**1E. PSRP JOB TITLES AND GRADE LEVELS.**

| **JOB CODE** | **Job Title** | **Grade Level** |
| --- | --- | --- |
| 00003150 | AUDIOMETRIC AND VISION SCREENING TECHNICIAN | G06 |
| 00000940 | AUDIO-VISUAL TECHNICIAN | GA3 |
| 00000711 | COMMUNITY RELATIONS REPRESENTATIVE I | GA8 |
| 00000712 | COMMUNITY RELATIONS REPRESENTATIVE II | GA10 |
| 00000671 | COMPUTER TECHNICIAN | G11 |
| 00003429 | EDUCATIONAL SIGN LANGUAGE INTERPRETER I | G04 |
| 00003430 | EDUCATIONAL SIGN LANGUAGE INTERPRETER II | G09 |
| 00003431 | EDUCATIONAL SIGN LANGUAGE INTERPRETER III | G11 |
| 00000466 | GUIDANCE COUNSELOR ASSISTANT | G06 |
| 00003504 | HEAD START EDUCATIONAL RESOURCE ASSISTANT | GA7 |
| 00003507 | HEAD START HEALTH RESOURCE ASSISTANT | GA7 |
| 00003505 | HEAD START PARENT RESOURCE ASSISTANT | GA7 |
| 00003506 | HEAD START SOCIAL SERVICE RESOURCE ASSISTANT | GA7 |
| 00003618 | HEALTH SERVICE NURSE | G10 |
| 00003620 | HOSPITAL LICENSED PRACTICAL NURSE | G07 |
| 00003917 | INSTRUCTOR ASSISTANT I | G03 |
| 00003920 | INSTRUCTOR ASSISTANT II | GB3 |
| 00000470 | INTERPRETER CLERK | SC9 |
| 00003509 | OCCUPATIONAL THERAPIST ASSISTANT | G09 |
| 00000702 | PARENT ADVOCATE | GB6 |
| 00000703 | PARENT ADVOCATE – BILINGUAL | GB6 |
| 00000462 | SCHOOL ASSISTANT I | GA1 |
| 00000482 | SCHOOL ASSISTANT II | GA2 |
| 00000475 | SCHOOL ASSISTANT I – BILINGUAL | GA1 |
| 00000485 | SCHOOL ASSISTANT II – BILINGUAL | GA2 |
| 00000474 | SCHOOL ASSISTANT I – BILINGUAL – SPANISH | GA1 |
| 00000484 | SCHOOL ASSISTANT II – BILINGUAL – SPANISH | GA2 |
| 00000467 | SCHOOL CLERK ASSISTANT | G05 |
| 00000468 | SCHOOL CLERK I | SC9 |
| 00002501 | SCHOOL CLERK I – BILINGUAL – SPANISH | SC9 |
| 00002502 | SCHOOL CLERK I – BILINGUAL – ARABIC | SC9 |
| 00000701 | SCHOOL COMMUNITY REPRESENTATIVE | G03 |
| 00000531 | SCHOOL LIBRARY ASSISTANT I | G06 |
| 00000532 | SCHOOL LIBRARY ASSISTANT II | GC6 |
| 00003501 | SCHOOL SOCIAL SERVICE ASSISTANT | GA1 |
| 00000472 | SPECIAL EDUCATION SUPPORT CLERK | G09 |
| 00003406 | SPEECH/LANGUAGE PATHOLOGY PARAEDUCATOR | G10 |
| 00003405 | SPEECH/LANGUAGE PATHOLOGY PARAEDUCATOR – BILINGUAL | G10 |
| 00003515 | STUDENT SPECIAL NEEDS PROGRAM ASSISTANT | GA7 |
| 00000710 | STUDENT SPECIAL SERVICES ADVOCATE | GA10 |
| 00000463 | TEACHER ASSISTANT I | GB1 |
| 00000483 | TEACHER ASSISTANT II | GB2 |
| 00002520 | TEACHER ASSISTANT I – MONTESSORI PROGRAM | G03 |
| 00002519 | TEACHER ASSISTANT II – MONTESSORI PROGRAM | GB3 |
| 00000691 | TECHNOLOGY COORDINATOR I | T11 |
| 00000692 | TECHNOLOGY COORDINATOR II | T12 |
| 00000693 | TECHNOLOGY COORDINATOR III | T13 |
| 00003590 | TRUANT OFFICER | G08 |

