

**EDUCATIONAL SUPPORT PROFESSIONALS**  
**NORTHSHORE SCHOOL DISTRICT NO. 417**  
**2020-2021**  
**Salary Schedule**

**SCHEDULE 36**

Effective September 01, 2020

Step	01	02	03	04	05	06	10	15
Rate per hour <b>LEVEL I</b>	<b>24.70</b>	<b>25.44</b>	<b>26.18</b>	<b>26.92</b>	<b>27.66</b>	<b>28.41</b>	<b>29.89</b>	<b>31.37</b>
Rate per hour <b>LEVEL II</b>	<b>32.92</b>	<b>33.91</b>	<b>34.90</b>	<b>35.88</b>	<b>36.87</b>	<b>37.86</b>	<b>39.83</b>	<b>41.81</b>
Rate per hour <b>LEVEL III</b>	<b>41.17</b>	<b>42.41</b>	<b>43.64</b>	<b>44.88</b>	<b>46.11</b>	<b>47.35</b>	<b>49.82</b>	<b>52.29</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 who has achieved higher levels of certification or degrees listed in the section below.

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

Employees qualifying at more than one level will receive only one level of incentive pay.

See Article 26.80 in Collective Bargaining Agreement.

	<b>Step 00</b>
	<b><u>Annual</u></b>
Advanced Paraeducator Certificate / Basic Standards Certificate (NAEOP)*	<b>927.00</b>
AA Degree / Associate Professional (NAEOP)*	<b>1089.00</b>
Advanced I (NAEOP)*	<b>1207.00</b>
Advanced II (NAEOP)*	<b>1335.00</b>
Advanced III (NAEOP)*	<b>1481.00</b>
BA or BS Degree / Professional Bachelor's Degree (NAEOP)*	<b>1638.00</b>
MA or MS Degree / Professional Master's Degree (NAEOP)*	<b>1704.00</b>
Level II or III with ESA - appropriate to the job	<b>3135.00</b>
Level II or III with MA degree - appropriate to requirements of the job	<b>3135.00</b>
Level II or III with ESA appropriate to the job & MA/MS appropriate to the job	<b>4702.00</b>

Adopted by the Board of Directors on: 09/09/2019