

208 Day Teacher Schedule
 2015-2019

2016-2017 School Year (Teachers Hired Before 1/1/17 Only)*							
Lane 1	Base	Step Adjustment	Base + Step	Pension Pick up/ Supplemental Salary*	Total Comp.		
Step 1		\$ -	\$ 50,653	\$ 3,546	\$ 54,199		
Step 2	\$ 50,653	\$ 935	\$ 51,588	\$ 3,611	\$ 55,199		
Step 3	\$ 51,588	\$ 1,121	\$ 52,709	\$ 3,690	\$ 56,399		
Step 4	\$ 52,709	\$ 1,215	\$ 53,924	\$ 3,775	\$ 57,699		
Step 5	\$ 53,942	\$ 1,963	\$ 55,905	\$ 3,913	\$ 59,818		
Step 6	\$ 55,947	\$ 2,430	\$ 58,377	\$ 4,086	\$ 62,463		
Step 7	\$ 60,084	\$ 2,570	\$ 62,654	\$ 4,386	\$ 67,040		
Step 8	\$ 64,401	\$ 2,570	\$ 66,971	\$ 4,688	\$ 71,659		
Step 9	\$ 68,427	\$ 2,570	\$ 70,997	\$ 4,970	\$ 75,967		
Step 10	\$ 71,687	\$ 2,430	\$ 74,117	\$ 5,188	\$ 79,305		
Step 11	\$ 74,325	\$ 2,243	\$ 76,568	\$ 5,360	\$ 81,928		
Step 12	\$ 76,190	\$ 1,869	\$ 78,059	\$ 5,464	\$ 83,523		
Step 13	\$ 78,118	\$ 1,589	\$ 79,707	\$ 5,579	\$ 85,286		
Step 14a	\$ 79,758	\$ 1,355	\$ 81,113	\$ 5,678	\$ 86,791		
Step 14b	\$ 81,300	\$ -	\$ 81,300	\$ 5,691	\$ 86,991		
Step 14c	\$ 81,887	\$ -	\$ 81,887	\$ 5,732	\$ 87,619		
Step 14d	\$ 82,632	\$ -	\$ 82,632	\$ 5,784	\$ 88,416		
Step 14e	\$ 83,371	\$ -	\$ 83,371	\$ 5,836	\$ 89,207		
Step 15a	\$ 83,371	\$ 1,262	\$ 84,633	\$ 5,924	\$ 90,557		
Step 15b	\$ 84,633	\$ -	\$ 84,633	\$ 5,924	\$ 90,557		
Step 15c	\$ 84,633	\$ -	\$ 84,633	\$ 5,924	\$ 90,557		
Step 15d	\$ 84,658	\$ -	\$ 84,658	\$ 5,926	\$ 90,584		
Step 16	\$ 84,658	\$ 1,262	\$ 85,920	\$ 6,014	\$ 91,934		
2016-2017 School Year (Teachers Hired On or After 1/1/17 Only)*							
Step 1		\$ -	\$ 50,653	\$ 1,773	\$ 52,426		
Step 2	\$ 50,653	\$ 935	\$ 51,588	\$ 1,806	\$ 53,394		
Step 3	\$ 51,588	\$ 1,121	\$ 52,709	\$ 1,845	\$ 54,554		

* Teachers hired on or after January 1, 2017 receive half the value of incumbents' 7.0% pension pick up in the form of salary in FY 17, and the full value in FY 18 and FY 19.