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**1F. SALARY SCHEDULES FOR PSRPS IN 208-DAY POSITIONS\***

**1G. SALARY SCHEDULES FOR PSRPS IN 248-DAY POSITIONS\***

**1H. SALARY SCHEDULES FOR PSRPS IN 52-WEEK POSITIONS\***

**\*PSRP SALARY SCHEDULE NOTES**

THE ROW ENTITLED “PENSION” (ARTICLE 36-4.1) IS THE AMOUNT OF PENSION PAID BY THE BOARD CALCULATED AT SEVEN PERCENT OF SALARY.

THE ROW ENTITLED “TOTAL COMPENSATION” REFLECTS THE TOTAL COMPENSATION PAID (ANNUAL SALARY PLUS PENSION PICK-UP).

**1I.**

[RESERVED]

(Formerly FULL-TIME BASIS SUBSTITUTE TEACHERS (NO LONGER APPLICABLE))

**1J. Cadre Substitutes.**

i. Cadre substitutes, as defined in Article 23-6.2, shall be paid as follows:

|  |  |
| --- | --- |
| **Effective July 1, 2015** | **Flat Rate per Day**  $177.70 |
| **Effective July 1, 2016** | **Flat Rate per Day**  $177.70 |
| **Effective July 1, 2017** | **Flat Rate per Day**  $181.25 |
| **Effective July 1, 2018** | **Flat Rate per Day**  $185.79 |
|  |  |
|  |  |

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, 2015** | **Flat Rate per Day**  $216.39 |
| **Effective July 1, 2016** | **Flat Rate per Day**  $216.39 |
| **Effective July 1, 2017** | **Flat Rate per Day**  $220.72 |
| **Effective July 1, 2018** | **Flat Rate per Day**  $226.24 |
|  |  |

**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, 2015** | **Flat Rate per Day**  $117.20 |
| **Effective July 1, 2016** | **Flat Rate per Day**  $117.20 |
| **Effective July 1, 2017** | **Flat Rate per Day**  $119.54 |
| **Effective July 1, 2018** | **Flat Rate per Day**  $122.53 |

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, 2015**  Up to 6.50 day  8-hour day | **Flat Rate per Day**  $158.24  $180.87 |
| **Effective July 1, 2016**  Up to 6.50 day  8-hour day | **Flat Rate per Day**  $158.24  $180.87 |
| **Effective July 1, 2017**  Up to 6.50 day  8-hour day | **Flat Rate per Day**  $161.40  $184.49 |
| **Effective July 1, 2018**  Up to 6.50 day  8-hour day | **Flat Rate per Day**  $165.44  $189.10 |

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, 2015**  6.25/6.5 hour day  8-hour day | **Flat Rate per Day**  $165.81  $188.11 |
| **Effective July 1, 2016**  6.25/6.5 hour day  8-hour day | **Flat Rate per Day**  $165.81  $188.11 |
| **Effective July 1, 2017**  6.25/6.5 hour day  8-hour day | **Flat Rate per Day**  $169.13  $191.87 |
| **Effective July 1, 2018**  6.25/6.5 hour day  8-hour day | **Flat Rate per Day**  $173.35  $196.67 |
|  |  |

**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.

**1O. Vocational Teacher Service Providers (Part-Time Employees).**

|  |  |
| --- | --- |
| **Effective July 1, 2015** | **Rate per Hour** |
| Teacher | $28.89 |
| **Effective July 1, 2016** | **Rate per Hour** |
| Teacher | $28.89 |
| **Effective July 1, 2017** | **Rate per Hour** |
| Teacher | $29.47 |
| **Effective July 1, 2018** | **Rate per Hour** |
| Teacher | $30.20 |
| |  | | --- | |  | |  |

