,668.94	68,995.05	71,759.01	71,069.02	73,911.78	76,043.85	73,556.44	76,498.69	78,705.39	76,130.91	79,176.15
	Total Comp	71,678.62	74,545.77	73,828.98	76,782.14	76,043.85	79,085.60	81,366.92	78,705.39	81,853.60	84,214.76	81,460.07
7	Salary 70,428.01	73,245.13	72,540.85	75,442.48	74,717.07	77,705.76	79,947.27	77,332.17	80,425.46	82,745.42	80,038.80	83,240.35
	Total Comp	75,357.97	78,372.29	77,618.71	80,733.45	79,947.27	83,145.16	85,543.58	82,745.42	86,055.24	88,537.60	85,641.51
8	Salary 74,043.16	77,004.88	76,264.45	79,315.03	78,552.38	81,694.48	84,051.05	81,301.72	84,553.79	86,992.84	84,147.28	87,513.17
	Total Comp	79,226.18	82,395.22	81,602.96	84,867.08	84,051.05	87,413.09	89,934.62	86,992.84	90,477.55	93,082.34	90,630.99
9	Salary 76,264.45	79,315.03	78,552.38	81,694.48	80,908.96	84,145.31	86,572.58	83,740.77	87,090.40	89,602.62	86,671.70	90,138.56
	Total Comp	81,602.96	84,867.08	84,051.05	87,413.09	86,572.58	90,035.41	92,632.66	89,602.62	93,186.73	95,874.81	96,448.26
10	Salary 78,552.38	81,694.48	80,908.96	84,145.31	83,336.22	86,669.67	89,169.76	86,252.99	89,703.11	92,290.70	89,271.85	92,842.72
	Total Comp	84,051.05	87,413.09	86,572.58	90,035.49	89,169.76	92,736.55	95,411.64	92,290.70	95,982.33	98,751.05	99,341.71

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1H. 52-Week Schedule / Parent Advocate, Parent Advocate-Bilingual

Step	2019-20			2020-21			2021-22			2022-23			2023-24		
	Lane 1 G86/NB6	Lane 2 G30/N30	Lane 3 G86/NB6	Lane 1 G86/NB6	Lane 2 G30/N30	Lane 3 G48/N48	Lane 1 G86/NB6	Lane 2 G30/N30	Lane 3 G48/N48	Lane 1 G86/NB6	Lane 2 G30/N30	Lane 3 G48/N48	Lane 1 G86/NB6	Lane 2 G30/N30	Lane 3 G48/N48
1	Salary	40,543.29	42,165.02	41,759.59	43,429.97	44,012.38	44,732.87	46,023.24	44,517.81	46,295.52	47,634.06	46,075.93	47,918.97	49,301.25	
	Total Comp	43,381.32	45,116.57	44,682.76	46,470.07	46,023.25	47,864.17	49,244.87	47,634.06	49,539.42	50,968.44	49,301.25	51,273.30	52,752.34	
2	Salary	42,624.42	44,329.40	43,903.16	45,659.28	45,220.25	47,029.06	48,385.67	46,802.96	48,656.08	50,079.17	48,441.06	50,378.70	51,831.94	
	Total Comp	45,608.13	47,432.46	46,976.38	48,855.43	48,385.67	50,321.09	51,772.66	50,079.17	52,082.33	53,584.71	51,831.94	53,905.21	55,460.17	
3	Salary	44,812.38	46,604.88	46,156.75	48,003.02	47,541.46	49,443.11	50,869.36	49,205.41	51,173.62	52,649.79	50,927.60	52,964.70	54,492.53	
	Total Comp	47,949.25	49,867.22	49,387.73	51,363.24	50,869.36	52,904.13	54,430.21	52,649.79	54,755.78	56,335.27	54,492.53	56,672.23	58,307.01	
4	Salary	47,112.65	48,997.16	48,526.03	50,467.07	49,981.81	51,981.09	53,480.54	51,731.18	53,800.42	55,352.36	53,541.77	55,683.44	57,289.69	
	Total Comp	50,410.54	52,426.96	51,922.85	53,999.77	53,480.54	55,619.76	57,224.18	55,352.36	57,566.45	59,227.02	57,289.69	59,581.28	61,299.97	
5	Salary	49,531.00	51,512.24	51,016.93	53,057.61	52,547.44	54,649.33	56,225.76	54,386.60	56,562.06	58,193.66	56,290.13	58,541.73	60,230.44	
	Total Comp	52,998.17	55,118.10	54,588.11	56,771.64	56,225.76	58,474.79	60,161.56	58,193.66	60,521.40	62,267.21	60,230.44	62,639.65	64,446.57	
6	Salary	52,073.48	54,156.42	53,635.68	55,781.11	55,244.76	57,454.55	59,111.89	57,178.32	59,465.45	61,180.80	59,179.56	61,546.75	63,322.13	
	Total Comp	55,718.62	57,947.37	57,390.18	59,685.79	59,111.89	61,476.36	63,249.72	61,180.80	63,628.04	65,463.46	63,322.13	65,855.02	67,754.68	
7	Salary	54,746.47	56,936.33	56,388.87	58,644.42	58,080.53	60,403.75	62,146.17	60,113.35	62,517.88	64,321.28	62,217.32	64,706.01	66,572.53	
	Total Comp	58,578.72	60,921.87	60,336.09	62,749.53	62,146.17	64,632.02	66,496.40	64,321.28	66,894.14	68,823.77	66,572.53	69,235.43	71,232.61	
8	Salary	57,556.67	59,858.94	59,283.37	61,654.70	61,061.87	63,504.35	65,336.20	63,199.04	65,727.00	67,622.97	65,411.00	68,027.44	69,989.77	
	Total Comp	61,585.64	64,049.06	63,433.21	65,970.53	65,336.20	67,949.65	69,909.74	67,622.97	70,327.89	72,356.58	69,989.77	72,789.36	74,889.06	
9	Salary	59,283.37	61,654.70	61,061.87	63,504.35	62,893.73	65,409.48	67,296.29	65,095.01	67,698.81	69,651.66	67,373.33	70,068.27	72,089.47	
	Total Comp	63,433.21	65,970.53	65,336.20	67,949.65	67,296.29	69,988.14	72,007.03	69,651.66	72,437.72	74,527.27	72,089.47	74,973.04	77,135.73	
10	Salary	61,061.87	63,504.35	62,893.73	65,409.48	64,780.54	67,371.76	69,315.18	67,047.86	69,729.77	71,741.21	69,394.53	72,170.31	74,252.15	
	Total Comp	65,336.20	67,949.65	67,296.29	69,988.14	69,315.18	72,087.78	74,167.24	71,741.21	74,610.86	76,763.09	74,252.15	77,222.24	79,449.80	

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

# 1H. 52-Week Schedule / Computer Technician, Technology Coordinator (con't. on next page)

Step	2019-20						2020-21						2021-2022						2022-2023							
	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3	Lane 1	Lane 2	Lane 3					
	T11/NTB	T12/NTC	T13/NTD	T11/NTB	T12/NTC	T13/NTD	T11/NTB	T12/NTC	T13/NTD	T11/NTB	T12/NTC	T13/NTD	T11/NTB	T12/NTC	T13/NTD	T11/NTB	T12/NTC	T13/NTD	T11/NTB	T12/NTC	T13/NTD					
1	Salary	57,285.23	63,201.84	69,627.72	59,003.78	65,097.89	71,716.55	60,773.90	67,050.83	73,868.05	62,900.98	69,397.61	76,453.43	Total Comp	61,295.19	67,625.96	74,501.66	63,134.05	69,654.74	76,736.71	65,028.07	71,744.39	79,038.81	67,304.05	74,255.44	81,805.17
2	Salary	60,225.74	66,446.06	73,201.79	62,032.51	68,439.44	75,397.84	63,893.49	70,492.62	77,659.78	66,129.76	72,959.86	80,377.87	Total Comp	64,441.54	71,097.28	78,325.91	66,374.79	73,230.20	80,675.69	68,366.03	75,427.11	83,095.96	70,758.84	78,067.05	86,004.32
3	Salary	63,317.20	69,856.81	76,959.32	65,216.71	71,952.51	79,268.10	67,173.21	74,111.09	81,646.14	69,524.28	76,704.98	84,503.76	Total Comp	67,749.40	74,746.79	82,346.47	69,781.88	76,989.19	84,816.87	71,875.34	79,298.86	87,361.37	74,390.98	82,074.32	90,419.02
4	Salary	66,567.34	73,442.64	80,909.73	68,564.36	75,645.92	83,337.02	70,621.29	77,915.29	85,837.13	73,093.04	80,642.33	88,841.43	Total Comp	71,227.05	78,583.62	86,573.41	73,363.87	80,941.13	89,170.61	75,564.78	83,369.36	91,845.73	78,209.55	86,287.29	95,060.33
5	Salary	69,984.32	77,212.53	85,062.92	72,083.85	79,528.91	87,614.80	74,246.36	81,914.77	90,243.25	76,844.98	84,781.79	93,401.76	Total Comp	74,883.22	82,617.41	91,017.32	77,129.72	85,095.93	93,747.84	79,443.61	87,648.81	96,560.28	82,224.13	90,716.52	99,939.88
6	Salary	73,576.69	81,175.94	89,429.29	75,783.99	83,611.22	92,112.17	78,057.51	86,119.55	94,875.54	80,789.52	89,133.74	98,196.18	Total Comp	78,727.06	86,858.25	95,689.34	81,088.87	89,464.00	98,560.02	83,521.54	92,147.92	101,516.82	86,444.79	95,373.10	105,069.91
7	Salary	77,353.47	85,342.79	94,019.80	79,674.07	87,903.07	96,840.39	82,064.29	90,540.17	99,745.60	84,936.54	93,709.07	103,236.70	Total Comp	82,768.21	91,316.79	100,601.18	85,251.25	94,056.29	103,619.22	87,808.79	96,877.98	106,727.80	90,882.10	100,268.71	110,463.27
8	Salary	81,324.11	89,723.53	98,845.94	83,763.83	92,415.24	101,811.32	86,276.74	95,187.69	104,865.66	89,296.43	98,519.26	108,535.96	Total Comp	87,016.79	96,004.18	105,765.16	89,627.30	98,884.30	108,938.11	92,316.12	101,850.83	112,206.25	95,547.18	105,415.61	116,133.47
9	Salary	83,763.83	92,415.24	101,811.32	86,276.74	95,187.69	104,865.66	88,865.05	98,043.33	108,011.63	91,975.32	101,474.84	111,792.04	Total Comp	89,627.30	98,884.30	108,938.11	92,316.12	101,850.83	112,206.25	95,085.60	104,906.36	115,572.44	98,413.60	108,578.08	119,617.48
10	Salary	86,276.74	95,187.69	104,865.66	88,865.05	98,043.33	108,011.63	89,531.00	100,984.63	111,251.98	94,734.58	104,519.09	115,145.80	Total Comp	92,316.12	101,850.83	112,206.25	95,085.60	104,906.36	115,572.44	97,938.17	108,053.55	119,039.62	101,366.00	111,835.42	123,206.00

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.



