

ARTICLE XIII

COMPENSATION

13.1 DUEA SALARY INCREASES FY23-FY25:

For FY23, All bargaining unit members, except Sign Language Interpreters and Accompanists, will move into the new pay design at their current step and move down one (1) step.³ Appendix D is incorporated by reference. All members on the schedule will receive the indicated percentage increase on the base. All members who remain on Step 11, will receive the percentage increase on the base and a \$2,000 off schedule stipend.

For FY24, all members on the schedule will receive a step increase along with the indicated percentage increase on the base. All members who remain on Step 11, will receive the percentage increase on the base and a \$2,500 off schedule stipend.

For FY25, the base rate will increase using CPI with a floor of 2.75% and a ceiling of 5%. All members on the schedule will receive a step increase along with the CPI percentage increase to the base. All members who remain on Step 11, will receive the CPI percentage increase and a \$2,500 off schedule stipend.

The base salary for all classifications, except Sign Language Interpreters and Accompanists, for FY23 will be increased by 5.40% as follows:

A. \$16.00 B. \$16.72 C. \$17.56

The base salary for all classifications, except Sign Language Interpreters and Accompanists, for FY24 will be increased by 4% as follows:

A. \$16.64 B. \$17.39 C. \$18.26

The base salary for all classifications, except Sign Language Interpreters and Accompanists, for FY25 will be increased by CPI with a floor of 2.75% and a ceiling of 5%, based on prior December CPI.

The base salary for Sign Language Interpreters for FY23 will be increased by 3% as follows:

A:	EIPA ⁴ of 3.0 – 3.4	\$21.57
B:	EIPA of 3.5 – 3.9	\$22.65
C:	EIPA of 4.0 or higher, or IL BEI ⁵ all levels, or RID ⁶ Certification all levels	\$23.72

The base salary for Sign Language Interpreters for FY24 and FY25 will be increased by an additional 3% each year beyond the base listed above.

Sign Language Interpreters and Accompanists who return for a subsequent year of employment will receive a 3% increase on their hourly rate for each year of this Agreement.

³ Note: Steps do not equal years of service.

⁴ Educational Interpreter Performance Assessment (“EIPA”)

⁵ Illinois Board for the Evaluation of Interpreters (“IL BEI”)

⁶ Registry of Interpreters for the Deaf (“RID”)

Salary for Accompanists includes daily classroom work and preparation, plus 4 curricular choir concerts and 2 special performances (currently madrigal dinners at EHS and BHS; student recitals at LHS; but generally, will be determined by building choral director). As salaried employees, accompanists are not required to punch in/out on timeclocks. Accompanists will be compensated for additional performances according to the chart attached hereto and incorporated herein as Exhibit E and submitted by the employee via timesheet. If an accompanist provides lessons at a school site to an individual student or a small group before or after school hours the accompanist must rent the space through Plant Operations. Accompanists will no longer be eligible for any additional stipends unless it is defined in this Agreement.

For FY23, the starting salary for a newly hired Accompanist is increased by 3% and based upon the above and 3 or more choir classes as follows:

- Starting Salary for full time Accompanist at South Elgin will be \$21.89 per hour (\$20,471.25 annually).
- Salary for the full time Accompanist at Bartlett and Elgin will be \$29.19 per hour (\$27,295 annually) and at Larkin it will be \$35.25 per hour (\$32,960 annually)

The base salary for Accompanists for FY24 and FY25 will be increased by an additional 3% each year beyond the base listed above.

The District will reimburse employees required to hold the state paraprofessional license the licensing and renewal fee. The employee will be required to submit for reimbursement with the necessary proof that the license was granted or renewed and that the employee paid the required fee, within the previous ninety (90) days. The process for obtaining reimbursement will be shared with eligible employees by Human Resources.

13.2 CHANGING CLASSIFICATIONS

Sign Language Interpreter (SLI): When a SLI changes classifications they will receive a 4.75% increase from the current salary for each upgrade. If a SLI moves to a lower classification their current salary will be reduced by 4.75% for each lower classification, they downgrade.

Para-Educators, Library Para-Educators and Home School Liaisons: When a DUEA bargaining unit member, with the exception of SLI, in one of the three classifications listed below moves from their classification, they will shift to the equivalent step on the agreed Pay Chart in their new classification. This will be applicable to changes that move the bargaining unit member to a higher or lower classification. For employees beyond Step 11 that move from A to B, they will receive a one-time increase of 4.5% on their current salary. When an employee in one of the three categories moves from classification B to C they will receive a one-time increase of 5% on their current salary. For employees beyond Step 11 that move from classification A to C they will receive a one-time increase of 9.5% on their current salary. For employees beyond Step 11 that move from classification C to B, their base salary will decrease by 5% on their current salary, if an employee shifts from a B to A, their salary will be reduced by 4.5% on their current salary and if they shift from classification C to A, their salary will be decreased by 9.5% on their current salary.