

OFFICE PROFESSIONALS SALARY SCHEDULE
NORTHSHORE SCHOOL DISTRICT NO. 417
2024-2025

SCHEDULE 32

Effective September 1, 2024

APPENDIX A

SALARY SCHEDULE D-I

12-MONTH	Steps	01	02	03	04	05	10	12	15	
LEVEL D *Substitute Hourly Rate	Hourly	*	31.72	32.83	33.98	35.17	36.40	37.67	38.99	40.35
LEVEL E**	Hourly	32.83	33.98	35.17	36.40	37.67	38.99	40.35	41.76	43.22
LEVEL F**	Hourly	33.98	35.17	36.40	37.67	38.99	40.35	41.76	43.22	44.73
LEVEL G**	Hourly	35.17	36.40	37.67	38.99	40.35	41.76	43.22	44.73	46.30
LEVEL H**	Hourly	36.40	37.67	38.99	40.35	41.76	43.22	44.73	46.30	47.92
LEVEL I**	Hourly	37.67	38.99	40.35	41.76	43.22	44.73	46.30	47.92	

Per Article 46.10 an annual stipend shall be given beyond the normal salary to any employee holding the following:

	Annual	Monthly	Hourly
A of A in Bus. Bach of Arts or other degree, Basic Stand.	1114.00	92.83	0.5356
Associate Professional (NAEOP)	1309.00	109.08	0.6293
Advanced I (NAEOP)	1447.00	120.58	0.6957
Advanced II (NAEOP)	1604.00	133.67	0.7712
Advanced III (NAEOP)	1779.00	148.25	0.8553
Professional Bachelor's Degree (NAEOP)	1967.00	163.92	0.9457
Professional Master's Degree (NAEOP)	2051.00	170.92	0.9861

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 45.80)

**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 45.70.)

Existing employees working in a higher classification for a day or more will be paid the higher rate of pay beginning on the first day of such assignment. (See Article 45.90.)

Steps 10, 12 and 15 are considered longevity steps. (See Article 45.40.3.2)

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: 03/11/24