## 1H. 52-Week Schedule / Computer Technician, Technology Coordinator (con't.)

		2023-2024		
Step		Lane 1 T11/N1B	Lane 2 T12/N1C	Lane 3 T13/N1D
1	Salary	65,102.52	71,826.52	79,129.30
	Total Comp	69,659.69	76,854.38	84,668.35
2	Salary	68,444.30	75,513.46	83,191.10
	Total Comp	73,235.40	80,799.40	89,014.47
3	Salary	71,957.63	79,389.65	87,461.39
	Total Comp	76,994.66	84,946.93	93,583.69
4	Salary	75,651.29	83,464.81	91,950.88
	Total Comp	80,946.88	89,307.35	98,387.44
5	Salary	79,534.56	87,749.15	96,670.82
	Total Comp	85,101.98	93,891.59	103,437.78
6	Salary	83,617.16	92,253.42	101,633.05
	Total Comp	89,470.36	98,711.16	108,747.36
7	Salary	87,909.32	96,988.89	106,849.98
	Total Comp	94,062.97	103,778.11	114,329.48
8	Salary	92,421.81	101,967.44	112,334.72
	Total Comp	98,891.33	109,105.16	120,198.15
9	Salary	95,194.46	105,026.46	115,704.76
	Total Comp	101,858.07	112,378.31	123,804.09
10	Salary	98,050.29	108,177.26	119,175.90
	Total Comp	104,913.81	115,749.66	127,518.21

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 278 and 279.

**1I. Incentives for High-Needs and Retiree Special Education Substitutes.**

- i. Substitutes filling assignments in high-needs schools are afforded an incentive rate of \$45 per day.
- ii. Retired substitutes with special education credentials filling special education assignments are afforded an incentive of \$35 per day.

**1J. Cadre Substitutes.**

- i. Cadre substitutes, as defined in Article 23-6.2, shall be paid as follows:

Effective July 1, 2019	Flat Rate per Day	\$191.36
Effective July 1, 2020	Flat Rate per Day	\$197.10
Effective July 1, 2021	Flat Rate per Day	\$203.01
Effective July 1, 2022	Flat Rate per Day	\$210.12
Effective July 1, 2023	Flat Rate per Day	\$217.47

- ii. A teacher who is a TAT who is displaced and assigned to the Cadre pursuant to Article 38-2 and who has served as a TAT for one hundred school days or more during the school year in which the displacement occurred shall be paid as follows:

Effective July 1, 2019	Flat Rate per Day	\$233.02
Effective July 1, 2020	Flat Rate per Day	\$240.01
Effective July 1, 2021	Flat Rate per Day	\$247.21
Effective July 1, 2022	Flat Rate per Day	\$255.87
Effective July 1, 2023	Flat Rate per Day	\$264.82

- iii. A substitute in the Provisional Cadre position (with a BA not in Education) shall be paid as follows:

Effective July 1, 2019	Flat Rate per Day	\$150.00
Effective July 1, 2020	Flat Rate per Day	\$154.50
Effective July 1, 2021	Flat Rate per Day	\$159.14
Effective July 1, 2022	Flat Rate per Day	\$164.70
Effective July 1, 2023	Flat Rate per Day	\$170.47

## 1K. Day-to-Day Substitutes.

i. Day-to-day substitutes who hold a valid Type 39 substitute certificate and who do not have a bachelor's degree in education shall be paid as follows:

Effective July 1, 2019	Flat Rate per Day	\$126.21
Effective July 1, 2020	Flat Rate per Day	\$129.99
Effective July 1, 2021	Flat Rate per Day	\$133.89
Effective July 1, 2022	Flat Rate per Day	\$138.58
Effective July 1, 2023	Flat Rate per Day	\$143.43

ii. Day-to-day substitutes who hold a valid Type 39 substitute certificate, who have a bachelor's degree in education and who have fewer than one hundred days of service shall be paid as follows:

Effective July 1, 2019	Flat Rate per Day
Up to 6.50 day	\$170.40
8-hour day	\$194.77
Effective July 1, 2020	Flat Rate per Day
Up to 6.50 day	\$175.52
8-hour day	\$200.62
Effective July 1, 2021	Flat Rate per Day
Up to 6.50 day	\$180.78
8-hour day	\$206.63
Effective July 1, 2022	Flat Rate per Day
Up to 6.50 day	\$187.11
8-hour day	\$213.87
Effective July 1, 2023	Flat Rate per Day
Up to 6.50 day	\$193.66
8-hour day	\$221.35

iii. Day-to-day substitutes who hold a valid Type 39 substitute certificate, who have a bachelor's degree in education and who have one hundred or more days of service shall be paid as follows:

Effective July 1, 2019	Flat Rate per Day
6.25/6.5 hour day	\$178.55
8-hour day	\$202.57
Effective July 1, 2020	Flat Rate per Day
6.25/6.5 hour day	\$183.91
8-hour day	\$208.65
Effective July 1, 2021	Flat Rate per Day
6.25/6.5 hour day	\$189.43
8-hour day	\$214.91
Effective July 1, 2022	Flat Rate per Day
6.25/6.5 hour day	\$196.05
8-hour day	\$222.43
Effective July 1, 2023	Flat Rate per Day
6.25/6.5 hour day	\$202.92
8-hour day	\$230.21

iv. Substitutes employed as Short-term Substitutes (Associates Degree) shall be paid as follows:

Effective July 1, 2019	Flat Rate per Day	\$110.00
Effective July 1, 2020	Flat Rate per Day	\$113.30
Effective July 1, 2021	Flat Rate per Day	\$116.70
Effective July 1, 2022	Flat Rate per Day	\$120.78
Effective July 1, 2023	Flat Rate per Day	\$125.01

**1L. [RESERVED]**

(Formerly RETIRED TEACHERS)

**1M. M.A.T. (Masters of Arts in Teaching) Program.** Teachers serving on temporary certificates in the M.A.T. program receive a prorated salary of a first-year teacher (Lane I, Step 1) on the appropriate schedule as determined by that portion of the teaching program they carry.

**1N. Trade and Vocational School Teachers (Including Cooperative Work Programs and Teachers in Vocational Home Economics Programs).** Eight-hour/extended-day trade and vocational teachers (including

cooperative work program teachers and teachers in vocational home economics programs) shall be paid their base salaries plus twenty percent of their base salaries.

**10. Vocational Teacher Service Providers (Part-Time Employees).**

Effective July 1, 2019	Rate per Hour
Teacher	\$31.11
Effective July 1, 2020	Rate per Hour
Teacher	\$32.04
Effective July 1, 2021	Rate per Hour
Teacher	\$33.01
Effective July 1, 2022	Rate per Hour
Teacher	\$34.16
Effective July 1, 2023	Rate per Hour
Teacher	\$35.36

**1P. Longevity Pay Agreement.** The parties agree as follows regarding pay for teachers on steps 14 and above:

**A.** Two new steps will be added to the teacher salary schedules, so that the salary schedule from Step 14 on functions as follows:

(1) A new Step 15 is added, with a salary increase of \$970, to correspond with the 17th year of service eligible for step credit, beginning 3 years after a teacher's entry into Step 14.

(2) The current Step 15, corresponding with the 20th year of service eligible for step credit, becomes Step 16, to begin 3 years after a teacher's entry into Step 15.

(3) A new Step 17 is added, with a salary increase of \$550, to correspond with the 23rd year of service eligible for step credit, beginning 3 years after a teacher's entry into Step 16.

(4) The current Step 16, corresponding with the 25th year of service eligible for step credit, be-

comes Step 18, to begin 2 years after a teacher's entry into Step 17.

**B.** A longevity payment of \$2,100 will be made to teachers who remain employed with CPS through the conclusion of the school year in which they reach the 5 year anniversary of their entry into Step 18, corresponding with their 30th year of service eligible for step credit. Longevity payments will be issued by CPS on the last pay cycle of the qualifying fiscal year.

In order to implement A and B above, the parties further agree that:

**C.** If the introduction of Step 15 (approx. at year 17) and/or Step 17 (approx. at year 23) creates a situation whereby a step with fewer years of service has a higher salary than a step with more years of service, then the salary of the step with more years of service will be adjusted to be identical to the step with fewer years of service.

**D.** As of July 1, 2019, any teacher who has already surpassed 30 years of service eligible for step credit, meaning any teacher whose entry date into the former Step 16 (under the 2015-19 labor contract) occurred at least 5 years prior, shall receive the longevity payment in FY2020. In subsequent years, teachers will receive the longevity payment according to (B).

New step at year 17	\$970
New step at year 23	\$550
Longevity payment at year 30	\$2,100

FY20	FY21	FY22	FY23	FY24	Total Five-Year Cost
\$3.1M	\$4.4M	\$5.2M	\$5.9M	\$6.6M	\$25.0M

## **PART 2. INCREMENTS AND STIPENDS.**

**2A. National Board Certified Teachers and Clinicians.**  
The BOARD shall add the amounts set forth below during the periods set forth below to the base salaries

on the teacher salary schedule to teachers who are or become National Board Certified Teachers (NBCTs) and to the base salaries on the clinicians' salary schedule to clinicians who obtain applicable state or federal advanced related service provider credentials as set forth below. In the event that a clinician has more than one Advanced Related Service Provider Credential, the clinician shall receive only one stipend as provided for in this Section 2A.

Effective Date	Addition
July 1, 2019	\$2,019.47
July 1, 2020	\$2,080.05
July 1, 2021	\$2,142.45
July 1, 2022	\$2,217.44
July 1, 2023	\$2,295.05

Advanced Related Service Provider Credentials: Nationally Certified School Psychologist, Certified School Social Work Specialist, Nationally Certified School Nurse, Certificate of Clinical Competence Speech Language Pathology, Certificate of Clinical Competence - Audiology, National Board for Certification in Occupational Therapy, American Board of Physical Therapy Specialists, Assistive Technology Professional Certification and Orientation and Mobility Specialist. In the event that a clinician has more than one Advanced Related Service Provider Credential, the clinician shall receive only one stipend as provided for in this Section 2A.