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2016-2017 School Year (Teachers Hired Before 1/1/17 Only)*							
Lane 2	Base	Step Adjustment	Base + Step	Pension Pick up/ Supplemental Salary*	Total Comp.		
Step 1		\$ -	\$ 54,161	\$ 3,791	\$ 57,952		
Step 2	\$ 54,161	\$ 935	\$ 55,096	\$ 3,857	\$ 58,953		
Step 3	\$ 55,096	\$ 1,121	\$ 56,217	\$ 3,935	\$ 60,152		
Step 4	\$ 56,217	\$ 1,215	\$ 57,432	\$ 4,020	\$ 61,452		
Step 5	\$ 57,451	\$ 1,963	\$ 59,414	\$ 4,159	\$ 63,573		
Step 6	\$ 59,456	\$ 2,430	\$ 61,886	\$ 4,332	\$ 66,218		
Step 7	\$ 63,592	\$ 2,570	\$ 66,162	\$ 4,631	\$ 70,793		
Step 8	\$ 67,909	\$ 2,570	\$ 70,479	\$ 4,934	\$ 75,413		
Step 9	\$ 71,936	\$ 2,570	\$ 74,506	\$ 5,215	\$ 79,721		
Step 10	\$ 75,195	\$ 2,430	\$ 77,625	\$ 5,434	\$ 83,059		
Step 11	\$ 77,834	\$ 2,243	\$ 80,077	\$ 5,605	\$ 85,682		
Step 12	\$ 79,697	\$ 1,869	\$ 81,566	\$ 5,710	\$ 87,276		
Step 13	\$ 81,626	\$ 1,589	\$ 83,215	\$ 5,825	\$ 89,040		
Step 14a	\$ 83,266	\$ 1,355	\$ 84,621	\$ 5,923	\$ 90,544		
Step 14b	\$ 84,807	\$ -	\$ 84,807	\$ 5,936	\$ 90,743		
Step 14c	\$ 85,394	\$ -	\$ 85,394	\$ 5,978	\$ 91,372		
Step 14d	\$ 86,141	\$ -	\$ 86,141	\$ 6,030	\$ 92,171		
Step 14e	\$ 86,985	\$ -	\$ 86,985	\$ 6,089	\$ 93,074		
Step 15a	\$ 86,985	\$ 1,262	\$ 88,247	\$ 6,177	\$ 94,424		
Step 15b	\$ 88,247	\$ -	\$ 88,247	\$ 6,177	\$ 94,424		
Step 15c	\$ 88,247	\$ -	\$ 88,247	\$ 6,177	\$ 94,424		
Step 15d	\$ 88,272	\$ -	\$ 88,272	\$ 6,179	\$ 94,451		
Step 16	\$ 88,272	\$ 1,262	\$ 89,534	\$ 6,267	\$ 95,801		
2016-2017 School Year (Teachers Hired On or After 1/1/17 Only)*							
Step 1		\$ -	\$ 54,161	\$ 1,896	\$ 56,057		
Step 2	\$ 54,161	\$ 935	\$ 55,096	\$ 1,928	\$ 57,024		
Step 3	\$ 55,096	\$ 1,121	\$ 56,217	\$ 1,968	\$ 58,185		

