

Appendix A
2027-2028 Educator Salary Schedule
Evanston/Skokie School District 65
(2.27% Base Increase Plus Step)

TRACK I					TRACK II				TRACK III				TRACK IV				TRACK V			
Step	Index	Base	TRS	Total	Index	Base	TRS	Total	Index	Base	TRS	Total	Index	Base	TRS	Total	Index	Base	TRS	Total
1	1.00	53,838	4,682	58,520	1.09	58,683	5,103	63,786	1.18	63,529	5,524	69,053								
2	1.02	54,915	4,775	59,690	1.11	59,760	5,197	64,957	1.20	64,606	5,618	70,224								
3	1.05	56,530	4,916	61,446	1.15	61,914	5,384	67,298	1.23	66,221	5,758	71,979	1.30	69,989	6,086	76,075				
4	1.10	59,222	5,150	64,372	1.19	64,067	5,571	69,638	1.28	68,913	5,992	74,905	1.36	73,220	6,367	79,587				
5	1.15	61,914	5,384	67,298	1.24	66,759	5,805	72,564	1.34	72,143	6,273	78,416	1.42	76,450	6,648	83,098				
6	1.19	64,067	5,571	69,638	1.30	69,989	6,086	76,075	1.39	74,835	6,507	81,342	1.48	79,680	6,929	86,609	1.56	83,987	7,303	91,290
7	1.23	66,221	5,758	71,979	1.36	73,220	6,367	79,587	1.44	77,527	6,742	84,269	1.54	82,911	7,210	90,121	1.62	87,218	7,584	94,802
8	1.27	68,374	5,946	74,320	1.42	76,450	6,648	83,098	1.50	80,757	7,022	87,779	1.60	86,141	7,491	93,632	1.68	90,448	7,865	98,313
9	1.30	69,989	6,086	76,075	1.48	79,680	6,929	86,609	1.55	83,449	7,256	90,705	1.66	89,371	7,771	97,142	1.74	93,678	8,146	101,824
10	1.34	72,143	6,273	78,416	1.55	83,449	7,256	90,705	1.61	86,679	7,537	94,216	1.72	92,601	8,052	100,653	1.80	96,908	8,427	105,335
11	1.38	74,296	6,461	80,757	1.59	85,602	7,444	93,046	1.67	89,909	7,818	97,727	1.78	95,832	8,333	104,165	1.86	100,139	8,708	108,847
12	1.40	75,373	6,554	81,927	1.62	87,218	7,584	94,802	1.72	92,601	8,052	100,653	1.84	99,062	8,614	107,676	1.92	103,369	8,989	112,358
13	1.42	76,450	6,648	83,098	1.64	88,294	7,678	95,972	1.76	94,755	8,240	102,995	1.89	101,754	8,848	110,602	1.98	106,599	9,270	115,869
14	1.44	77,527	6,742	84,269	1.66	89,371	7,771	97,142	1.79	96,370	8,380	104,750	1.91	102,831	8,942	111,773	2.04	109,830	9,550	119,380
15					1.68	90,448	7,865	98,313	1.81	97,447	8,474	105,921	1.93	103,907	9,035	112,942	2.10	113,060	9,831	122,891
16					1.70	91,525	7,959	99,484	1.83	98,524	8,567	107,091	1.95	104,984	9,129	114,113	2.13	114,675	9,972	124,647
17									1.85	99,600	8,661	108,261	1.97	106,061	9,223	115,284	2.15	115,752	10,065	125,817
18									1.88	101,215	8,801	110,016	1.99	107,138	9,316	116,454	2.17	116,828	10,159	126,987
19													2.01	108,214	9,410	117,624	2.19	117,905	10,253	128,158
20													2.04	109,830	9,550	119,380	2.21	118,982	10,346	129,328
21																	2.23	120,059	10,440	130,499
22																	2.26	121,674	10,580	132,254

Due to rounding in formula calculations, some totals may be off by one dollar

When the salary step is not possible for any educator, and the increase in the base salary is below three percent (3%), all educators on the step will receive a lump sum for the difference in the base increase and three percent (3%) to be paid on the November 15 check.

The Board will pay each educator who completes 25 years of continuous service as an educator in the District a one-time, gross \$1,000 lump sum payment at the conclusion of the educator's 25th consecutive year in the District.

TRS factor is 8.6957%

Bargaining unit employees who participate in IMRF rather than TRS receive the same total salary but the IMF contribution factor is 4.5%