**2B. Head Teachers and Acting Head Teachers (Branch Schools).**

i. Head Teachers (Branch Schools). Effective January 1 of each year, in addition to monthly base salary as a teacher, a head teacher shall be paid an increment according to the number of teachers on the staff the head teacher supervises, as determined by the last previous October enrollment report of the school, as follows:

Number of Teachers	208-day schedule	248-day schedule	52-week schedule
<b>Effective July 1, 2019</b>			
2-3	\$73.52	\$73.36	\$71.76
3.1-7	\$110.40	\$109.92	\$107.84
7.1 or more	\$147.14	\$146.63	\$143.64
<b>Effective July 1, 2020</b>			
2-3	\$75.72	\$75.56	\$73.92
3.1-7	\$113.71	\$113.21	\$111.07
7.1 or more	\$151.56	\$151.02	\$147.95
<b>Effective July 1, 2021</b>			
2-3	\$77.99	\$77.82	\$76.13
3.1-7	\$117.12	\$116.61	\$114.40
7.1 or more	\$156.10	\$155.56	\$152.39
<b>Effective July 1, 2022</b>			
2-3	\$80.72	\$80.55	\$78.80
3.1-7	\$121.22	\$120.69	\$118.41
7.1 or more	\$161.57	\$161.00	\$157.72
<b>Effective July 1, 2023</b>			
2-3	\$83.55	\$83.37	\$81.56
3.1-7	\$125.47	\$124.91	\$122.55
7.1 or more	\$167.22	\$166.63	\$163.24

ii. Acting Head Teachers (Branch Schools). In addition to regular salary, an acting head teacher shall receive the following increment based on the number of weeks of employment budgeted for said position:

Weeks of Employment	Per Month
<b>Effective July 1, 2019</b>	
208 days	\$36.80
248 days	\$36.58
52 weeks	\$35.91



Effective July 1, 2020	
208 days	\$37.90
248 days	\$37.68
52 weeks	\$36.99
Effective July 1, 2021	
208 days	\$39.04
248 days	\$38.81
52 weeks	\$38.10
Effective July 1, 2022	
208 days	\$40.40
248 days	\$40.17
52 weeks	\$39.43
Effective July 1, 2023	
208 days	\$41.82
248 days	\$41.57
52 weeks	\$40.81

**2C. Psychologists, School Social Workers and Speech Pathologists, Occupational Therapists, Physical Therapists, and Certified School Nurses, Audiologists.** Psychologists, school social workers, speech pathologists, occupational therapists, physical therapists, audiologists and certified school nurses shall receive the following monthly increment based on the number of weeks of employment budgeted for their positions provided they meet the stipulated requirements for their clinician position (Illinois School Code, section 14-1.09):

Days of Employment	Rate per Month
Effective July 1, 2019	
208 days	\$392.55
228 days	\$391.65
248 days	\$391.65
52 weeks	\$390.85

Effective July 1, 2020	
208 days	\$404.33
228 days	\$403.39
248 days	\$403.39
52 weeks	\$402.57
Effective July 1, 2021	
208 days	\$416.46
228 days	\$415.50
248 days	\$415.50
52 weeks	\$414.65
Effective July 1, 2022	
208 days	\$431.03
228 days	\$430.04
248 days	\$430.04
52 weeks	\$429.16
Effective July 1, 2023	
208 days	\$446.12
228 days	\$445.09
248 days	\$445.09
52 weeks	\$444.18

**2D. Case Managers (Special Education).**

	Per Semester
Effective July 1, 2019	\$1,622.60
Effective July 1, 2020	\$1,671.28
Effective July 1, 2021	\$1,721.41
Effective July 1, 2022	\$1,781.66
Effective July 1, 2023	\$1,844.02

**2E. Stadium Directors.**

	Rate per month	
	First Year of Service	Second Year of Service and thereafter
Effective July 1, 2019	\$66.30	\$99.42
Effective July 1, 2020	\$68.29	\$102.40
Effective July 1, 2021	\$70.34	\$105.47
Effective July 1, 2022	\$72.80	\$109.16
Effective July 1, 2023	\$75.35	\$112.98

**2F. STLS Liaison.** All STLS Liaisons shall, starting July 1, 2019, receive a stipend of \$1,000 per semester.

**PART 3. ADDITIONAL RATES OF PAY.**

**3A. High School Teachers–Additional Teaching Period (Overtime Indicator).** High school teachers employed on an approved overtime basis shall be paid on a pro-rated basis of their base salary for each period per day in excess of the following:

6 for a 7-period day	16 <sup>2/3</sup> percent
7 for an 8-period day	14 <sup>3/10</sup> percent
8 for a 9-period day	12 <sup>1/2</sup> percent

**3B. Teachers of Driver Education.**

Effective July 1, 2019	\$32.76 per hour
Effective July 1, 2020	\$33.74 per hour
Effective July 1, 2021	\$34.75 per hour
Effective July 1, 2022	\$35.97 per hour
Effective July 1, 2023	\$37.23 per hour

**3C. Summer School Personnel (Personnel Employed for the Regular School Term of 38.6 Weeks).**

- i. Teachers in the regular summer schools shall be paid 66-2/3 percent of their base salaries if employed

on a four-hour summer school day, eighty percent if employed on a five-hour summer school day or one hundred percent if employed on a six-hour summer school day (not including any extra increments earned during the regular school year). Base salaries refer to their salaries as teachers during the month of June immediately preceding the summer session.

ii. Teachers in the special elementary summer schools shall be paid the regular base salaries for which they qualify as teachers (not including any extra increments).

iii. Part-time teachers shall be paid prorated on the above basis.

iv. Teachers employed during the summer months other than in summer school shall be paid the same salaries they would receive as teachers in the special elementary summer schools.

**3D. Compensation for Teachers Engaged in Extracurricular Activities.**

i. High School Sports, Clubs and Other Extracurricular Activities.

ACTIVITY Position	FY20	FY21	FY22	FY23	FY24	Max- imum Hours
<b>FOOTBALL</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	240
Head Assistant Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
Assistant Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	65
Sophomore Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	160
Freshman Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	52

ACTIVITY Position	FY20	FY21	FY22	FY23	FY24	Maximum Hours
<b>CROSS COUNTRY</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	65
Freshman Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	52
<b>BASKETBALL</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	240
Assistant Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	65
Sophomore Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
Freshman Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	52
<b>SWIMMING</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
Sophomore Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	77
<b>WRESTLING</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
Frosh-Soph Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	77
Assistant Varsity Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	65
<b>TRACK AND FIELD (Indoor and Outdoor)</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
Sophomore Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	77
Freshman Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	52

ACTIVITY Position	FY20	FY21	FY22	FY23	FY24	Max- imum Hours
<b>BASEBALL</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
Assistant Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	65
Sophomore Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	140
Freshman Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	52
<b>GYMNASTICS</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
<b>TENNIS</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	65
Junior Varsity Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	52
<b>GOLF</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	65
Freshman Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	52
<b>BOWLING</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	52
<b>SOCCER</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
Assistant Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	65
Junior Varsity Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	140

ACTIVITY Position	FY20	FY21	FY22	FY23	FY24	Max- imum Hours
Freshman Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	52
<b>CHEERLEADING</b>						
Fall	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	32.5
Winter	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	32.5
Competition	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	11
<b>POM PON</b>						
Fall	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	23
Winter	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	23
Competition	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	6
<b>VOLLEYBALL</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
Sophomore Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	140
Freshman Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	52
<b>SOFTBALL</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
Assistant Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	65
Sophomore Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	140
Freshman Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	52
<b>WATER POLO</b>						
Varsity Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
Frosh-Soph Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200

ACTIVITY Position	FY20	FY21	FY22	FY23	FY24	Max- imum Hours
<b>LACROSSE</b>						
Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
Sophomore Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	70
ATHLETIC DIRECTOR	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	200
CHESS	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	20
CHECKERS	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	20
ICE SKATING	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	5
INTRA- MURALS	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	70
INSTRU- MENTAL GROUP	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	85
VOCAL GROUPS	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	50
DRAMA	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	75
<b>OTHER CLUBS</b>						
(Flat Rate)	\$240.93	\$248.15	\$255.60	\$264.55	\$273.80	n/a
<b>OTHER ACTIVITIES (Approved by Principal)</b>						
	\$757.15	\$779.87	\$803.27	\$831.38	\$860.48	n/a
<b>CROWD CONTROL (Approved Sports Teams Only-Per Session Rate)</b>						
Monday– Friday	\$25.17	\$25.92	\$26.70	\$27.63	\$28.60	n/a
Saturday	\$37.75	\$38.89	\$40.05	\$41.46	\$42.91	n/a



ii. Elementary School Sports, Clubs and Other Extracurricular Activities.

ACTIVITY Position	FY20	FY21	FY22	FY23	FY24	Maximum Hours
<b>BASKETBALL</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	20
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	30
<b>CHEERLEADING</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25
<b>CHESS</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25
<b>CROSS COUNTRY</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25

ACTIVITY Position	FY20	FY21	FY22	FY23	FY24	Maximum Hours
<b>DOUBLE DUTCH</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25
<b>FLAG FOOTBALL</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25
<b>TACKLE FOOTBALL</b>						
Director	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	110
5th and 6th Grade Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	50
5th and 6th Grade Assistant Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	50
7th and 8th Grade Head Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	50
7th and 8th Grade Assistant Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	50
<b>GOLF</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25

ACTIVITY Position	FY20	FY21	FY22	FY23	FY24	Max- imum Hours
<b>POM PON</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25
<b>SOCCER</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	20
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	30
<b>SOFTBALL-16"</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25
<b>SOFTBALL-FAST PITCH</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25
<b>TENNIS</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25

ACTIVITY Position	FY20	FY21	FY22	FY23	FY24	Maximum Hours
<b>TRACK AND FIELD</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25
<b>VOLLEYBALL</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25
<b>WRESTLING</b>						
5th and 6th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	17
7th and 8th Grade Coach	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	25
<b>AREA MANAGERS</b>						
(All Managers)	\$27.00	\$27.81	\$28.64	\$29.64	\$30.68	192

**3E.** Non-Employee Hired for Coaching and Extracurricular Activities. Qualified non-employees may be hired for coaching and extracurricular positions set forth in this Agreement, provided as follows:

- i. There are no certified teachers qualified and available at the local school; and
- ii. The BOARD has provided reasonable notice and opportunity to qualified teachers at other schools that a coaching or extracurricular position is vacant; and

iii. The qualified non-employee complies with the applicable standards set forth by the IHSA for “Non-Faculty Coaches.”

