OFFICE PROFESSIONALS SALARY SCHEDULE
NORTHSHORE SCHOOL DISTRICT NO. 417
2020-2021

SCHEDULE 32
Effective September 1, 2020

LEVEL D
Hourly
26.14 27.05 28.00 28.98 29.99 31.04 32.13 33.25
*Substitute Hourly Rate

LEVEL E**
Hourly
27.05 28.00 28.98 29.99 31.04 32.13 33.25 34.41

LEVEL F**
Hourly
28.00 28.98 29.99 31.04 32.13 33.25 34.41 35.61

LEVEL G**
Hourly
28.98 29.99 31.04 32.13 33.25 34.41 35.61 36.86

LEVEL H**
Hourly
29.99 31.04 32.13 33.25 34.41 35.61 36.86 38.15

LEVEL I**
Hourly
31.04 32.13 33.25 34.41 35.61 36.86 38.15 39.49

An annual stipend shall be given beyond the normal salary to any employee holding an Associate of Arts in Business Education, Bachelor of Arts or other College Degree, or Basic Standards Certificate (NAEOP) - $917; Associate Professional (NAEOP) - $1,079; Advanced I (NAEOP) - $1,192; Advanced II (NAEOP) - $1,322; Advanced III (NAEOP) - $1,466; Professional Bachelor's Degree (NAEOP) - $1,621; Professional Master's Degree (NAEOP) - $1,689.

A wage differential shall be given to the employees working an evening shift, in the amount : 0.60

The substitute rate of pay shall be Level D, Step 1. A NEOPA employee with ten (10) or more years of experience who resigns or retires and is rehired as a substitute within three (3) years of separation shall be paid at Level G, Step 1. In such instances that a current school employee is hired to fulfill a NEOPA substitute position, that employee will be paid his or her regular rate of pay, or Level D, Step 1, whichever is higher (see Article 43.90)

**Temporary employees and long-term substitutes shall be paid per the salary schedule on the 45th consecutive work day in the same assignment. (See Article 43.80.)

Existing employees working in a higher classification for five (5) consecutive days or more will be paid the higher rate of pay beginning on the fifth day of such assignment. (See Article 43.100.)

Steps 10, 12 and 15 are considered longevity steps. (See Article 43.70.)

SEE APPENDIX B FOR SPECIFIC JOB TITLES

Formula for Calculating Annual and Monthly amounts:

9 Month Employee: Hourly Rate x 1,560 hours ÷ Annual amount and divided by 12 = Monthly amount
10 Month Employee: Hourly Rate x 1,736 hours ÷ Annual amount and divided by 12 = Monthly amount
10.5 Month Employee: Hourly Rate x 1,824 hours ÷ Annual amount and divided by 12 = Monthly amount
11 Month Employee: Hourly Rate x 1,912 hours ÷ Annual amount and divided by 12 = Monthly amount
12 Month Employee: Hourly Rate x 2,080 hours ÷ Annual amount and divided by 12 = Monthly amount

Adopted by the Board of Directors on: October 26, 2020