

APPENDIX A-1

2009-10 PROFESSIONAL COMPENSATION SCHEDULE

Lane / Step	BA	BA +12	BA +24	MA	MA +12	MA +24	MA +36	MA +48
1	\$42,720	\$44,313	\$45,963	\$49,135	\$51,531	\$53,926	\$57,120	\$61,909
2	\$44,313	\$45,913	\$47,508	\$50,736	\$53,132	\$55,523	\$58,720	\$63,509
3	\$45,913	\$47,508	\$49,106	\$52,943	\$55,340	\$57,734	\$60,932	\$65,717
4	\$47,508	\$49,106	\$50,704	\$54,543	\$56,935	\$59,333	\$62,526	\$67,319
5	\$49,106	\$50,704	\$52,300	\$57,061	\$59,454	\$61,855	\$65,043	\$69,839
6	\$50,704	\$52,300	\$53,895	\$58,656	\$61,054	\$63,448	\$66,644	\$71,435
7	\$52,300	\$53,895	\$55,495	\$60,257	\$62,650	\$65,044	\$68,242	\$73,058
8	\$53,895	\$55,495	\$57,090	\$61,855	\$64,248	\$66,644	\$69,839	\$74,631
9	\$55,495	\$57,089	\$58,688	\$63,500	\$65,848	\$68,242	\$71,435	\$76,229
10	\$56,689	\$58,288	\$59,887	\$64,650	\$67,042	\$69,438	\$72,636	\$77,422
11	\$57,891	\$59,486	\$61,082	\$65,848	\$68,242	\$70,634	\$73,833	\$78,622
12	\$59,089	\$60,681	\$62,280	\$67,042	\$69,438	\$71,833	\$75,030	\$79,817
13	\$60,285	\$61,883	\$63,479	\$68,242	\$70,634	\$73,032	\$76,228	\$81,015
14	\$61,484	\$63,079	\$64,674	\$69,438	\$71,833	\$74,224	\$77,422	\$82,214
15	\$62,683	\$64,277	\$65,875	\$70,634	\$73,032	\$75,428	\$78,622	\$83,409
16	\$63,877	\$65,476	\$67,074	\$71,833	\$74,224	\$76,625	\$79,817	\$84,608
17	\$65,076	\$66,672	\$68,267	\$73,032	\$74,744	\$77,822	\$81,015	\$85,808
18	\$66,672	\$68,267	\$69,868	\$75,244	\$77,636	\$80,033	\$83,224	\$88,016
19	\$69,035	\$70,631	\$72,227	\$77,603	\$79,999	\$82,395	\$85,585	\$90,376
20	\$71,689	\$73,289	\$74,884	\$81,603	\$84,041	\$86,475	\$89,725	\$94,597

1. Teachers in the Masters Lane who have been on Step 20 for more than one year are eligible for a \$1,419 longevity stipend.
2. Grandfathered teachers in Lane BA + 36 / Step 20 will receive an adjustment of 2.5% of their 2008-09 salary.
3. Grandfathered teachers in Lane BA + 90 / Step 20 will receive an adjustment of 2.5% of their 2008-09 salary.
4. The minimum compensation paid to a beginning teacher with a Bachelor's Degree and no experience in teaching is \$42,720.
5. From the compensation set forth above, the Board shall pick up the teacher's required contribution to the Illinois Teachers Retirement System (TRS). Teachers shall indemnify and hold harmless the District for any payments the District makes on their behalf to TRS.
6. Teachers who attain a Doctoral Degree from an accredited university shall receive a stipend of \$1,229.

APPENDIX A-2

2010-11 PROFESSIONAL COMPENSATION SCHEDULE

Lane / Step	BA	BA +12	BA +24	MA	MA +12	MA +24	MA +36	MA +48
1	\$43,788	\$45,421	\$47,112	\$50,364	\$52,819	\$55,274	\$58,548	\$63,457
2	\$45,421	\$47,061	\$48,695	\$52,005	\$54,460	\$56,911	\$60,188	\$65,097
3	\$47,061	\$48,695	\$50,333	\$54,267	\$56,723	\$59,178	\$62,455	\$67,360
4	\$48,695	\$50,333	\$51,971	\$55,907	\$58,358	\$60,816	\$64,089	\$69,002
5	\$50,333	\$51,971	\$53,607	\$58,487	\$60,940	\$63,401	\$66,670	\$71,585
6	\$51,971	\$53,607	\$55,242	\$60,122	\$62,580	\$65,034	\$68,311	\$73,221
7	\$53,607	\$55,242	\$56,882	\$61,763	\$64,216	\$66,671	\$69,949	\$74,884
8	\$55,242	\$56,882	\$58,518	\$63,401	\$65,854	\$68,311	\$71,585	\$76,497
9	\$56,882	\$58,517	\$60,156	\$65,087	\$67,494	\$69,949	\$73,221	\$78,135
10	\$58,106	\$59,745	\$61,384	\$66,266	\$68,718	\$71,174	\$74,451	\$79,358
11	\$59,338	\$60,973	\$62,609	\$67,494	\$69,949	\$72,400	\$75,679	\$80,587
12	\$60,566	\$62,198	\$63,837	\$68,718	\$71,174	\$73,629	\$76,906	\$81,812
13	\$61,793	\$63,430	\$65,066	\$69,949	\$72,400	\$74,858	\$78,134	\$83,040
14	\$63,021	\$64,655	\$66,291	\$71,174	\$73,629	\$76,080	\$79,358	\$84,270
15	\$64,250	\$65,884	\$67,522	\$72,400	\$74,858	\$77,313	\$80,587	\$85,495
16	\$65,474	\$67,113	\$68,751	\$73,629	\$76,080	\$78,541	\$81,812	\$86,723
17	\$66,703	\$68,339	\$69,974	\$74,858	\$76,613	\$79,768	\$83,040	\$87,953
18	\$68,339	\$69,974	\$71,615	\$77,125	\$79,576	\$82,034	\$85,304	\$90,216
19	\$70,761	\$72,396	\$74,032	\$79,543	\$81,999	\$84,454	\$87,725	\$92,636
20	\$73,481	\$75,121	\$76,757	\$83,643	\$86,142	\$88,637	\$91,969	\$96,962