**3F. Social Center Personnel (Part-Time Employees).** Social Center Personnel shall be paid as follows during the term of this Agreement:

<b>Effective July 1, 2019</b>	<b>Hourly Rate</b>
Program Coordinator	\$37.75
Teacher–Director	\$25.14
Teacher	\$21.99
Paraprofessional	\$15.07
<b>Effective July 1, 2020</b>	<b>Hourly Rate</b>
Program Coordinator	\$38.89
Teacher–Director	\$25.90
Teacher	\$22.65
Paraprofessional	\$15.52
<b>Effective July 1, 2021</b>	<b>Hourly Rate</b>
Program Coordinator	\$40.05
Teacher–Director	\$26.68
Teacher	\$23.33
Paraprofessional	\$15.98
<b>Effective July 1, 2022</b>	<b>Hourly Rate</b>
Program Coordinator	\$41.46
Teacher–Director	\$27.61
Teacher	\$24.15
Paraprofessional	\$16.54
<b>Effective July 1, 2023</b>	<b>Hourly Rate</b>
Program Coordinator	\$42.91
Teacher–Director	\$28.58
Teacher	\$24.99
Paraprofessional	\$17.12

### 3G. Summer Swimming Pools.

	Hourly Rate
Effective July 1, 2019	\$18.91
Effective July 1, 2020	\$19.48
Effective July 1, 2021	\$20.06
Effective July 1, 2022	\$20.76
Effective July 1, 2023	\$21.49

### 3H. After-School Rates of Pay (Teachers and PSRPs).

#### i. After-School Non-Instructional Rates of Pay.

	Hourly Rate
Effective July 1, 2019	\$42.13
Effective July 1, 2020	\$43.39
Effective July 1, 2021	\$44.69
Effective July 1, 2022	\$46.26
Effective July 1, 2023	\$47.88

#### ii. After-School Instructional Rates of Pay.

	Hourly Rate
Effective July 1, 2019	\$49.05
Effective July 1, 2020	\$50.52
Effective July 1, 2021	\$52.04
Effective July 1, 2022	\$53.86
Effective July 1, 2023	\$55.74

## PART 4. REIMBURSEMENTS.

### 4A. Monthly Travel Reimbursement.\*

\*All travel reimbursement requirements must be met.

Effective July 1, 2019	Amount
Senior truant officers and truant officers assigned to high schools, specialty schools and social adjustment school	\$192.50
Elementary school truant officers	\$158.23
Kindergarten teachers serving two schools	\$48.79

All other teachers whose assignments require daily travel from one school or branch to another	\$48.79
School community representatives	\$48.79
All cooperative education teachers (coordinators)	\$115.26
Speech/language pathology paraeducators	\$121.14
Audiometric and vision screening technicians	\$121.14
School social workers, speech pathologists, school psychologists and teacher nurses	\$121.14
Field adjustment teachers—social adjustment	\$158.23
School social service assistants	\$68.35
Head Start Educational Resource Assistant	\$68.35
Head Start Health Resource Assistant	\$68.35
Head Start Parent Resource Assistant	\$68.35
Head Start Educational Resource Assistant	\$68.35
Effective July 1, 2020	Amount
Senior truant officers and truant officers assigned to high schools, specialty schools and social adjustment school	\$198.28
Elementary school truant officers	\$162.98
Kindergarten teachers serving two schools	\$50.26
All other teachers whose assignments require daily travel from one school or branch to another	\$50.26
School community representatives	\$50.26
All cooperative education teachers (coordinators)	\$118.71
Speech/language pathology paraeducators	\$124.77
Audiometric and vision screening technicians	\$124.77
School social workers, speech pathologists, school psychologists and teacher nurses	\$124.77
Field adjustment teachers—social adjustment	\$162.98
School social service assistants	\$70.40
Head Start Educational Resource Assistant	\$70.40
Head Start Health Resource Assistant	\$70.40
Head Start Parent Resource Assistant	\$70.40
Head Start Educational Resource Assistant	\$70.40

Effective July 1, 2021	Amount
Senior truant officers and truant officers assigned to high schools, specialty schools and social adjustment school	\$204.22
Elementary school truant officers	\$167.87
Kindergarten teachers serving two schools	\$51.76
All other teachers whose assignments require daily travel from one school or branch to another	\$51.76
School community representatives	\$51.76
All cooperative education teachers (coordinators)	\$122.28
Speech/language pathology paraeducators	\$128.51
Audiometric and vision screening technicians	\$128.51
School social workers, speech pathologists, school psychologists and teacher nurses	\$128.51
Field adjustment teachers—social adjustment	\$167.87
School social service assistants	\$72.51
Head Start Educational Resource Assistant	\$72.51
Head Start Health Resource Assistant	\$72.51
Head Start Parent Resource Assistant	\$72.51
Head Start Educational Resource Assistant	\$72.51
Effective July 1, 2022	Amount
Senior truant officers and truant officers assigned to high schools, specialty schools and social adjustment school	\$211.37
Elementary school truant officers	\$173.75
Kindergarten teachers serving two schools	\$53.58
All other teachers whose assignments require daily travel from one school or branch to another	\$53.58
School community representatives	\$53.58
All cooperative education teachers (coordinators)	\$126.56
Speech/language pathology paraeducators	\$133.01
Audiometric and vision screening technicians	\$133.01
School social workers, speech pathologists, school psychologists and teacher nurses	\$133.01
Field adjustment teachers—social adjustment	\$173.75
School social service assistants	\$75.05
Head Start Educational Resource Assistant	\$75.05



Head Start Health Resource Assistant	\$75.05
Head Start Parent Resource Assistant	\$75.05
Head Start Educational Resource Assistant	\$75.05
Effective July 1, 2023	Amount
Senior truant officers and truant officers assigned to high schools, specialty schools and social adjustment school	\$218.77
Elementary school truant officers	\$179.83
Kindergarten teachers serving two schools	\$55.45
All other teachers whose assignments require daily travel from one school or branch to another	\$55.45
School community representatives	\$55.45
All cooperative education teachers (coordinators)	\$130.99
Speech/language pathology paraeducators	\$137.67
Audiometric and vision screening technicians	\$137.67
School social workers, speech pathologists, school psychologists and teacher nurses	\$137.67
Field adjustment teachers—social adjustment	\$179.83
School social service assistants	\$77.68
Head Start Educational Resource Assistant	\$77.68
Head Start Health Resource Assistant	\$77.68
Head Start Parent Resource Assistant	\$77.68
Head Start Educational Resource Assistant	\$77.68

## APPENDIX B

# CONTRIBUTIONS TO HEALTH CARE PLANS

**Employee Contributions.** Employee contributions shall increase as follows:

Change in Employee Health Contributions	
Jan 1, 2020	0.0%
Jan 1, 2021	0.0%
Jan 1, 2022	0.0%
Jan 1, 2023	0.25%
Jan 1, 2024	0.5%

**Effective July 1, 2019**

	HMO*	PPO*	PPO + HSA*
Single	2.0%	2.2%	0.0%
Employee + 1	2.2%	2.5%	1.0%
Family	2.5%	2.8%	1.9%

\*All percentages are percent of base salary

## APPENDIX C

# PROCEDURES FOR WAIVERS FOR THE DURATION OF THIS AGREEMENT

1. The school principal shall meet with the faculty during the school day to discuss any proposal which may require a waiver from any provision of this Agreement.
2. In order to secure a waiver from any provision of this Agreement, a secret ballot vote shall be conducted among all UNION members assigned to the school.
3. The procedures for conducting such a vote shall be mutually agreed upon between the principal and the school dele-

gate. If no school delegate has been appointed or elected to the school, then procedures shall be agreed upon without delay with a UNION representative. The principal will post the proposed waiver at least forty-eight hours prior to the vote. The UNION may schedule a private meeting at the school with the bargaining unit members prior to the vote.

**4.** A majority of fifty percent plus one of the UNION members voting shall be required to approve a waiver. A waiver that is rejected may not be submitted more than once in any school year.

**5.** If the waiver is approved, the principal and the school delegate shall sign the waiver indicating that the voting procedures were followed and reporting the results of the vote.

**6.** Copies of this approved waiver shall be forwarded immediately to the Office of Employee Engagement and the UNION.

**7.** The approved waiver automatically terminates at the conclusion of the school year.

**8.** Failure to implement the procedure, failure to implement the approved waiver or improper implementation of the approved waiver shall be subject to the grievance procedure pursuant to Article 3.

**9.** The BOARD shall develop and distribute procedures for waivers of BOARD policies and procedures.

## **APPENDIX D BARGAINING UNIT POSITIONS**

### **TEACHERS**

Acting Head Teacher

Assistive Technology Itinerants

Augmentative Communication Itinerants

Bilingual Teacher

Cadre Substitute

Case Manager  
City-Wide Non-School-Based Teacher Coach  
Counselor  
CTE Academy Coordinator  
Curriculum and Instructional Coach  
Day-to-Day Substitute  
Displaced FTB Cadre-100 Days  
Displaced Full Time Basis Cadre  
Early Childhood Teachers  
Early Childhood Special Education Itinerants  
Elementary School Teacher  
Head Teacher  
High School Support Teacher  
High School Programmer  
High School Teacher  
Hospital Teachers  
Instructional Support Leaders\*  
International Baccalaureate Teacher  
Itinerant Teachers of the Deaf and Hard of Hearing  
Itinerant Teachers of the Visually Impaired  
Lead Teacher  
Librarian  
Literacy Coach  
Literacy Intervention Teacher  
Magnet Program Specialist  
Middle School Teacher  
Network College and Career Specialist\*  
Occupational Therapist  
Orientation/Mobility Specialists  
Part-Time Teacher  
Physical Therapist  
Playground Teacher\*  
Professional Development Teacher  
Program Option Teacher  
Provisional Certificate Substitute Teacher  
Provisional Cadre  
Regular Teacher  
School Counselor  
School Nurse  
School Psychologist  
School Social Worker

Special Education Teacher  
Speech Pathologist  
Stadium Director\*  
Teacher-Citywide  
Teacher Leader  
Teacher-Speech Pathologist  
Temporarily Assigned Teacher

## **PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL**

Attendance Coordinator  
Attendance and Truancy Specialist  
Audio-Visual Technician  
Audiometric and Vision Screening Technician  
College and Career Coach  
Community Relations Representative\*\*  
Comprehensive Service Coordinator  
Computer Technician  
CTE College and Career Coordinator  
Day-to-day Sub School Clerk  
Day-to-day Teacher Assistant  
Educational Sign Language Interpreter\*\*  
Family Engagement Coordinator  
Gear Up Coach  
Health Service Nurse  
Head Start Educational Resource Assistant  
Head Start Health Resource Assistant  
Head Start Parent Resource Assistant  
Head Start Social Service Resource Assistant  
Hospital Licensed Practical Nurse  
Instructor Assistant\*\*  
Interpreter Clerk  
Lifeguard  
Occupational Therapist Assistant  
Parent Advocate  
Parent Advocate-Bilingual  
Post-secondary Liaison  
Program Schedule Clerk  
Resident Social Worker  
School Assistant\*\*  
School Assistant-Bilingual

School Assistant–Bilingual–Spanish  
School Clerk Assistant  
School Clerk\*\*  
School Clerk–Bilingual–Spanish\*  
School Community Representative  
School Counseling Office Assistant  
School Library Assistant  
School Social Service Assistant\*\*  
Social Worker Assistant  
Special Education Support Clerk  
Speech/Language Pathology Paraeducator  
Speech/Language Pathology Paraeducator–Bilingual  
STLS Advocate  
Student Special Needs Program Assistant  
Student Special Services Advocate  
Teacher Assistant  
Teacher Assistant–Montessori Program  
Teacher Assistant Bilingual I  
Teacher Assistant Bilingual II  
Technology Coordinator\*\*  
Truant Officer\*  
Youth Intervention Specialist

\*Administrative position subject to negotiated terms

\*\*The former gradations for this position title (e.g., Community Relations Representative I, Community Relations Representative II) are obviated by and reflected in the PSRP salary schedule adopted as part of the 2019-24 Agreement that includes lanes that recognize educational attainment.