**PART 2. INCREMENTS AND STIPENDS.**

**2A. National Board Certified Teachers.** 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).

|  |  |
| --- | --- |
| **Effective Date** | **Addition** |
|  |  |
| July 1, 2015 | $1875.32 |
|  |  |
| July 1, 2016 | $1875.32 |
|  |  |
| July 1, 2017 | $1912.83 |
| July 1, 2018 | $1960.65 |

**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:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | | |  |
| **Effective July 1, 2015** | |  |  |
| **Number of Teachers** | **208 day schedule** | **248 day schedule** | **52 week schedule** |
|  |  |  |  |
| 2-3 | $68.27 | $68.12 | $66.64 |
| 3.1-7 | $102.52 | $102.07 | $100.14 |
| 7.1 or more | $136.64 | $136.16 | $133.39 |
|  |  |  |  |
| **Effective July 1, 2016** |  |  |
| **Number of Teachers** | **208 day schedule** | **248 day schedule** | **52 week schedule** |
|  |  |  |  |
| 2-3 | $68.27 | $68.12 | $66.64 |
| 3.1-7 | $102.52 | $102.07 | $100.14 |
| 7.1 or more | $136.64 | $136.16 | $133.39 |
|  |  |  |  |
| **Effective July 1, 2017** |  |  |  |
| **Number of Teachers** | **208 day schedule** | **248 day schedule** | **52 week schedule** |
|  |  |  |  |
| 2-3 | $69.94 | $69.48 | $67.97 |
| 3.1-7 | $104.57 | $104.11 | $102.14 |
| 7.1 or more | $139.37 | $138.88 | $136.06 |
| **Effective July 1, 2018** |  |  |  |
| **Number of Teachers** | **208 day schedule** | **248 day schedule** | **52 week schedule** |
|  |  |  |  |
| 2-3 | $71.38 | $71.22 | $69.67 |
| 3.1-7 | $107.18 | $106.71 | $104.70 |
| 7.1 or more | $142.86 | $142.36 | $139.46 |

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:

|  |  |
| --- | --- |
| **Effective July 1, 2015** |  |
| **Weeks of Employment**  208 days  248 days  52 weeks | **Per Month**  $34.17  $33.97  $33.35 |
| **Effective July 1, 2016** |  |
| **Weeks of Employment**  208 days  248 days  52 weeks | **Per Month**  $34.17  $33.97  $33.35 |
| **Effective July 1, 2017** |  |
| **Weeks of Employment**  208 days  248 days  52 weeks | **Per Month**  $34.85  $34.65  $34.02 |
| **Effective July 1, 2018** |  |
| **Weeks of Employment**  208 days  248 days  52 weeks | **Per Month**  $35.72  $35.52  $34.87 |

**2C.** **Psychologists, School Social Workers and Speech Pathologists.** Psychologists, school social workers and speech pathologists 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 school psychologists school social workers or speech pathologists (**Illinois School Code**, section 14-1.09):

|  |  |
| --- | --- |
| **Effective July 1, 2015** |  |
| **Days of Employment**  208 days  228 days  248 days  52 weeks | **Rate per Month**  $364.53  $363.69  $363.69  $362.95 |
| **Effective July 1, 2016** |  |
| **Days of Employment**  208 days  228 days  248 days  52 weeks | **Rate per Month**  $364.53  $363.69  $363.69  $362.95 |
| **Effective July 1, 2017** |  |
| **Days of Employment**  208 days  228 days  248 days  52 weeks | **Rate per Month**  $371.82  $370.96  $370.96  $370.21 |
| **Effective July 1, 2018** |  |
| **Days of Employment**  208 days  228 days  248 days  52 weeks | **Rate per Month**  $381.12  $380.24  $380.24  $379.46 |
|  |  |

**2D. Case Managers (Special Education).**

|  |  |
| --- | --- |
|  | **Per Semester** |
| **Effective July 1, 2015** | $1,506.78 |
| **Effective July 1, 2016** | $1,506.78 |
| **Effective July 1, 2017** | $1,536.92 |
| **Effective July 1, 2018** | $1,575.34 |

