

Appendix C – Compensation Schedule 2025-2026

May 2025

The Compensation Schedule for the 2025-2026 school year has been adjusted in the 2022-2026 Master Contract. The below details the rationale and explanation of the adjustment and placements of staff moving forward.

History and reason for the change:

- During the 2015-19 contract, members were kept at their 2014-15 salary step, receiving only the negotiated percentage increase.
- Staff present during any of these four years were "frozen" at their step.
- Step advancement resumed with the 2019-22 extension and continues under the current contract.
- An unintended consequence is that new hires may be placed on the same step as longserving staff who were "frozen." For example, a new hire at step 10 is equated with a veteran teacher with 14 years of service since 2011.
- The intent is to adjust only for the four years that step movement was frozen from 2015-2019. It will not readjust for any long-serving teachers placed into longevity before 2015. The adjustment is based on the step/cell where staff members were frozen at the start of the 2015 contract.
- During the step freeze, no salary was lost; all staff received the percentage increase that was negotiated.
- This adjustment will not change the salary for the next year; all staff will receive the salary they are due for 2025-2026, regardless of their hiring date.

Notes on revisions to schedule:

- Adjust step zero to 1 as the first step, allows for more alignment with years of service
- Current step 7 has been divided into step 8,9,10,11 with the same dollar amount, staff in step 7 began at zero 2015-19 contract and remained until the extension
- Any staff member who was hired from current step 8 on will have to move 4 steps in the proposal to keep the same salary. Example step 8 moves to step 12.
- Steps zero to 6, the step number will change by 1 step, example step 6 will change to step 7 with same salary



Appendix C – REVISED Compensation Schedule 2025-2026

Old 25-26	New								New
STEP	Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Step
0	1	56,141	56,472	59,778	60,706	62,716	64,727	66,805	1
1	2	56,891	57,222	60,528	61,456	63,466	65,477	67,555	2
2	3	57,665	57 <i>,</i> 996	61,302	62,230	64,241	66,251	68,330	3
3	4	58,467	58,798	62,104	63 <i>,</i> 032	65,042	67 <i>,</i> 052	69,131	4
4	5	59,298	59 <i>,</i> 629	62,935	63 <i>,</i> 863	65,874	67 <i>,</i> 884	69,963	5
5	6	60,163	60,494	63,800	64,728	66,738	68,749	70,828	6
6	7	61,060	61,391	64,697	65,625	67,636	69,646	71,725	7
7	8	61,984	62,315	65,622	66,549	68,560	70,570	72,649	8
7	9	61,984	62 <i>,</i> 315	65,622	66,549	68,560	70,570	72,649	9
7	10	61,984	62 <i>,</i> 315	65,622	66,549	68,560	70,570	72,649	10
7	11	61,984	62,315	65,622	66,549	68,560	70,570	72,649	11
8	12	62,673	63,003	66,310	67,237	69,248	71,258	73,337	12
9	13	64,511	64,853	68,256	69,211	71,280	73 <i>,</i> 348	75 <i>,</i> 488	13
10	14	65,425	65,771	69,223	70,192	72,290	74,388	76,558	14
11	15	66,016	66,364	69,848	70,824	72,942	75,060	77,250	15
12	16	68,591	68,953	72,572	73,587	75,786	77,987	80,261	16
13	17	71,177	71,554	75,313	76,369	78,653	80,940	83,302	17
14	18	73,777	74,169	78,075	79,171	81,544	83,922	86,377	18
15	19	76,393	76,799	80,859	81,998	84,463	86,932	89,483	19
16	20	79,024	79,447	83,665	84,848	87,410	89,975	92,625	20
17	21	81,676	82,116	86,497	87,726	90,389	93,054	95,808	21
18	22	84,321	84,776	89,329	90,606	93,372	96,142	99,003	22
19	23	86,938	87,412	92,144	93,472	96,344	99,220	102,192	23
20	24	-	92,973	98,078	99,512	102,612	105,718	109,372	24
21	25	-	-	99,198	102,295	105,519	108,745	112,078	25
22	26	-	-	103,700	105,275	108,635	111,999	115,473	26
23	27	-	-	106,176	107,822	111,312	114,805	118,411	27
24	28	-	-	108,617	110,328	113,931	117,540	121,265	28
25	29	-		-	-	-		125,942	29
26	30	-	For the year 2025-2026 each staff member					128,463	30
27	31	-	moves one step and each cell received a					130,981	31
28	32	-	3.25% increase over the previous year. Each					133,413	32
29	33	-	staff member will also receive a bonus					135,797	33
30	34	-	payment of \$250 in November . This bonus					138,175	34
31	35	-	is NOT reflected in the salary schedule. All					140,550	35
32	36	-	applicable deductions (taxes, TRS/IMRF, etc.) will be applied to both salary and the					142,919	36
33	37	-	-			h salary ar	nd the	145,378	37
34	38	-	bonus p	payments.				147,884	38
35	39	-						150,390	39