## APPENDIX E

# HEALTH CARE AND RELATED BENEFITS

### I. Medical Benefit

#### A. Health Care Plan Design Effective

Plan Design. The Board and Union agree to provide a healthcare plan to qualifying employees that include a PPO, an HMO and HSA.

Benefit Highlights (for eligible expenses)	HMO	PPO with HSA		PPO	
		In-Network	Out-of-Network	In-Network	Out-of-Network
<b>Health Savings Account</b> (Employer Contribution)	n/a	\$600 Employee Only \$1,500 Employee+1 \$2,000 Family		n/a	n/a
<b>Annual Deductible</b> (not applicable to services with co-pays)	none	\$2,000 per person \$4,000 per family	\$4,000 per person \$8,000 per family	\$600 per person \$1,800 per family	\$1,200 per person \$3,600 per family
<b>Out-of-Pocket Maximum</b> (including deductible)	\$1,500 per person \$3,000 per family	\$4,000 per person \$8,000 per family	\$8,000 per person \$16,000 per family	\$2,700 per person \$5,200 per family	\$5,400 per person \$10,800 per family
<b>Lifetime Maximum Coverage</b>	Unlimited				

Benefit Highlights (for eligible expenses)	HMO	PPO with HSA		PPO	
		In-Network	Out-of-Network	In-Network	Out-of-Network
<b>Care in Physician's Office</b> (general doctor office visits such as x-rays, allergy shots and chemotherapy)	100% after \$30 co-pay per visit	80% after deductible	50% after deductible	\$25 co-pay and 80% after deductible	50% after deductible
<b>Preventive</b> (preventive screening) (routine physical check-ups for adults and children, mammograms, PSA, pap smears, HPV screenings, physicals and immunizations)	100% (no co-pay) (no deductible)	100% (no co-pay) (no deductible)	50% after deductible	100% (no co-pay) (no deductible)	50% after deductible



Benefit Highlights (for eligible expenses)	HMO	PPO with HSA		PPO	
		In-Network	Out-of-Network	In-Network	Out-of-Network
<b>Pre-Certification through Vendor Selected by the Board</b>	HMO participants are not required to obtain pre-certification through vendor selected by the Board. Referrals are handled by participants' primary care physicians.	Pre-authorization required, failure can result in 50% additional co-insurance charge up to \$1,000 plus the co-insurance that is applicable to the service. Benefits can be further reduced or denied completely if it is determined that treatment or admission is not medically necessary.			
<b>Inpatient Hospital Services</b> Hospital (Semi-Private) Room and Board	100% after \$275 co-pay per admission	80% after deductible	50% after deductible	\$100 per admission and 80% after deductible	\$100 per admission and 50% after deductible
<b>Doctor's Visits</b> (including specialists, x-rays, labs, drugs, surgeon's fees and anesthesiologists)	100% \$0 co-pay	included in in-patient hospitalization	included in in-patient hospitalization	included in in-patient hospitalization	included in in-patient hospitalization
<b>Outpatient Hospital Care</b> (including surgery)	covered in full after \$225 co-pay per visit	80% after deductible	50% after deductible	80% after deductible	50% after deductible

Benefit Highlights (for eligible expenses)	HMO	PPO with HSA		PPO	
		In-Network	Out-of-Network	In-Network	Out-of-Network
<b>Maternity</b>					
Prenatal/Postnatal	100% after \$45 co-pay per visit	80% after deductible	50% after deductible	100% after \$40 co-pay per visit	50% after deductible
Hospital Coverage (mother and newborn)	100% after \$275 co-pay per admission	80% after deductible	50% after deductible	80% after deductible	50% after deductible
<b>Covered Emergency Care</b>					
Emergency Care (if emergency)	100% after \$200 co-pay per visit	80% after deductible	80% after deductible	100% after \$200 co- pay per visit	100% after \$200 co-pay per visit
Ambulance (if emergency)	100% with \$0 co-pay	100% after deductible	100% after deductible	100% after deductible	100% after deductible
<b>Mental Health and Substance Abuse</b>					
Inpatient	100% after \$275 co-pay	100% after deductible	80% after deductible	80% after deductible	50% after deductible
Outpatient	100% after \$20 co-pay <sup>2</sup>	100% after deductible	80% after deductible	100% after \$25 co-pay	80% after \$25 co-pay

<sup>2</sup> The amount of this co-pay reflects the parties' settlement of grievance case no. 20-02-117.

Benefit Highlights (for eligible expenses)	HMO	PPO with HSA		PPO	
		In-Network	Out-of-Network	In-Network	Out-of-Network
<p><b>Basic Vision Plan</b></p> <p>*Employees have the option of purchasing additional coverage by enrolling in the Enhanced Vision Plan, which is described in paragraph (B)(3) below.</p>	Annual eye exam through network provider covered at 100% after \$15 co-pay				
	Discounts on eyewear				
<p><b>Therapy</b></p> <p>(physical, occupational and speech therapy for restoration of function) (services for acquisition of function not covered) (limited to 60 visits per calendar year per therapy)</p>	100% for the number of visits which, if approved by a doctor, up to 60 visits combined for all therapies, plus \$30 co-pay per visit per calendar year	100% after deductible, then \$30 co-pay	80% after deductible	100% after deductible, then \$30 co-pay	80% after deductible
<p><b>Chiropractic Care</b></p> <p>(unlimited visits if medically necessary)</p>	100% after \$45 co-pay per visit <sup>3</sup>	100% after deductible, then \$30 co-pay	80% after deductible, then \$30 co-pay	100% after deductible, and \$30 co-pay	80% after deductible

<sup>3</sup> The amount of this co-pay reflects the parties' settlement of grievance case no. 20-12-014(amr).

Benefit Highlights (for eligible expenses)	HMO	PPO with HSA		PPO	
		In-Network	Out-of-Network	In-Network	Out-of-Network
Care in Skilled Nursing Facility (non-custodial) (up to 60 days per year if medically necessary)	100%	80% after deductible	50% after deductible	80% after deductible	50% after deductible
Prosthetic Devices and Medical Equipment	100%	80% after deductible	50% after deductible	80% after deductible	50% after deductible

Benefit Highlights (for eligible expenses)	HMO	PPO with HSA	PPO
<b>Prescription Drugs</b> (preferred drug list) (retail is for up to 30-day supply) (mail is for up to 90-day supply)  *Your cost will be the co-pay or the price of the prescription, whichever is less.  Employees enrolled in the HMO or PPO plan will have to pay a \$75 prescription drug deductible per calendar year per household.	<b>Retail (co-pay per prescription) in retail pharmacy network</b>		
	Generic: \$10 Brand Name: \$40 Brand Name (Not on List): \$55 Specialty: \$95	80% covered after medical deductible is satisfied	Generic: \$10 Brand Name: \$40 Brand Name (Not on List): \$55 Specialty: \$95
	<b>Mail (co-pay per prescription)</b>		
	Generic: \$20 Brand Name: \$90 Brand Name (Not on List): \$120 Specialty: \$200	80% covered after medical deductible is satisfied	Generic: \$20 Brand Name: \$90 Brand Name (Not on List): \$120 Specialty: \$200
<b>Retail purchases out of retail pharmacy network</b>			
Employees will pay 100% of the prescription price. Employee will need to submit a paper claim form, along with the original prescription receipt(s), to Caremark for reimbursement of covered expenses. Covered prescriptions purchased at a non-participating pharmacy will be reimbursed at 60% of the generic drug cost.  Brand Name: The plan will also only pay 60% of the generic drug cost if a brand-name drug is issued when a generic drug is available.			

## **B. Insurance Benefits - Other**

1. *Pre-authorization.* Pre-authorization required, failure can result in 50% additional co-insurance charge up to \$1,000 plus the coinsurance that is applicable to the service. Benefits for medically unnecessary procedures are subject to further reduction or denial in accordance with plan policy. The BOARD will continue to provide information about pre-authorization to its employees during the Open Enrollment period. The BOARD agrees that employees should be provided with additional information materials upon which to base health care decisions and will design a specific communication piece such as a section of the annual open enrollment materials, or other communication.

2. *Chronic Care/Disease Management Program.* The parties agree to continue to maintain a chronic care/disease management program. The program shall provide individualized/customized treatment plans, education support, monitoring via nurse care coordinators, communications to employees through the internet and mail, and targeted phone calls to engage employees in preventive actions.

3. *Enhanced Vision Plan.* The BOARD shall continue to offer an employee-paid vision plan providing contacts/lenses once every calendar year and frames once every calendar year. Employee premiums are as follows:

- Employee: as determined by insurer, or if self-insured as determined by vendor.
- Employee + 1: as determined by insurer, or if self-insured as determined by vendor.
- Family: as determined by insurer, or if self-insured as determined by vendor.

In addition, there will be a \$150 frame allowance every calendar year and a \$175 contacts/lenses allowance every calendar year covered in network. Greater allowances may be provided at the discretion of the BOARD.

4. *Pharmaceutical Benefit.* The prescription drug benefit shall continue to include the following terms:

- Annual mailing providing employees with summary of Rx expenses and recommendations to save employees money such as for generic substitutions.
- Retail Fill Restrictions (initial fill + 4, then employee must use mail order to avoid penalty).