**2E. Stadium Directors**

|  |  |
| --- | --- |
| **Effective during contract term** | **Rate per Month** |
| First Year of Service | $64.37 |
| Second Year of Service and thereafter | $96.52 |
|  |  |

**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 prorated basis of their base salary for each period per day in excess of the following:

6 for a 7-period day 162/3 percent

7 for an 8-period day 143/10 percent

8 for a 9-period day 121/2 percent

**3B. Teachers of Driver Education.**

|  |  |
| --- | --- |
| **Effective July 1, 2015** |  |
| Per Hour | $30.42 |
| **Effective July 1, 2016** |  |
| Per Hour | $30.42 |
| **Effective July 1, 2017** |  |
| Per Hour | $31.03 |
| **Effective July 1, 2018** |  |
| Per Hour | $31.80 |
|  |  |

**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** |  |  |  |  | **Maximum Hours** |
| --- | --- | --- | --- | --- | --- |
| **FOOTBALL** | **FY16** | **FY17** | **FY18** | **FY19** |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 240 |
| Head Assistant Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
| Assistant Coach | $25.07 | $25.07 | $25.57 | $26.21 | 65 |
| Sophomore Coach | $25.07 | $25.07 | $25.57 | $26.21 | 160 |
| Freshman Coach | $25.07 | $25.07 | $25.57 | $26.21 | 52 |
|  |  |  |  |  |  |
| **CROSS COUNTRY** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 65 |
| Freshman Coach | $25.07 | $25.07 | $25.57 | $26.21 | 52 |
|  |  |  |  |  |  |
| **BASKETBALL** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 240 |
| Assistant Coach | $25.07 | $25.07 | $25.57 | $26.21 | 65 |
| Sophomore Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
| Freshman Coach | $25.07 | $25.07 | $25.57 | $26.21 | 52 |
|  |  |  |  |  |  |
| **SWIMMING** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
| Sophomore Coach | $25.07 | $25.07 | $25.57 | $26.21 | 77 |
|  |  |  |  |  |  |
| **WRESTLING** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
| Frosh-Soph Coach | $25.07 | $25.07 | $25.57 | $26.21 | 77 |
| Assistant Varsity Coach | $25.07 | $25.07 | $25.57 | $26.21 | 65 |
|  |  |  |  |  |  |
| **TRACK AND FIELD** |  |  |  |  |  |
| (Indoor and Outdoor) |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
| Sophomore Coach | $25.07 | $25.07 | $25.57 | $26.21 | 77 |
| Freshman Coach | $25.07 | $25.07 | $25.57 | $26.21 | 52 |
|  |  |  |  |  |  |
| **BASEBALL** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
| Assistant Coach | $25.07 | $25.07 | $25.57 | $26.21 | 65 |
| Sophomore Coach | $25.07 | $25.07 | $25.57 | $26.21 | 140 |
| Freshman Coach | $25.07 | $25.07 | $25.57 | $26.21 | 52 |
|  |  |  |  |  |  |
| **GYMNASTICS** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
|  |  |  |  |  |  |
| **TENNIS** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 65 |
| Junior Varsity Coach | $25.07 | $25.07 | $25.57 | $26.21 | 52 |
|  |  |  |  |  |  |
| **GOLF** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 65 |
| Freshman Coach | $25.07 | $25.07 | $25.57 | $26.21 | 52 |
|  |  |  |  |  |  |
| **BOWLING** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 52 |
|  |  |  |  |  |  |
| **SOCCER** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
| Assistant Coach | $25.07 | $25.07 | $25.57 | $26.21 | 65 |
| Junior Varsity Coach | $25.07 | $25.07 | $25.57 | $26.21 | 140 |
| Freshman Coach | $25.07 | $25.07 | $25.57 | $26.21 | 52 |
|  |  |  |  |  |  |
| **CHEERLEADING** |  |  |  |  |  |
| Fall | $25.07 | $25.07 | $25.57 | $26.21 | 32.5 |
| Winter | $25.07 | $25.07 | $25.57 | $26.21 | 32.5 |
| Competition | $25.07 | $25.07 | $25.57 | $26.21 | 11 |
|  |  |  |  |  |  |
| **POM PON** |  |  |  |  |  |
| Fall | $25.07 | $25.07 | $25.57 | $26.21 | 23 |
| Winter | $25.07 | $25.07 | $25.57 | $26.21 | 23 |
| Competition | $25.07 | $25.07 | $25.57 | $26.21 | 6 |
|  |  |  |  |  |  |
| **VOLLEYBALL** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
| Sophomore Coach | $25.07 | $25.07 | $25.57 | $26.21 | 140 |
| Freshman Coach | $25.07 | $25.07 | $25.57 | $26.21 | 52 |
|  |  |  |  |  |  |
| **SOFTBALL** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
| Assistant Coach | $25.07 | $25.07 | $25.57 | $26.21 | 65 |
| Sophomore Coach | $25.07 | $25.07 | $25.57 | $26.21 | 140 |
| Freshman Coach | $25.07 | $25.07 | $25.57 | $26.21 | 52 |
|  |  |  |  |  |  |
| **WATER POLO** |  |  |  |  |  |
| Varsity Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
| Frosh-Soph Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
|  |  |  |  |  |  |
| **LACROSSE** |  |  |  |  |  |
| Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
| Sophomore Coach | $25.07 | $25.07 | $25.57 | $26.21 | 70 |
|  |  |  |  |  |  |
| **ATHLETIC DIRECTOR** | $25.07 | $25.07 | $25.57 | $26.21 | 200 |
|  |  |  |  |  |  |
| **CHESS** | $25.07 | $25.07 | $25.57 | $26.21 | 20 |
|  |  |  |  |  |  |
| **CHECKERS** | $25.07 | $25.07 | $25.57 | $26.21 | 20 |
|  |  |  |  |  |  |
| **ICE SKATING** | $25.07 | $25.07 | $25.57 | $26.21 | 5 |
|  |  |  |  |  |  |
| **INTRAMURALS** | $25.07 | $25.07 | $25.57 | $26.21 | 70 |
|  |  |  |  |  |  |
| **INSTRUMENTAL GROUP** | $25.07 | $25.07 | $25.57 | $26.21 | 85 |
|  |  |  |  |  |  |
| **VOCAL GROUPS** | $25.07 | $25.07 | $25.57 | $26.21 | 50 |
|  |  |  |  |  |  |
| **DRAMA** | $25.07 | $25.07 | $25.57 | $26.21 | 75 |
|  |  |  |  |  |  |
| **OTHER CLUBS** |  |  |  |  | n/a |
| (Flat Rate) | $233.73 | $233.73 | $228.20 | $233.91 |
|  |  |  |  |  |  |
| **OTHER ACTIVITIES**  (Approved by Principal) | $703.11 | $703.11 | $717.17 | $735.10 | n/a |
|  |  |  |  |  |  |
| **CROWD CONTROL**  (Approved Sports Teams Only-Per Session Rate) |  |  |  |  |  |
| Monday–Friday | $23.37 | $23.37 | $23.84 | $24.43 |  |
| Saturday | $35.06 | $35.06 | $35.76 | $36.66 | n/a |
|  |  |  |  |  | n/a |