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2016-2017 School Year (Teachers Hired Before 1/1/17 Only)*							
Lane 3	Base	Step Adjustment	Base + Step	Pension Pick up/ Supplemental Salary*	Total Comp.		
Step 1		\$ -	\$ 55,916	\$ 3,914	\$ 59,830		
Step 2	\$ 55,916	\$ 935	\$ 56,851	\$ 3,980	\$ 60,831		
Step 3	\$ 56,851	\$ 1,121	\$ 57,972	\$ 4,058	\$ 62,030		
Step 4	\$ 57,972	\$ 1,215	\$ 59,187	\$ 4,143	\$ 63,330		
Step 5	\$ 59,205	\$ 1,963	\$ 61,168	\$ 4,282	\$ 65,450		
Step 6	\$ 61,210	\$ 2,430	\$ 63,640	\$ 4,455	\$ 68,095		
Step 7	\$ 65,347	\$ 2,570	\$ 67,917	\$ 4,754	\$ 72,671		
Step 8	\$ 69,662	\$ 2,570	\$ 72,232	\$ 5,056	\$ 77,288		
Step 9	\$ 73,688	\$ 2,570	\$ 76,258	\$ 5,338	\$ 81,596		
Step 10	\$ 76,950	\$ 2,430	\$ 79,380	\$ 5,557	\$ 84,937		
Step 11	\$ 79,587	\$ 2,243	\$ 81,830	\$ 5,728	\$ 87,558		
Step 12	\$ 81,452	\$ 1,869	\$ 83,321	\$ 5,832	\$ 89,153		
Step 13	\$ 83,380	\$ 1,589	\$ 84,969	\$ 5,948	\$ 90,917		
Step 14a	\$ 85,022	\$ 1,355	\$ 86,377	\$ 6,046	\$ 92,423		
Step 14b	\$ 86,562	\$ -	\$ 86,562	\$ 6,059	\$ 92,621		
Step 14c	\$ 87,149	\$ -	\$ 87,149	\$ 6,100	\$ 93,249		
Step 14d	\$ 87,895	\$ -	\$ 87,895	\$ 6,153	\$ 94,048		
Step 14e	\$ 88,790	\$ -	\$ 88,790	\$ 6,215	\$ 95,005		
Step 15a	\$ 88,790	\$ 1,262	\$ 90,052	\$ 6,304	\$ 96,356		
Step 15b	\$ 90,052	\$ -	\$ 90,052	\$ 6,304	\$ 96,356		
Step 15c	\$ 90,052	\$ -	\$ 90,052	\$ 6,304	\$ 96,356		
Step 15d	\$ 90,077	\$ -	\$ 90,077	\$ 6,305	\$ 96,382		
Step 16	\$ 90,077	\$ 1,262	\$ 91,339	\$ 6,394	\$ 97,733		
2016-2017 School Year (Teachers Hired On or After 1/1/17 Only)*							
Step 1		\$ -	\$ 55,916	\$ 1,957	\$ 57,873		
Step 2	\$ 55,916	\$ 935	\$ 56,851	\$ 1,990	\$ 58,841		
Step 3	\$ 56,851	\$ 1,121	\$ 57,972	\$ 2,029	\$ 60,001		

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2016-2017 School Year (Teachers Hired Before 1/1/17 Only)*							
Lane 4	Base	Step Adjustment	Base + Step	Pension Pick up/ Supplemental Salary*	Total Comp.		
Step 1		\$ -	\$ 57,670	\$ 4,037	\$ 61,707		
Step 2	\$ 57,670	\$ 935	\$ 58,605	\$ 4,102	\$ 62,707		
Step 3	\$ 58,605	\$ 1,121	\$ 59,726	\$ 4,181	\$ 63,907		
Step 4	\$ 59,726	\$ 1,215	\$ 60,941	\$ 4,266	\$ 65,207		
Step 5	\$ 60,959	\$ 1,963	\$ 62,922	\$ 4,405	\$ 67,327		
Step 6	\$ 62,964	\$ 2,430	\$ 65,394	\$ 4,578	\$ 69,972		
Step 7	\$ 67,100	\$ 2,570	\$ 69,670	\$ 4,877	\$ 74,547		
Step 8	\$ 71,417	\$ 2,570	\$ 73,987	\$ 5,179	\$ 79,166		
Step 9	\$ 75,443	\$ 2,570	\$ 78,013	\$ 5,461	\$ 83,474		
Step 10	\$ 78,704	\$ 2,430	\$ 81,134	\$ 5,679	\$ 86,813		
Step 11	\$ 81,340	\$ 2,243	\$ 83,583	\$ 5,851	\$ 89,434		
Step 12	\$ 83,208	\$ 1,869	\$ 85,077	\$ 5,955	\$ 91,032		
Step 13	\$ 85,135	\$ 1,589	\$ 86,724	\$ 6,071	\$ 92,795		
Step 14a	\$ 86,776	\$ 1,355	\$ 88,131	\$ 6,169	\$ 94,300		
Step 14b	\$ 88,317	\$ -	\$ 88,317	\$ 6,182	\$ 94,499		
Step 14c	\$ 88,902	\$ -	\$ 88,902	\$ 6,223	\$ 95,125		
Step 14d	\$ 89,649	\$ -	\$ 89,649	\$ 6,275	\$ 95,924		
Step 14e	\$ 90,597	\$ -	\$ 90,597	\$ 6,342	\$ 96,939		
Step 15a	\$ 90,597	\$ 1,262	\$ 91,859	\$ 6,430	\$ 98,289		
Step 15b	\$ 91,859	\$ -	\$ 91,859	\$ 6,430	\$ 98,289		
Step 15c	\$ 91,859	\$ -	\$ 91,859	\$ 6,430	\$ 98,289		
Step 15d	\$ 91,884	\$ -	\$ 91,884	\$ 6,432	\$ 98,316		
Step 16	\$ 91,884	\$ 1,262	\$ 93,146	\$ 6,520	\$ 99,666		
2016-2017 School Year (Teachers Hired On or After 1/1/17 Only)*							
Step 1		\$ -	\$ 57,670	\$ 2,018	\$ 59,688		
Step 2	\$ 57,670	\$ 935	\$ 58,605	\$ 2,051	\$ 60,656		
Step 3	\$ 58,605	\$ 1,121	\$ 59,726	\$ 2,090	\$ 61,816		

