

EDUCATIONAL SUPPORT PROFESSIONALS
NORTHSHORE SCHOOL DISTRICT NO. 417
2025-2026
Salary Schedule

SCHEDULE 36

Effective September 01, 2025

Step	01	02	03	04	05	06	10	15
Rate per hour LEVEL I	29.86	30.76	31.65	32.55	33.44	34.34	36.13	37.92
Rate per hour LEVEL II	39.81	41.00	42.20	43.39	44.59	45.78	48.17	50.56
Rate per hour LEVEL III	49.78	51.27	52.77	54.26	55.75	57.25	60.23	63.22

Substitute Rate of Pay: Step 1 of Levels 1 and 2, Step 3 of Level 3

See Article 47.20 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 28.80 in Collective Bargaining Agreement.

	Step 00
	<u>Annual</u>
Advanced Paraeducator Certificate / Basic Standards Certificate (NAEOP)*	1121.00
AA Degree / Associate Professional (NAEOP)*	1317.00
Advanced I (NAEOP)*	1460.00
Advanced II (NAEOP)*	1613.00
Advanced III (NAEOP)*	1790.00
BA or BS Degree / Professional Bachelor's Degree (NAEOP)*	1980.00
MA or MS Degree / Professional Master's Degree (NAEOP)*	2060.00
Level II or III with ESA - appropriate to the job	3790.00
Level II or III with MA degree - appropriate to requirements of the job	3790.00
Level II or III with ESA appropriate to the job & MA/MS appropriate to the job	5686.00

Adopted by the Board of Directors on: June 10, 2025