1. Teachers in the Masters Lane who have been on Step 20 for more than one year are eligible for a \$1,454 longevity stipend.
2. Grandfathered teachers in Lane BA + 36 / Step 20 will receive an adjustment of 2.5% of their 2009-10 salary.
3. Grandfathered teachers in Lane BA + 90 / Step 20 will receive an adjustment of 2.5% of their 2009-10 salary.
4. The minimum compensation paid to a beginning teacher with a Bachelor's Degree and no experience in teaching is \$43,788.
5. From the compensation set forth above, the Board shall pick up the teacher's required contribution to the Illinois Teachers Retirement System (TRS). Teachers shall indemnify and hold harmless the District for any payments the District makes on their behalf to TRS.
6. Teachers who attain a Doctoral Degree from an accredited university shall receive a stipend of \$1,260.

APPENDIX A-3

2011-12 PROFESSIONAL COMPENSATION SCHEDULE

Lane / Step	BA	BA +12	BA +24	MA	MA +12	MA +24	MA +36	MA +48
1	\$44,883	\$46,556	\$48,290	\$51,623	\$54,140	\$56,656	\$60,012	\$65,043
2	\$46,556	\$48,237	\$49,913	\$53,305	\$55,822	\$58,334	\$61,693	\$66,724
3	\$48,237	\$49,913	\$51,592	\$55,624	\$58,141	\$60,657	\$64,017	\$69,044
4	\$49,913	\$51,592	\$53,271	\$57,305	\$59,817	\$62,337	\$65,691	\$70,727
5	\$51,592	\$53,271	\$54,947	\$59,949	\$62,464	\$64,986	\$68,336	\$73,375
6	\$53,271	\$54,947	\$56,623	\$61,625	\$64,145	\$66,660	\$70,018	\$75,052
7	\$54,947	\$56,623	\$58,304	\$63,307	\$65,822	\$68,337	\$71,697	\$76,756
8	\$56,623	\$58,304	\$59,981	\$64,986	\$67,501	\$70,018	\$73,375	\$78,409
9	\$58,304	\$59,980	\$61,660	\$66,714	\$69,182	\$71,697	\$75,052	\$80,088
10	\$59,559	\$61,238	\$62,918	\$67,923	\$70,436	\$72,953	\$76,313	\$81,342
11	\$60,822	\$62,497	\$64,174	\$69,182	\$71,697	\$74,210	\$77,571	\$82,602
12	\$62,081	\$63,753	\$65,433	\$70,436	\$72,953	\$75,470	\$78,828	\$83,857
13	\$63,337	\$65,016	\$66,693	\$71,697	\$74,210	\$76,730	\$80,087	\$85,116
14	\$64,596	\$66,272	\$67,949	\$72,953	\$75,470	\$77,982	\$81,342	\$86,376
15	\$65,856	\$67,531	\$69,210	\$74,210	\$76,730	\$79,246	\$82,602	\$87,632
16	\$67,111	\$68,791	\$70,470	\$75,470	\$77,982	\$80,504	\$83,857	\$88,891
17	\$68,371	\$70,047	\$71,723	\$76,730	\$78,528	\$81,762	\$85,116	\$90,152
18	\$70,047	\$71,723	\$73,405	\$79,053	\$81,566	\$84,085	\$87,437	\$92,472
19	\$72,530	\$74,206	\$75,883	\$81,531	\$84,049	\$86,566	\$89,918	\$94,952
20	\$75,318	\$76,999	\$78,675	\$85,734	\$88,295	\$90,853	\$94,268	\$99,386

1. Teachers in the Masters lane who have been on Step 20 for more than one year are eligible for a \$1,491 longevity stipend.
2. Grandfathered teachers in Lane BA + 36 / Step 20 will receive an adjustment of 2.5% of their 2010-11 salary.
3. Grandfathered teachers in Lane BA + 90 / Step 20 will receive an adjustment of 2.5% of their 2010-11 salary.
4. The minimum compensation paid to a beginning teacher with a Bachelor's Degree and no experience in teaching is \$44,883.
5. From the compensation set forth above, the Board shall pick up the teacher's required contribution to the Illinois Teachers Retirement System (TRS). Teachers shall indemnify and hold harmless the District for any payments the District makes on their behalf to TRS.
6. Teachers who attain a Doctoral Degree from an accredited university shall receive a stipend of \$1,292.