ii. Elementary School Sports, Clubs and Other Extracurricular Activities.

| **ACTIVITY**  Position |  |  |  |  | **MAXIMUM HOURS** |
| --- | --- | --- | --- | --- | --- |
|  | **FY16** | **FY17** | **FY18** | **FY19** |  |
| **BASKETBALL** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 20 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 30 |
|  |  |  |  |  |  |
| **CHEERLEADING** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **CHESS** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **CROSS COUNTRY** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **DOUBLE DUTCH** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **FLAG FOOTBALL** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **TACKLE FOOTBALL** |  |  |  |  |  |
| Director | $25.07 | $25.07 | $25.57 | $26.21 | 110 |
| 5th and 6th Grade Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 50 |
| 5th and 6th Grade Assistant Coach | $25.07 | $25.07 | $25.57 | $26.21 | 50 |
| 7th and 8th Grade Head Coach | $25.07 | $25.07 | $25.57 | $26.21 | 50 |
| 7th and 8th Grade Assistant Coach | $25.07 | $25.07 | $25.57 | $26.21 | 50 |
|  |  |  |  |  |  |
| **GOLF** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **POM PON** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **SOCCER** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 20 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 30 |
|  |  |  |  |  |  |
| **SOFTBALL–16”** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **SOFTBALL–FAST PITCH** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **TENNIS** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **TRACK AND FIELD** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **VOLLEYBALL** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **WRESTLING** |  |  |  |  |  |
| 5th and 6th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 17 |
| 7th and 8th Grade Coach | $25.07 | $25.07 | $25.57 | $26.21 | 25 |
|  |  |  |  |  |  |
| **AREA MANAGERS** |  |  |  |  | 192 |
| (All Managers) | $25.07 | $25.07 | $25.57 | $26.21 |