6. *Benefits Eligibility For New Hires.* A newly hired employee will continue to be eligible for health care benefits beginning on the first day of the month following his or her date of hire.

7. *Employee Assistance Program.* An Employee Assistance Program shall continue to be maintained as part of the health care program.

### **C. Benefit Information.**

- The BOARD currently provides a guide, providing an overview of its health care plans to new employees and re-hired employees and during the annual Open Enrollment period, and the BOARD will continue to do so. The guide will be available online to allow employees to view current plan information electronically.
- The BOARD benefit plans provide a toll-free hotline and an online site for members to access with questions regarding their health care plan. The hours of operation for each health care plan are 8:00 a.m. to 6:00 p.m. Additionally, the BOARD has a Benefits Customer Service team which answers calls during business hours.
- As a result of the PeopleSoft conversion, the BOARD relies on a unique identification number (“UID”) for all employees. The BOARD will work with each of its vendors to ensure that employees are routinely identified by these UIDs as opposed to the employees’ Social Security numbers.

### **D. Anti-Fungal Drugs.**

Griseofulvin is covered by the Board. All other anti-fungal drugs have the option of going through medical necessity

review and may be covered after review with the exception of Penlac which is excluded from the plan and Grifulvin V and Gris-Peg which are no longer available on the market.

Drug Name	Covered
Grifulvin V	N/A
Gris-Peg	No
Griseofulvin	Yes
Lamisil	No
Sporanox	No
Penlac	No

## II. Dental Benefit

Employees and eligible family members will have the choice of PPO or Managed Care.

PPO Dental Plan - Member selects an in-network or an out-of-network provider.

Managed Care - Member selects a dentist in the provider network.

Plan Design:

Services	PPO In-Network	PPO Out-of-Network*	Managed Care
Preventive	80% of PPO rate	80% of PPO rate	100%
Basic	80% of PPO rate	80% of PPO rate	85-75%
Major	50% of PPO rate	50% of PPO rate	70-65%
Individual Maximum			
Benefits Limit	\$1,500 annually	None	
*Deductible	None	\$100 annually	None

### Employee Contributions:

#### PPO

- Employee: \$0
- Employee plus one: 100% contributory at rates determined by plan provider



- Employee plus family: 100% contributory at rates determined by plan provider

## **Managed Care**

- Employee: \$0
- Employee plus one: \$0
- Employee plus family: \$0

## **III. Flexible Spending Accounts (“FSAs”).**

The BOARD will offer its employees two types of voluntary 100% contributory, flexible spending accounts:

Medical Reimbursement Account – to be used for FSA eligible expenses not covered by the employee’s medical or dental plan, such as co-pays, deductibles and co-insurance. The maximum amount is \$2,700 per year.

Dependent Care Account – to be used for dependent care expenses. The maximum amount is \$5,000 per year.

## **IV. Life and Personal Accident Insurance.**

Employees are covered by Basic Life coverage. A voluntary Optional Life and matching Accidental Death and Dismemberment insurance is available for employees and eligible family members.

- Basic Life: \$25,000
- Optional Dependent Life: \$50,000 spouse
- Optional Dependent Accidental Death and Dismemberment: \$50,000 spouse

## **Employee Contributions:**

- Basic Life: \$0
- Optional Dependent Life: 100% contributory at rates determined by plan provider
- Optional Accidental Death and Dismemberment: 100% contributory at rates determined by plan provider

## **V. Savings and Retirement Program.**

The BOARD will contribute, at retirement, a percentage of the value of an employee’s unused retained sick day

bank to the employee's 403(b) account, within legal limits, based on retirement benefit eligibility requirements. The "retained sick day bank" shall be as defined in Article 37-4 above and subject to the terms of that article. The percentage shall be as set forth in Article 37-4 above. If no account exists, one will be established with one of the authorized vendors, based on agreed-upon criteria.

- A contribution will be made for all employees, with sick pay balances, meeting the pension benefit eligibility requirements.
- No exceptions.
- Contributions made on behalf of the employee will not be subject to state or Medicare tax, as allowed by law.

## **APPENDIX F [RESERVED]**

(formerly GUIDELINES FOR TRANSFER OF SICK DAYS  
— See Article 37)

## **APPENDIX G FMLA LEAVE**

Bargaining unit employees regularly employed on a year-round basis who have been employed for at least twelve months and who have worked a minimum of 1,250 hours of service during the previous twelve-month period and bargaining unit employees regularly employed on a ten-month basis who have been employed for the equivalent of at least twelve months and who have worked the equivalent of a minimum of 1,250 hours of service during the previous twelve-month period shall be entitled to unpaid leave under the Family and Medical Leave Act ("FMLA") for any of the following reasons:

- (a) To provide care for a son or daughter during the twelve-month period after the birth of such child;

**(b)** To provide care for a son or daughter during the twelve-month period after such child is adopted by or placed in the foster care of the employee;

**(c)** To provide care for a son, daughter, spouse or parent with a serious health condition; or

**(d)** To treat or recover from a serious health condition of the employee.

Bargaining unit employees are entitled to a total of twelve work weeks of unpaid leave for the above-stated reasons during a “rolling” twelve-month period measured backwards from the date an employee uses any FMLA leave.

Bargaining unit employees shall be required to use their accrued sick days concurrently with any leave of absence taken under the FMLA. Employees will have the option, upon appropriate notice, to use accrued vacation days. During any leave taken under the FMLA, the employee’s health care coverage under any group health plan shall be maintained for the duration of such leave at the level and under the conditions coverage would have been provided if the employee had continued in employment continuously for the duration of the leave. If the employee is using vacation or sick days, the employee will accrue seniority while on FMLA leave.

Bargaining unit employees must provide at least thirty days’ advance notice before FMLA leave is to begin if the need for leave is foreseeable based on an expected birth, placement for adoption or foster care or planned medical treatment for a serious health condition of the employee or the employee’s son, daughter, spouse or parent. If thirty days’ notice is not practicable (such as because of a lack of knowledge of approximately when a leave will be required to begin, a change of circumstances or a medical emergency), notice must be given as soon as practicable. Failure to provide the notice set forth in this Section shall not affect the employee’s entitlement to the leave when the BOARD has actual knowledge of the FMLA-precipitating event.

A bargaining unit employee who takes FMLA leave shall

be entitled on return from such leave to be restored to the position of employment held by the employee when the leave commenced or to an equivalent position with equivalent employment benefits, pay and other terms and conditions of employment.

Except as may be specifically provided for in this Agreement, bargaining unit employees' rights and obligations relating to FMLA leave shall be governed by the provisions of the FMLA (including the regulations thereunder) and BOARD rules or policies.

## **APPENDIX H LAYOFF OF TEACHERS**

### **Section 1 – Definitions**

**A. *School actions.*** BOARD-approved actions to close, consolidate, phase-out or turnaround a school.

**B. *School closing.*** A student attendance center is closed, its attendance area boundary redistributed to two or more schools and its students reassigned to one or more schools.

**C. *School consolidation.*** A student attendance center is closed, its attendance area boundary merged with one other school and its students reassigned to one other school.

**D. *Phase-out.*** A student attendance center is gradually closed through the reassignment of the area attendance boundary to one or more other student attendance centers with no students reassigned; such center may later be closed or consolidated.

**E. *Turnaround or reconstitution.*** All employees of the school are removed from the school and reassigned or laid off with no students reassigned to other schools.

**F. *Economic actions.*** Economic actions are those for which the cause of the layoff of the employee is the

BOARD's, unit's or school's lack of funds to maintain current staffing levels; economic actions may take the form of different transactions, including, but not limited to, class size increases, changes in position definitions (i.e., redefinitions) to meet program needs, elimination of positions or the reduction of positions from full- to part-time.

**G. Other actions.** Actions that are not school actions or economic actions. They may be based on a school's enrollment or a school's or unit's educational program and may include, but not be limited to, (i) drops in enrollment whereby a student attendance center receives fewer positions or less resources due to a decline in student enrollment, (ii) changes in the educational or academic focus of the attendance center whereby an entire attendance center or a substantial part of an attendance center becomes focused on or changes its focus to a particular content area or form of pedagogy (e.g., International Baccalaureate, Montessori or STEM) that necessitates specialized credentials for or training of teaching staff and sometimes support staff, (iii) program closures whereby special programs are eliminated (e.g., a grant-funded reading program ends), (iv) redefinitions, (v) elimination of positions or (vi) reduction of positions from full- to part-time.

## **Section 2 – Scope of Policy**

Whenever there is a reduction in or change in the teaching force that results in the lay off of appointed teachers, teachers will be reassigned or laid off in accordance with this policy.

## **Section 3 – Order of Teacher Layoff**

If changes in an attendance center or program require the layoff of some but not all teachers, the order of layoff of teachers within the affected unit and certification shall be by the following performance tiers and/or as follows:

1. Any teachers rated unsatisfactory;
2. Any substitute or temporary teachers;

3. Probationary appointed teachers by performance tier (emerging: 209-250 score; developing: 251-284 score; proficient: 285-339 score; and excellent: 340-400 score).

4. Tenured teachers rated satisfactory or, after the first evaluation in the new evaluation system issues, first tenured teachers rated emerging (209-250 score) and then tenured teachers rated developing (251-284 score).

5. All other tenured teachers.

Within each of the foregoing five tiers, teachers shall be displaced by inverse order of seniority, with the least senior teacher being laid off first.

#### **Section 4 – Notice of Position Closing**

When a determination is made that a teacher's services are no longer required at an attendance center, the teacher will be so notified (hereinafter "notice of layoff") twenty-one days in advance of the effective date of layoff, except in the case of 20th day position closing.

#### **Section 5 – Tenured Teachers' Benefits Upon Layoff**

**A.** Notwithstanding any provision to the contrary in this Agreement, all tenured teachers, except those whose last summative rating was unsatisfactory, upon layoff for any reason on or after June 21, 2016 shall be placed in the Reassigned Teacher Pool at the start of the subsequent school year (or, in the case of teachers laid off during the school year, immediately after the effective date of layoff) for 10 school months. Those tenured teachers shall be placed in a full-time teacher vacancy that exists on the 20th day of the school year and for which they are qualified for the balance of the school year on a temporary basis without loss of salary or benefits. If that vacancy is filled by someone other than the tenured teacher before the expiration of 10 school months, the tenured teacher shall be returned to the reassigned teacher pool for the remainder of 10 school months. If no vacancy exists for which a teacher is qualified on the 20th day, the teacher shall remain in the Reassigned Teacher Pool for 10 school months.

