

Lane 1 = BA; Lane 2 = MA; Lane 3 = MA+15; Lane 4 = MA+30; Lane 5 = MA+45;  
 Lane 6 = PhD

APPENDIX A—SALARY SCHEDULES AND OTHER COMPENSATION

<b>2018-19</b> Lane 1	<b>1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions</b>				
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	Base	Step Adjustment	Base + Step <sup>1</sup>	Pension Pick up/ Added Salary <sup>2</sup>	Total Comp.
Step 1		\$-	\$52,958	\$3,707	\$56,665
Step 2	\$52,958	\$935	\$53,892	\$3,772	\$57,665
Step 3	\$53,916	\$1,122	\$55,037	\$3,853	\$58,890
Step 4	\$55,084	\$1,215	\$56,299	\$3,941	\$60,240
Step 5	\$56,353	\$1,963	\$58,315	\$4,082	\$62,397
Step 6	\$58,389	\$2,430	\$60,819	\$4,257	\$65,076
Step 7	\$60,940	\$2,570	\$63,510	\$4,446	\$67,955
Step 8	\$63,667	\$2,570	\$66,237	\$4,637	\$70,874
Step 9	\$68,139	\$2,570	\$70,709	\$4,950	\$75,658
Step 10	\$72,653	\$2,430	\$75,083	\$5,256	\$80,339
Step 11	\$76,718	\$2,243	\$78,961	\$5,527	\$84,488
Step 12	\$79,788	\$1,869	\$81,657	\$5,716	\$87,373
Step 13	\$81,968	\$1,589	\$83,557	\$5,849	\$89,406
Step 14a	\$83,239	\$1,355	\$84,594	\$5,922	\$90,516
Step 14b	\$84,722	\$-	\$84,722	\$5,931	\$90,653
Step 14c	\$84,804	\$-	\$84,804	\$5,936	\$90,740
Step 14d	\$84,999	\$-	\$84,999	\$5,950	\$90,949
Step 14e	\$85,613	\$-	\$85,613	\$5,993	\$91,605
Step 14f	\$86,392	\$-	\$86,392	\$6,047	\$92,439
Step 15a	\$87,164	\$1,262	\$88,426	\$6,190	\$94,616
Step 15b	\$88,458	\$-	\$88,458	\$6,192	\$94,650
Step 15c	\$88,484	\$-	\$88,484	\$6,194	\$94,678
Step 15d	\$88,484	\$-	\$88,484	\$6,194	\$94,678
Step 15e	\$88,484	\$-	\$88,484	\$6,194	\$94,678
Step 16	\$88,510	\$1,262	\$89,772	\$6,284	\$96,056
Step 16b	\$89,804	\$-	\$89,804	\$6,286	\$96,090
Step 16c	\$89,830	\$-	\$89,830	\$6,288	\$96,118

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

See page 7 of this document for information on step advancement, particularly for steps 14 - 16b.