**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:

|  |  |
| --- | --- |
| **Effective July 1, 2015** | **Hourly Rate** |

Program Coordinator $35.06

Teacher–Director $23.35

Teacher $20.42

Paraprofessional $13.99

|  |  |
| --- | --- |
| **Effective July 1, 2016** | **Hourly Rate** |

Program Coordinator $35.06

Teacher–Director $23.35

Teacher $20.42

Paraprofessional $13.99

|  |  |
| --- | --- |
| **Effective July 1, 2017** | **Hourly Rate** |

Program Coordinator $35.76

Teacher–Director $23.82

Teacher $20.83

Paraprofessional $14.27

|  |  |
| --- | --- |
| **Effective July 1, 2018** | **Hourly Rate** |

Program Coordinator $36.66

Teacher–Director $24.41

Teacher $21.35

Paraprofessional $14.63

**3G. Summer Swimming Pools.**

|  |  |
| --- | --- |
|  | **Hourly Rate** |
| **Effective July 1, 2015** | $17.56 |
| **Effective July 1, 2016** | $17.56 |
| **Effective July 1, 2017** | $17.91 |
| **Effective July 1, 2018** | $18.36 |

**3H. After-School Rates of Pay (Teachers and PSRPs).**

i. After-School Non-Instructional Rates of Pay.

|  |  |
| --- | --- |
|  | **Hourly Rate** |
| **Effective July 1, 2015** | $39.12 |
| **Effective July 1, 2016** | $39.12 |
| **Effective July 1, 2017** | $39.90 |
| **Effective July 1, 2018** | $40.90 |

ii. After-School Instructional Rates of Pay.

|  |  |
| --- | --- |
|  | **Hourly Rate** |
| **Effective July 1, 2015** | $45.55 |
| **Effective July 1, 2016** | $45.55 |
| **Effective July 1, 2017** | $46.46 |
| **Effective July 1, 2018** | $47.62 |