After ratification of this Agreement, tenured teachers eligible for this benefit who were laid off at the end of the 2015-2016 school year shall be placed in the Reassigned Teacher Pool effective the second semester of the 2016-2017 school year for 10 school months.

## **B. Teacher Eligibility List.**

1. The BOARD with input from the UNION shall create a system by which candidates for hire as teachers are prequalified through hiring screening methods. Prequalified teachers shall include: (a) tenured teachers laid off for any reason on or after June 15, 2010 whose most recent performance rating was in the top two rating categories (i.e., excellent or superior and excellent or proficient); and (b) new applicants and other teachers who pass uniform pre-screening hiring criteria, including the consideration of employment history.

Tenured Teachers laid off between June 15, 2010 and June 30, 2012 will not be placed on the teacher eligibility list if they are currently employed by the BOARD in a full-time teacher position or have previously resigned or retired.

2. Eligible tenured teachers will be invited to be on the teacher eligibility list and to confirm their desire to be on the list (such as completing an on-line application). The UNION will be copied on all communications.

3. Prequalified teachers will be admitted to the eligibility list as they are laid off and shall remain on the teacher eligibility list for two years or until they receive a permanent appointment, whichever first occurs. However, teachers placed on the eligibility list during 2012 will remain on the list until June 30, 2015

4. Inter-unit transfers are exempt from the process described in this Section.

5. Principals shall hire only prequalified applicants to permanent teaching positions and shall have the discretion to hire any prequalified teacher. However, principals who receive three or more applications from

prequalified displaced tenured teachers for a posted vacancy must interview at least three prequalified displaced tenured teachers for the position. If the principal does not select a prequalified displaced tenured teacher, the principal shall provide the reason(s) for the non-selection to the Talent Office, which shall communicate the reason(s) to the prequalified displaced tenured teacher. Such reasons may not be arbitrary.

**6.** Every July 1, the BOARD shall provide the UNION with a list of permanent vacancies filled by teachers on the eligibility list between the immediately preceding July 1 to June 30 period. If fifty percent of those vacancies have not been filled by prequalified displaced tenured teachers, the BOARD will assign a number of prequalified displaced tenured teachers who were on the eligibility list on the immediately preceding June 30 to the reassigned teacher pool for a period of five school months, but excluding:

(a) displaced teachers then currently in the reassigned teacher pool under another provision of this Agreement; and

(b) tenured teachers displaced between June 15, 2010 and June 30, 2012 who were placed into the Reassigned Teacher Pool upon layoff.

Assignments to the reassigned teacher pool shall be based on seniority. The number of prequalified displaced tenured teachers assigned shall equal the difference between the numerical value of fifty percent of the permanent vacancies filled during the immediately preceding July 1 to June 30 period and the actual number of vacancies filled by prequalified displaced tenured teachers. Prequalified displaced tenured teachers who are placed in the reassigned teacher pool and who do not find a permanent appointment by the end of their five-month assignment shall be assigned to the Cadre for five school months. If the prequalified displaced tenured teacher is not appointed to a position by the end of his or her assignment in the Cadre, he or she shall be laid off and separated from BOARD em-



ployment, but will remain on the teacher eligibility list for the remainder of his or her two years of eligibility.

### **C. Tenured Teachers Laid Off Due to School Actions.**

Tenured teachers laid off due to school actions shall receive the following benefits:

1. *Transfer to receiving schools in school closings and consolidations.* Tenured teachers whose most recent rating is in the top two rating categories (i.e., excellent or superior and excellent or proficient) shall be appointed to a vacancy at a school to which students from their school have been assigned to the extent that a vacancy within the teacher's certification has been created as a result of or in connection with the transfer of students. If more than one teacher is eligible for appointment to the same vacancy, selection for the vacancy shall be based on seniority.

2. *Alternative severance benefit.* A tenured teacher who has been laid off due to school actions shall be offered the opportunity to resign and receive three months of pay.

### **D. Tenured Teachers Laid Off for Reasons Other Than Economic Actions and School Actions.**

*Recall to unit.* A tenured teacher who has been laid off from a school or unit shall be entitled to recall to the same school or unit from which he or she had been laid off for a period of ten school months from the date of layoff, provided that a vacancy within his or her certification is created at the school or unit and that the teacher has been rated proficient or better. Tenured teachers shall be recalled in inverse order of layoff.

### **Section 6 – Probationary Teachers' Benefits Upon Layoff**

Probationary teachers who are laid off and who have been rated in the top two rating categories shall be offered placement in the day-to-day substitute pool.

### **Section 7 – Eligibility to Apply to Other Positions**

The terms of this policy do not preclude any teacher from applying for vacant positions or employment as a Cadre or day-to-day substitute at any time.

## Section 8 – Reappointment with Tenure

Within two years after layoff from BOARD employment, if the tenured teacher is appointed by a principal to a permanent position, tenure and prior seniority will be restored to the tenured teacher as of the date of appointment.

# APPENDIX I LAYOFF, INTERIM ASSIGNMENT AND REAPPOINTMENT OF PSRPS

The BOARD's Layoff, Interim Assignment and Reappointment of Educational Support Personnel ("ESP") Policy incorporated herein and reads in pertinent part as follows:

**I. Layoff, Re-Staffing, and Reappointment of Bargaining Unit ESP.** The provisions of Section I of this policy govern the CEO's or designee's decisions to layoff BOARD employees in educational support personnel classifications or job titles in bargaining units certified for the purposes of collective bargaining ("bargaining unit ESP employees" or "bargaining unit PSRP employees").

**A. Reasons for Reductions in Force of Bargaining Unit ESP Employees:** The Chief Executive Officer (CEO) or designee may conduct reductions in force, layoff or dismiss bargaining unit ESP employees for the following reasons:

- (1) lack of work or funds,
- (2) decline in student enrollment,
- (3) change in subject requirements,
- (4) closing of an attendance center, department or unit,
- (5) privatization contracts with third parties,
- (6) abolition of positions because of changes in duties associated with them,

- (7) change in organizational structure,
- (8) reconstitution of attendance centers pursuant to Section 34-8.3 of the Illinois School Code,
- (9) intervention in an attendance center under Section 34-8.4 of the Illinois School Code, or
- (10) any other reason, which in the exercise of the CEO or designee's discretion, make a reduction in force necessary or prudent.

**B. Notice of Layoff.** When the CEO or designee decides to conduct a reduction in the work force which results in the layoff of bargaining unit ESP employees, the CEO or designee will give fourteen (14) calendar days' advance written notice to affected bargaining unit ESP employees or, if notice is given during the bargaining unit ESP employees' regular work year, fourteen (14) calendar days pay in lieu of advance notice. The CEO or designee will enclose with the notice of layoff: 1) a list of ESP vacancies then existing; 2) instructions about how to learn about future ESP vacancies; 3) instructions on how to apply for bargaining unit vacancies posted on the Human Resources Department's on-line job bulletin in accordance with Section I.E.1 of this policy; and 4) instructions on how to change address and contact information with the Talent Office.

**C. Criteria for Determining Bargaining Unit ESP Employees to Be Laid Off.**

The school principal or unit head shall determine the number of positions and which classification(s) within the unit shall be affected. Employees within those classifications will be laid off in the following order:

1. Employees who do not possess the highly qualified status or who do not hold necessary certifications or other qualifications;
2. Employees rated unsatisfactory (i.e., below 1.9 points on current system) in their most recent performance rating.

3. Employees rated developing (i.e., 2.0-2.6 points on the current evaluation system) in their most recent performance rating.

4. All other employees by seniority.

For the purposes of this policy only, “seniority” with regard to layoff and reappointment shall mean the length of full-time accumulated service in any career service/ESP position, with such seniority accruing from the date of initial appointment to a career service/ESP position with the BOARD. This definition of “seniority” shall apply only to those ESP employees who are represented by a bargaining unit at the time of their layoff.

**D. Re-staffing of a Bargaining Unit ESP Position in the Laid Off ESP Employee’s Classification or Job Title at the School or Unit During the 2 Years following Layoff of Bargaining Unit ESP Employees.** This recall provision shall apply to PSRPs laid off on or after February 1, 2014. Except as provided in Section I.F of this policy (concerning layoffs under the BOARD’s Closing of Schools Policy or Sections 34-8.3 or 34-8.4 of the Illinois School Code), and excluding employees whose last rating was unsatisfactory, if a school or unit opens a bargaining unit position in the same job title from which one or more ESP employees at that school or unit was laid off within two (2) years of the effective date of the affected laid off bargaining unit ESP employee(s)’ layoff(s), the CEO or designee shall offer to re-staff laid off bargaining unit ESP employees to the position in order of seniority, provided that the laid off bargaining unit ESP employee meets all of the qualifications for the position, including, where applicable, being highly qualified for the position in accordance with applicable BOARD policies and state and federal rules and regulations. The CEO or designee shall make the offer to re-staff to an eligible laid off bargaining unit ESP irrespective of whether or not a laid off bargaining unit ESP has accepted an interim assignment under the provisions of Section I.E of this Policy or a

permanent appointment in another position or at another school. A laid off bargaining unit ESP employee offered re-staffing under this provision must demonstrate highly qualified status for the position to the Talent Office in accordance with existing staffing procedures. Failure to do so will result in revocation of the offer to re-staff.

In the case of a school closing or consolidation, teacher assistants rated proficient or better who are assigned to provide services to a student under an IEP who is transferred shall be transferred with the student to the receiving school or other school that the student chooses.

In the case of school closings or consolidations, PSRPs rated proficient or better shall be transferred to the receiving school to the extent that vacancies are opened in their titles at the receiving school as a result of the receipt of students.

**E. Benefits Upon Layoff.** PSRPs whose most recent annual rating was developing or better shall be placed in positions for which they qualify that are vacant on the 20th day until the end of the semester.

