

**NEOPA PROFESSIONAL/TECHNICAL SALARY SCHEDULE
NORTHSHORE SCHOOL DISTRICT NO. 417
2025-2026**

**APPENDIX A
SALARY SCHEDULE
PROFESSIONAL/TECHNICAL**

SCHEDULE 33

Effective September 01, 2025

12-MONTH	Steps	01	02	03	04	05	10	12	15
PROFESSIONAL/TECHNICAL LEVEL I		*							
Substitute Rate*	Hourly	43.16	44.67	46.23	47.85	49.52	51.25	53.04	54.90
PROFESSIONAL/TECHNICAL LEVEL II									
Substitute Rate*	Hourly	44.67	46.23	47.85	49.52	51.25	53.04	54.90	56.82

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., BA or other degree, Basic Stand.	1142.00	95.17	0.5490
Associate Professional (NAEOP)	1342.00	111.83	0.6452
Advanced I (NAEOP)	1483.00	123.58	0.7130
Advanced II (NAEOP)	1644.00	137.00	0.7904
Advanced III (NAEOP)	1823.00	151.92	0.8764
Professional Bachelor's Degree (NAEOP)	2016.00	168.00	0.9692
Professional Master's Degree (NAEOP)	2102.00	175.17	1.0106

*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 44.40.3.2)

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: June 10, 2025