**PART 4. REIMBURSEMENTS.**

**4A. Monthly Travel Reimbursement.\***

|  |  |
| --- | --- |
| **\*All travel reimbursement requirements must be met.** | |
| **Effective July 1, 2015** | | **Amount** | |
| Senior truant officers and truant officers assigned to | |  | |
| high schools, special schools and social adjustment school……………. | | $178.76 | |
| Elementary school truant officers………………………………………….. | | $146.94 | |
| Kindergarten teachers serving two schools………………………………. | | $45.31 | |
| All other teachers whose assignments require | |  | |
| daily travel from one school or branch to another…………………… | | $45.31 | |
| School community representatives……………………………………….. | | $45.31 | |
| All cooperative education teachers (coordinators)……………………….. | | $107.03 | |
| Speech/language pathology paraeducators……………………………… | | $112.49 | |
| Audiometric and vision screening technicians……………………………. | | $112.49 | |
| School social workers, speech pathologists, school psychologists | |  | |
| and teacher nurses…………………………………........................... | | $112.49 | |
| Field adjustment teachers–social adjustment…………………………….. | | $146.94 | |
| School social service assistants……………………………………………. | | $63.47 | |
| Head Start Educational Resource Assistant……………………………. | | $63.47 | |
| Head Start Health Resource Assistant………… …………………. | | $63.47 | |
| Head Start Parent Resource Assistant…… ………………………. | | $63.47 | |
| Head Start Educational Resource Assistant……………………………. | | $63.47 | |
|  | |  | |
| **Effective July 1, 2016** | | **Amount** | |
| Senior truant officers and truant officers assigned to | |  | |
| high schools, special schools and social adjustment school……………. | | $178.76 | |
| Elementary school truant officers………………………………………….. | | $146.94 | |
| Kindergarten teachers serving two schools………………………………. | | $45.31 | |
| All other teachers whose assignments require | |  | |
| daily travel from one school or branch to another…………………… | | $45.31 | |
| School community representatives……………………………………….. | | $45.31 | |
| All cooperative education teachers (coordinators)……………………….. | | $107.03 | |
| Speech/language pathology paraeducators……………………………… | | $112.49 | |
| Audiometric and vision screening technicians……………………………. | | $112.49 | |
| School social workers, speech pathologists, school psychologists | |  | |
| and teacher nurses…………………………………........................... | | $112.49 | |
| Field adjustment teachers–social adjustment…………………………….. | | $146.94 | |
| School social service assistants……………………………………………. | | $63.47 | |
| Head Start Educational Resource Assistant……………………………. | | $63.47 | |
| Head Start Health Resource Assistant………… …………………. | | $63.47 | |
| Head Start Parent Resource Assistant…… ………………………. | | $63.47 | |
| Head Start Educational Resource Assistant……………………………. | | $63.47 | |
|  | |  | |
| **Effective July 1, 2017** | | **Amount** | |
| Senior truant officers and truant officers assigned to | |  | |
| high schools, special schools and social adjustment school……………. | | $182.34 | |
| Elementary school truant officers………………………………………….. | | $149.88 | |
| Kindergarten teachers serving two schools………………………………. | | $46.22 | |
| All other teachers whose assignments require | |  | |
| daily travel from one school or branch to another…………………… | | $46.22 | |
| School community representatives……………………………………….. | | $46.22 | |
| All cooperative education teachers (coordinators)……………………….. | | $109.17 | |
| Speech/language pathology paraeducators……………………………… | | $114.74 | |
| Audiometric and vision screening technicians……………………………. | | $114.74 | |
| School social workers, speech pathologists, school psychologists | |  | |
| and teacher nurses…………………………………........................... | | $114.74 | |
| Field adjustment teachers–social adjustment…………………………….. | | $149.88 | |
| School social service assistants……………………………………………. | | $64.74 | |
| Head Start Educational Resource Assistant……………………………. | | $64.74 | |
| Head Start Health Resource Assistant………… …………………. | | $64.74 | |
| Head Start Parent Resource Assistant…… ………………………. | | $64.74 | |
| Head Start Educational Resource Assistant……………………………. | | $64.74 | |
| **Effective July 1, 2018** | | **Amount** | |
| Senior truant officers and truant officers assigned to | |  | |
| high schools, special schools and social adjustment school……………. | | $186.89 | |
| Elementary school truant officers………………………………………….. | | $153.63 | |
| Kindergarten teachers serving two schools………………………………. | | $47.37 | |
| All other teachers whose assignments require | |  | |
| daily travel from one school or branch to another…………………… | | $47.37 | |
| School community representatives……………………………………….. | | $47.37 | |
| All cooperative education teachers (coordinators)……………………….. | | $111.90 | |
| Speech/language pathology paraeducators……………………………… | | $117.61 | |
| Audiometric and vision screening technicians……………………………. | | $117.61 | |
| School social workers, speech pathologists, school psychologists | |  | |
| and teacher nurses…………………………………........................... | | $117.61 | |
| Field adjustment teachers–social adjustment…………………………….. | | $153.63 | |
| School social service assistants……………………………………………. | | $66.36 | |
| Head Start Educational Resource Assistant……………………………. | | $66.36 | |
| Head Start Health Resource Assistant………… …………………. | | $66.36 | |
| Head Start Parent Resource Assistant…… ………………………. | | $66.36 | |
| Head Start Educational Resource Assistant……………………………. | | $66.36 | |