**F. Eligibility Pool for Consideration for and Interim Assignment to Certain Bargaining Unit Positions.** The CEO or designee shall maintain a list of laid off bargaining unit ESP employees by job title who are seeking re-employment with the BOARD for a period of ten (10) school months after the effective date of their layoff. The list will constitute the eligibility pool. Laid off bargaining unit ESP employees in the eligibility pool will be eligible for interviews for appointment to BOARD-funded positions for which they apply in accordance with this Policy and for an interim assignment to a vacant position in the title from which they were laid off and for which they meet the minimum qualifications as follows:

- (1) Eligibility for Interviews for Bargaining Unit ESP Vacancies Posted on the Human Resources Department's On-line Job Bulletin. A laid off bar-

gaining unit ESP employee in the eligibility pool may apply for BOARD-funded bargaining unit vacancies in his or her former job title at schools or units other than that from which he/she was laid off that are posted on the Human Resources Department's on-line job bulletin for which they qualify by submitting a timely application to the Talent Office in accordance with instructions in their notice of layoff and in accordance with the posting. If a laid off bargaining unit ESP employee applies for a BOARD-funded vacant bargaining unit ESP position and meets the minimum qualifications for the position as advertised including being highly qualified in accordance with BOARD Policy and state and federal regulations, the principal or unit head shall interview and give the laid off bargaining unit ESP consideration for appointment to the position on the same terms as other qualified applicants. In order to qualify for an interview, the laid off bargaining unit ESP employee must submit a timely application to the Talent Office and must demonstrate to the Talent Office in his or her application or resume that he/she meets the minimum qualifications of the position including, where applicable, being highly qualified for the position in accordance with applicable state and federal rules and regulations.

(2) Eligibility for Interim (Temporary) Assignment at another School or Unit to a Vacancy in the Laid Off Employee's Former Title. If a position in a laid off bargaining unit ESP employee's former job title at a School or Unit other than that from which the bargaining unit ESP employee was laid off remains vacant for a period of forty-five (45) calendar days after it was created or became vacant and no offer of employment to a candidate is pending the CEO or designee will offer to assign and, if the offer is accepted, assign a laid off bargaining unit ESP employee who is in the eligibility pool to the vacant bargaining unit ESP position on an interim (tem-

porary) basis provided the laid off bargaining unit ESP employee:

- a. meets the minimum qualifications of the position, including, where applicable, being highly qualified for the position in accordance with applicable state and federal rules and regulations;
- b. has a minimum efficiency rating of 70% in his or her previous position; and,
- c. did not have disciplinary action pending at the time of his or her layoff; and,
- d. has not received a disciplinary suspension in the ten (10) school months immediately preceding his or her layoff.

If there is more than one laid off bargaining unit ESP eligible for an interim assignment, the CEO or designee shall offer interim assignments to eligible and qualified laid off bargaining unit ESP employees in order of seniority. If a laid off bargaining unit ESP rejects an offer of an interim assignment, the laid off ESP employee will forfeit his or her place in the eligibility pool.

An interim assignment shall be for a maximum of sixty school (60) calendar days. At any point during the interim assignment, the principal or unit or department head may remove or replace the laid off bargaining unit ESP employee by appointing another employee or applicant to the position. If the laid off bargaining unit ESP who was given an interim assignment is not removed or replaced during the sixty (60) calendar day interim period, the CEO or designee shall appoint him or her to the position. If the laid off bargaining unit ESP is appointed to the position, the CEO or designee shall remove him or her from the eligibility pool. If a laid off bargaining unit ESP is removed from the interim position, the CEO shall return him or her to the eligibility pool, provided however that the interim assignment shall not extend his or her maximum period of ten (10) school months in the eligibility pool.

**G. ESP Layoffs Due to School or Unit Closing or In Connection with BOARD Remedial Actions Under Section 34-8.3 or Section 34-8.4 (Intervention).** In cases in which the CEO or designee conducts a reduction in force or layoff due to School or Unit closings, or in connection with BOARD remedial action under Section 34-8.3 or Section 34-8.4 of the Illinois School Code, Section I. D of this Policy shall not apply to those ESPs.

**H. Effect of Layoff/Appointment after Layoff.** A layoff of bargaining unit ESP employees shall result in the severance of the bargaining unit ESP employees' employment. The CEO or designee shall pay out to the laid off bargaining unit employee his or her final wages and transmit to him or her applicable benefit notices in accordance with applicable law. In the event a laid off bargaining unit ESP employee is appointed to any position within ten (10) school months of the effective date of his or her layoff, the CEO or designee shall appoint the laid off bargaining unit ESP employee to the position without loss of seniority and shall restore his or her sick and personal leave benefit day balances existing on the effective date of layoff. If the laid off bargaining unit ESP employee is appointed to a position more than ten (10) school months after the effective date of his or her layoff, the CEO or designee shall appoint the laid off bargaining unit ESP employee to the position as a new employee with a new seniority date and shall not restore sick and personal benefit day balances existing at the time of his or her layoff.

## **II. Layoff of ESPs Not in Units Organized for Collective Bargaining.** [Intentionally Omitted]

**III. Notices and Communications with Laid off Employees/Addresses and Telephone Numbers.** Laid off bargaining unit or non-bargaining unit ESP employees shall bear the burden of ensuring that the Talent Office has their current telephone number, home address, and, where available, home or other electronic mail address. Laid off bargaining unit or non-bargaining unit ESP employees shall be responsible for submitting changes of address and contact information with the Talent Office



in accordance with its procedures. Except for the Notice of Layoff and post-layoff benefit notices, which the CEO or designee shall transmit to the laid off bargaining unit or non-bargaining unit ESP employee by regular or certified mail to their last home address that is on file at the BOARD's Talent Office, the CEO or designee may communicate offers of re-staffing, interim assignment, and interviews for positions telephonically, via regular mail or via electronic mail as the CEO or designee deems appropriate under the circumstances. If laid off bargaining unit or non-bargaining unit ESP employees cannot be reached at the telephone number, address or electronic mail address then on file with the Talent Office within three (3) business days of the CEO or designee's attempt to reach them, the CEO's or designee's obligation, if any, to offer to re-staff, assign on an interim basis or interview set forth in this policy, will be deemed satisfied and discharged.

**IV. CEO's Report to the Board of All ESP Employees Laid Off.** The CEO shall report the number of ESP employees laid off to the BOARD in the CEO's quarterly report of personnel transactions as provided in Board Rule 4-1(b).

## MEMORANDUM OF UNDERSTANDING

The following confirms the BOARD's commitment with respect to certain staffing issues. The BOARD will allocate no less than \$500,000 annually to recruit and train the qualified staff required for Nursing, Social Worker and Case Manager, School Psychologist, Physical Therapist, Occupational Therapist, Speech Language Pathologist, and Audiologist positions. Further, the BOARD will report quarterly on its public website on its progress, including but not limited to the number of positions opened and filled, as well as the efforts underway to make significant progress toward the above goals.

The BOARD and the UNION will meet bi-monthly to assess progress and to ascertain any and all initiatives to fill these positions.

## **SIDE LETTERS**

### **SIDE LETTER ON STUDENT-BASED BUDGETING**

This letter confirms that CPS will continue to engage in a process to review school funding and modify as needed, in order to increase equity.

### **SIDE LETTER ON SQRP**

This letter confirms that CPS will continue to engage in a process to improve the School Quality Rating Policy, in order to increase equity.

### **SIDE LETTER ON CHARTERS**

There will be a net zero increase in the number of Board authorized charter schools over the term of this agreement and the total number of students enrolled by the 2023-24 school year will not exceed 101% of the total student enrollment capacity as of school year 2019-20.

### **SIDE LETTER ON TIMEKEEPING DUTIES**

The BOARD agrees to work with the UNION to return currently centralized timekeeping duties to school clerks, school clerk assistants and substitute school clerks by the beginning of the 2020-21 school year.

### **SIDE LETTER WITH RESPECT TO ACCRETED TITLES**

During the fall 2015, the Illinois Educational Labor Relations Board issued a certification order adding the following titles to the Chicago Teachers Union bargaining unit:

- Instructional Support Leader
- College and Career Coach

- CTE College and Career Coordinator
- Youth Intervention Specialist, and
- Attendance and Truancy Specialist

The parties have concluded bargaining for a successor collective bargaining agreement. However, the Union has not made formal proposals with respect to the terms and conditions of employment of the accreted titles. The parties agree to continue bargaining with respect to those titles during the next several months and to amend the successor agreement to incorporate those terms and conditions of employment.

No rights or privileges established in the parties' successor labor agreement shall be reduced or abridged by virtue of the parties' amendment concerning the accreted titles.

## **SIDE LETTER ON PROGRESSIVE REVENUE AND ILLINOIS CHARTER COMMISSION**

The Board and the Union shall collaborate to support mutually agreeable legislation that calls for a sustainable state tax that is levied on a progressive basis. The Board and Union will also collaborate to support mutually agreeable legislation to revise or alter the Illinois Charter Commission.

## **SIDE LETTER ON DEFERRED PAY**

CPS will advise bargaining unit members of the process by which they can initiate voluntary deductions to simulate deferred pay.

## **SIDE LETTER ON AIR CONDITIONING**

The Board will have air conditioning in all classrooms in use by the end of the school year 2018-19.

## **SIDE LETTER ON DEDICATED PENSION LEVY**

As soon as practicable after the ratification of this collective bargaining agreement, the Board and CTU will jointly petition the Illinois General Assembly, its leadership and the Governor of the State of Illinois to enact legislation that enables the Board to levy a property tax for the exclusive benefit of the Public School Teachers Pension and Retirement Fund of Chicago also known as the Chicago Teachers Pension Fund, which property tax shall:

(1) be independent of the Board's general education tax levy;

(2) not be factored into the Board's ability to increase property taxes under the Property Tax Extension Limitation Law (PTELL);

(3) offset on a dollar for dollar basis the Board's liability for annual payments toward a "deficiency in Fund" as defined by and determined under 40 ILCS 5/17-129; and,

(4) not be considered "available local resources" under 105 ILCS 5/18.05 for purposes of General State Aid allocation to the Board.

## **SIDE LETTER ON RETROACTIVITY**

The provisions of this agreement are not retroactive unless a provision specifically states that it will be applied retroactively.

## **SIDE LETTER ON IEP BEST PRACTICE**

The Board will work with the Joint Special Education Committee to draft communication regarding the 10-day draft IEP best practice.

## **SIDE LETTER ON HEALTH INSURANCE**

CPS shall pay a hold harmless lump sum to employees who were enrolled in the Blue Advantage HMO on December 31, 2016 and on January 1, 2017. The lump sum shall be equal to the difference between the 2016 and 2017 employee contributions for 12 months, which shall be calculated by multiplying the employee's contribution rates (based on coverage level) for January 1, 2016 to December 31, 2016 and for January 1, 2017 to December 31, 2017 times the employee's current annual salary, i.e., Lump sum = [Current Salary \* 2017 Contribution Rate] - [Current Salary \* 2016 Contribution Rate].

## **SIDE LETTER ON INSTRUCTIONAL MINUTES**

With regard to Articles 4-1 and 5-1 (minutes of student instruction), and for the term of the 2015-19 collective bargaining agreement, the parties shall abide by the past practice that schools may provide up to 300 minutes of instruction.