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2016-2017 School Year (Teachers Hired Before 1/1/17 Only)*							
Lane 5	Base	Step Adjustment	Base + Step	Pension Pick up/ Supplemental Salary*	Total Comp.		
Step 1		\$ -	\$ 59,424	\$ 4,160	\$ 63,584		
Step 2	\$ 59,424	\$ 935	\$ 60,359	\$ 4,225	\$ 64,584		
Step 3	\$ 60,359	\$ 1,121	\$ 61,480	\$ 4,304	\$ 65,784		
Step 4	\$ 61,480	\$ 1,215	\$ 62,695	\$ 4,389	\$ 67,084		
Step 5	\$ 62,713	\$ 1,963	\$ 64,676	\$ 4,527	\$ 69,203		
Step 6	\$ 64,718	\$ 2,430	\$ 67,148	\$ 4,700	\$ 71,848		
Step 7	\$ 68,854	\$ 2,570	\$ 71,424	\$ 5,000	\$ 76,424		
Step 8	\$ 73,171	\$ 2,570	\$ 75,741	\$ 5,302	\$ 81,043		
Step 9	\$ 77,199	\$ 2,570	\$ 79,769	\$ 5,584	\$ 85,353		
Step 10	\$ 80,459	\$ 2,430	\$ 82,889	\$ 5,802	\$ 88,691		
Step 11	\$ 83,095	\$ 2,243	\$ 85,338	\$ 5,974	\$ 91,312		
Step 12	\$ 84,961	\$ 1,869	\$ 86,830	\$ 6,078	\$ 92,908		
Step 13	\$ 86,889	\$ 1,589	\$ 88,478	\$ 6,193	\$ 94,671		
Step 14a	\$ 88,529	\$ 1,355	\$ 89,884	\$ 6,292	\$ 96,176		
Step 14b	\$ 90,071	\$ -	\$ 90,071	\$ 6,305	\$ 96,376		
Step 14c	\$ 90,658	\$ -	\$ 90,658	\$ 6,346	\$ 97,004		
Step 14d	\$ 91,404	\$ -	\$ 91,404	\$ 6,398	\$ 97,802		
Step 14e	\$ 92,403	\$ -	\$ 92,403	\$ 6,468	\$ 98,871		
Step 15a	\$ 92,403	\$ 1,262	\$ 93,665	\$ 6,557	\$ 100,222		
Step 15b	\$ 93,665	\$ -	\$ 93,665	\$ 6,557	\$ 100,222		
Step 15c	\$ 93,665	\$ -	\$ 93,665	\$ 6,557	\$ 100,222		
Step 15d	\$ 93,690	\$ -	\$ 93,690	\$ 6,558	\$ 100,248		
Step 16	\$ 93,690	\$ 1,262	\$ 94,952	\$ 6,647	\$ 101,599		
2016-2017 School Year (Teachers Hired On or After 1/1/17 Only)*							
Step 1		\$ -	\$ 59,424	\$ 2,080	\$ 61,504		
Step 2	\$ 59,424	\$ 935	\$ 60,359	\$ 2,113	\$ 62,472		
Step 3	\$ 60,359	\$ 1,121	\$ 61,480	\$ 2,152	\$ 63,632		