<b>1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions</b>				<b>2018-19</b> <small>school year</small> <b>Lane 2</b>	
	Base	Step Adjustment	Base + Step <sup>1</sup>	Pension Pick up/ Added Salary <sup>2</sup>	Total Comp.
Step 1		\$-	\$56,626	\$3,964	\$60,590
Step 2	\$56,626	\$935	\$57,560	\$4,029	\$61,590
Step 3	\$57,584	\$1,122	\$58,705	\$4,109	\$62,815
Step 4	\$58,752	\$1,215	\$59,967	\$4,198	\$64,165
Step 5	\$60,021	\$1,963	\$61,983	\$4,339	\$66,322
Step 6	\$62,057	\$2,430	\$64,487	\$4,514	\$69,001
Step 7	\$64,608	\$2,570	\$67,178	\$4,702	\$71,880
Step 8	\$67,335	\$2,570	\$69,905	\$4,893	\$74,799
Step 9	\$71,807	\$2,570	\$74,377	\$5,206	\$79,583
Step 10	\$76,320	\$2,430	\$78,750	\$5,512	\$84,262
Step 11	\$80,387	\$2,243	\$82,630	\$5,784	\$88,414
Step 12	\$83,456	\$1,869	\$85,325	\$5,973	\$91,298
Step 13	\$85,636	\$1,589	\$87,225	\$6,106	\$93,331
Step 14a	\$86,906	\$1,355	\$88,261	\$6,178	\$94,439
Step 14b	\$88,390	\$-	\$88,390	\$6,187	\$94,578
Step 14c	\$88,472	\$-	\$88,472	\$6,193	\$94,665
Step 14d	\$88,666	\$-	\$88,666	\$6,207	\$94,873
Step 14e	\$89,280	\$-	\$89,280	\$6,250	\$95,529
Step 14f	\$90,061	\$-	\$90,061	\$6,304	\$96,365
Step 15a	\$90,942	\$1,262	\$92,204	\$6,454	\$98,659
Step 15b	\$92,236	\$-	\$92,236	\$6,457	\$98,692
Step 15c	\$92,262	\$-	\$92,262	\$6,458	\$98,720
Step 15d	\$92,262	\$-	\$92,262	\$6,458	\$98,720
Step 15e	\$92,262	\$-	\$92,262	\$6,458	\$98,720
Step 16	\$92,288	\$1,262	\$93,550	\$6,549	\$100,099
Step 16b	\$93,582	\$-	\$93,582	\$6,551	\$100,132
Step 16c	\$93,608	\$-	\$93,608	\$6,553	\$100,160

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

2018-19 <small>school year</small> Lane 3		1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions			
	Base	Step Adjustment	Base + Step <sup>1</sup>	Pension Pick up/ Added Salary <sup>2</sup>	Total Comp.
Step 1		\$-	\$58,460	\$4,092	\$62,552
Step 2	\$58,460	\$935	\$59,394	\$4,158	\$63,552
Step 3	\$59,418	\$1,122	\$60,539	\$4,238	\$64,777
Step 4	\$60,586	\$1,215	\$61,801	\$4,326	\$66,127
Step 5	\$61,855	\$1,963	\$63,817	\$4,467	\$68,285
Step 6	\$63,891	\$2,430	\$66,321	\$4,642	\$70,964
Step 7	\$66,442	\$2,570	\$69,012	\$4,831	\$73,843
Step 8	\$69,169	\$2,570	\$71,739	\$5,022	\$76,761
Step 9	\$73,641	\$2,570	\$76,211	\$5,335	\$81,546
Step 10	\$78,153	\$2,430	\$80,583	\$5,641	\$86,223
Step 11	\$82,219	\$2,243	\$84,462	\$5,912	\$90,374
Step 12	\$85,291	\$1,869	\$87,160	\$6,101	\$93,262
Step 13	\$87,469	\$1,589	\$89,058	\$6,234	\$95,292
Step 14a	\$88,741	\$1,355	\$90,096	\$6,307	\$96,403
Step 14b	\$90,224	\$-	\$90,224	\$6,316	\$96,540
Step 14c	\$90,307	\$-	\$90,307	\$6,321	\$96,628
Step 14d	\$90,500	\$-	\$90,500	\$6,335	\$96,835
Step 14e	\$91,115	\$-	\$91,115	\$6,378	\$97,493
Step 14f	\$91,895	\$-	\$91,895	\$6,433	\$98,327
Step 15a	\$92,830	\$1,262	\$94,092	\$6,586	\$100,679
Step 15b	\$94,124	\$-	\$94,124	\$6,589	\$100,712
Step 15c	\$94,150	\$-	\$94,150	\$6,590	\$100,740
Step 15d	\$94,150	\$-	\$94,150	\$6,590	\$100,740
Step 15e	\$94,150	\$-	\$94,150	\$6,590	\$100,740
Step 16	\$94,176	\$1,262	\$95,438	\$6,681	\$102,119
Step 16b	\$95,470	\$-	\$95,470	\$6,683	\$102,152
Step 16c	\$95,495	\$-	\$95,495	\$6,685	\$102,180

