

**EDUCATIONAL SUPPORT PERSONNEL**  
**NORTHSHORE SCHOOL DISTRICT NO. 417**  
**2018-2019**  
**Initial Salary Schedule**

**SCHEDULE 36**

Effective September 01, 2018

Step	01	02	03	04	05	06	10	15
Rate per hour <b>LEVEL I</b>	<b>22.93</b>	<b>23.61</b>	<b>24.30</b>	<b>24.99</b>	<b>25.68</b>	<b>26.36</b>	<b>27.74</b>	<b>29.12</b>
Rate per hour <b>LEVEL II</b>	<b>30.56</b>	<b>31.48</b>	<b>32.39</b>	<b>33.31</b>	<b>34.23</b>	<b>35.14</b>	<b>36.98</b>	<b>38.81</b>
Rate per hour <b>LEVEL III</b>	<b>38.22</b>	<b>39.37</b>	<b>40.51</b>	<b>41.66</b>	<b>42.81</b>	<b>43.95</b>	<b>46.25</b>	<b>48.54</b>

**Substitute Rate of Pay: Step 1 of Levels 1 and 2, Step 3 of Level 3**

See Article 41.20 for placement on Step Ten (10)

Employees shall be eligible for placement on Step 15 of Appendix A-2 at the start of the work year in which they will complete fourteen (14) years of service in the bargaining unit by the end of the calendar year (December 31).

An annual stipend shall be given beyond the normal salary to any employee holding a basic Standards Certificate (NAEOP) - \$861; Associate Professional (NAEOP) - \$1,011; Advanced I (NAEOP) - \$1,120; Advanced II (NAEOP) - \$1,239; Advanced III (NAEOP) - \$1,374; Professional Bachelor's Degree (NAEOP) - \$1,521; Professional Master's Degree (NAEOP) - \$1,582.

Employees employed for less than 3.5 hours shall be eligible for one half of the PSP stipend.

An annual stipend shall be given beyond the normal salary to any eligible level II or Level III employee holding a BA or BS degree appropriate to the requirements of the job - \$1,455; ESA appropriate to the job - an additional \$1,455; Masters Degree appropriate to the requirements of the job - an additional \$1,455.

The employee may choose between a PSP stipend and one or more of the stipends identified above. Employees are not eligible for both types of stipends - see Article 25.82 in Collective Bargaining Agreement.

**Step 00**

	<b>Annual</b>
Basic Standards Certificate (NAEOP)	<b>861.00</b>
Associate Professional (NAEOP)	<b>1011.00</b>
Advanced I (NAEOP)	<b>1120.00</b>
Advanced II (NAEOP)	<b>1239.00</b>
Advanced III (NAEOP)	<b>1374.00</b>
Professional Bachelor's Degree (NAEOP)	<b>1521.00</b>
Professional Master's Degree (NAEOP)	<b>1582.00</b>
BA or BS degree - appropriate to requirements of the job	<b>1455.00</b>
ESA - appropriate to the job	<b>1455.00</b>
MA degree - appropriate to requirements of the job	<b>1455.00</b>

Adopted by the Board of Directors on: October 22, 2018