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2016-2017 School Year (Teachers Hired Before 1/1/17 Only)*						
Lane 6	Base	Step Adjustment	Base + Step	Pension Pick up/ Supplemental Salary*	Total Comp.	
Step 1		\$ -	\$ 61,179	\$ 4,283	\$ 65,462	
Step 2	\$ 61,179	\$ 935	\$ 62,114	\$ 4,348	\$ 66,462	
Step 3	\$ 62,114	\$ 1,121	\$ 63,235	\$ 4,426	\$ 67,661	
Step 4	\$ 63,235	\$ 1,215	\$ 64,450	\$ 4,512	\$ 68,962	
Step 5	\$ 64,469	\$ 1,963	\$ 66,432	\$ 4,650	\$ 71,082	
Step 6	\$ 66,474	\$ 2,430	\$ 68,904	\$ 4,823	\$ 73,727	
Step 7	\$ 70,609	\$ 2,570	\$ 73,179	\$ 5,123	\$ 78,302	
Step 8	\$ 74,927	\$ 2,570	\$ 77,497	\$ 5,425	\$ 82,922	
Step 9	\$ 78,951	\$ 2,570	\$ 81,521	\$ 5,706	\$ 87,227	
Step 10	\$ 82,212	\$ 2,430	\$ 84,642	\$ 5,925	\$ 90,567	
Step 11	\$ 84,851	\$ 2,243	\$ 87,094	\$ 6,097	\$ 93,191	
Step 12	\$ 86,715	\$ 1,869	\$ 88,584	\$ 6,201	\$ 94,785	
Step 13	\$ 88,643	\$ 1,589	\$ 90,232	\$ 6,316	\$ 96,548	
Step 14a	\$ 90,283	\$ 1,355	\$ 91,638	\$ 6,415	\$ 98,053	
Step 14b	\$ 91,824	\$ -	\$ 91,824	\$ 6,428	\$ 98,252	
Step 14c	\$ 92,411	\$ -	\$ 92,411	\$ 6,469	\$ 98,880	
Step 14d	\$ 94,071	\$ -	\$ 94,071	\$ 6,585	\$ 100,656	
Step 14e	\$ 94,209	\$ -	\$ 94,209	\$ 6,595	\$ 100,804	
Step 15a	\$ 94,209	\$ 1,262	\$ 95,471	\$ 6,683	\$ 102,154	
Step 15b	\$ 95,471	\$ -	\$ 95,471	\$ 6,683	\$ 102,154	
Step 15c	\$ 95,471	\$ -	\$ 95,471	\$ 6,683	\$ 102,154	
Step 15d	\$ 95,497	\$ -	\$ 95,497	\$ 6,685	\$ 102,182	
Step 16	\$ 95,497	\$ 1,262	\$ 96,759	\$ 6,773	\$ 103,532	
2016-2017 School Year (Teachers Hired On or After 1/1/17 Only)*						
Step 1		\$ -	\$ 61,179	\$ 2,141	\$ 63,320	
Step 2	\$ 61,179	\$ 935	\$ 62,114	\$ 2,174	\$ 64,288	
Step 3	\$ 62,114	\$ 1,121	\$ 63,235	\$ 2,213	\$ 65,448	

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

* Notes on Salary Schedules:

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

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

Steps 14: teachers with 14 years of experience

Step 15: teachers with 20 years of experience

Step 16: teachers with 25 or more years of experience

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

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

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