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

<b>1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions</b>				<b>2018-19</b> <small>school year</small> <b>Lane 4</b>	
	Base	Step Adjustment	Base + Step <sup>1</sup>	Pension Pick up/ Added Salary <sup>2</sup>	Total Comp.
Step 1		\$-	\$60,294	\$4,221	\$64,514
Step 2	\$60,294	\$935	\$61,228	\$4,286	\$65,514
Step 3	\$61,252	\$1,122	\$62,373	\$4,366	\$66,739
Step 4	\$62,420	\$1,215	\$63,635	\$4,454	\$68,090
Step 5	\$63,689	\$1,963	\$65,651	\$4,596	\$70,247
Step 6	\$65,725	\$2,430	\$68,155	\$4,771	\$72,926
Step 7	\$68,276	\$2,570	\$70,846	\$4,959	\$75,805
Step 8	\$71,003	\$2,570	\$73,573	\$5,150	\$78,724
Step 9	\$75,474	\$2,570	\$78,044	\$5,463	\$83,507
Step 10	\$79,988	\$2,430	\$82,418	\$5,769	\$88,187
Step 11	\$84,054	\$2,243	\$86,297	\$6,041	\$92,338
Step 12	\$87,125	\$1,869	\$88,994	\$6,230	\$95,224
Step 13	\$89,302	\$1,589	\$90,891	\$6,362	\$97,253
Step 14a	\$90,576	\$1,355	\$91,931	\$6,435	\$98,367
Step 14b	\$92,058	\$-	\$92,058	\$6,444	\$98,503
Step 14c	\$92,141	\$-	\$92,141	\$6,450	\$98,591
Step 14d	\$92,335	\$-	\$92,335	\$6,463	\$98,799
Step 14e	\$92,948	\$-	\$92,948	\$6,506	\$99,454
Step 14f	\$93,729	\$-	\$93,729	\$6,561	\$100,290
Step 15a	\$94,719	\$1,262	\$95,981	\$6,719	\$102,700
Step 15b	\$96,013	\$-	\$96,013	\$6,721	\$102,734
Step 15c	\$96,039	\$-	\$96,039	\$6,723	\$102,761
Step 15d	\$96,039	\$-	\$96,039	\$6,723	\$102,761
Step 15e	\$96,039	\$-	\$96,039	\$6,723	\$102,761
Step 16	\$96,065	\$1,262	\$97,327	\$6,813	\$104,140
Step 16b	\$97,358	\$-	\$97,358	\$6,815	\$104,174
Step 16c	\$97,384	\$-	\$97,384	\$6,817	\$104,201

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

<b>2018-19</b> Lane 5	<b>1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions</b>
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	Base	Step Adjustment	Base + Step <sup>1</sup>	Pension Pick up/ Added Salary <sup>2</sup>	Total Comp.
Step 1		\$-	\$62,128	\$4,349	\$66,477
Step 2	\$62,128	\$935	\$63,062	\$4,414	\$67,477
Step 3	\$63,086	\$1,122	\$64,207	\$4,495	\$68,702
Step 4	\$64,255	\$1,215	\$65,469	\$4,583	\$70,052
Step 5	\$65,523	\$1,963	\$67,485	\$4,724	\$72,209
Step 6	\$67,559	\$2,430	\$69,989	\$4,899	\$74,889
Step 7	\$70,110	\$2,570	\$72,680	\$5,088	\$77,768
Step 8	\$72,837	\$2,570	\$75,408	\$5,279	\$80,686
Step 9	\$77,308	\$2,570	\$79,878	\$5,591	\$85,469
Step 10	\$81,822	\$2,430	\$84,252	\$5,898	\$90,150
Step 11	\$85,889	\$2,243	\$88,132	\$6,169	\$94,301
Step 12	\$88,959	\$1,869	\$90,828	\$6,358	\$97,186
Step 13	\$91,137	\$1,589	\$92,726	\$6,491	\$99,217
Step 14a	\$92,409	\$1,355	\$93,764	\$6,564	\$100,328
Step 14b	\$93,892	\$-	\$93,892	\$6,572	\$100,465
Step 14c	\$93,974	\$-	\$93,974	\$6,578	\$100,552
Step 14d	\$94,169	\$-	\$94,169	\$6,592	\$100,761
Step 14e	\$94,783	\$-	\$94,783	\$6,635	\$101,418
Step 14f	\$95,563	\$-	\$95,563	\$6,689	\$102,252
Step 15a	\$96,607	\$1,262	\$97,869	\$6,851	\$104,720
Step 15b	\$97,900	\$-	\$97,900	\$6,853	\$104,754
Step 15c	\$97,926	\$-	\$97,926	\$6,855	\$104,781
Step 15d	\$97,926	\$-	\$97,926	\$6,855	\$104,781
Step 15e	\$97,926	\$-	\$97,926	\$6,855	\$104,781
Step 16	\$97,953	\$1,262	\$99,215	\$6,945	\$106,160
Step 16b	\$99,246	\$-	\$99,246	\$6,947	\$106,194
Step 16c	\$99,272	\$-	\$99,272	\$6,949	\$106,221

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

<b>1A. Salary schedule for Full-Time Appointed Teachers in 208-day positions</b>				<b>2018-19</b> <small>school year</small> <b>Lane 6</b>	
	Base	Step Adjustment	Base + Step <sup>1</sup>	Pension Pick up/ Added Salary <sup>2</sup>	Total Comp.
Step 1		\$-	\$63,963	\$4,477	\$68,440
Step 2	\$63,963	\$935	\$64,898	\$4,543	\$69,440
Step 3	\$64,921	\$1,122	\$66,043	\$4,623	\$70,665
Step 4	\$66,090	\$1,215	\$67,305	\$4,711	\$72,016
Step 5	\$67,358	\$1,963	\$69,321	\$4,852	\$74,173
Step 6	\$69,395	\$2,430	\$71,825	\$5,028	\$76,852
Step 7	\$71,945	\$2,570	\$74,515	\$5,216	\$79,731
Step 8	\$74,673	\$2,570	\$77,243	\$5,407	\$82,650
Step 9	\$79,143	\$2,570	\$81,713	\$5,720	\$87,433
Step 10	\$83,657	\$2,430	\$86,087	\$6,026	\$92,113
Step 11	\$87,721	\$2,243	\$89,964	\$6,297	\$96,261
Step 12	\$90,792	\$1,869	\$92,661	\$6,486	\$99,148
Step 13	\$92,972	\$1,589	\$94,561	\$6,619	\$101,180
Step 14a	\$94,243	\$1,355	\$95,598	\$6,692	\$102,290
Step 14b	\$95,727	\$-	\$95,727	\$6,701	\$102,427
Step 14c	\$95,808	\$-	\$95,808	\$6,707	\$102,515
Step 14d	\$96,002	\$-	\$96,002	\$6,720	\$102,722
Step 14e	\$96,616	\$-	\$96,616	\$6,763	\$103,379
Step 14f	\$97,396	\$-	\$97,396	\$6,818	\$104,214
Step 15a	\$98,496	\$1,262	\$99,758	\$6,983	\$106,741
Step 15b	\$99,789	\$-	\$99,789	\$6,985	\$106,775
Step 15c	\$99,815	\$-	\$99,815	\$6,987	\$106,802
Step 15d	\$99,815	\$-	\$99,815	\$6,987	\$106,802
Step 15e	\$99,815	\$-	\$99,815	\$6,987	\$106,802
Step 16	\$99,842	\$1,262	\$101,104	\$7,077	\$108,181
Step 16b	\$101,135	\$-	\$101,135	\$7,079	\$108,215
Step 16c	\$101,161	\$-	\$101,161	\$7,081	\$108,242

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

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

\* Notes on Salary Schedules:

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

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

Steps 14: teachers with 14 years of experience

Step 15: teachers with 20 years of experience

Step 16: teachers with 25 or more years of experience

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

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

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

