

Appendix A
2025-2026 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	51,475	4,476	55,951	1.09	56,108	4,879	60,987	1.18	60,741	5,282	66,023								
2	1.02	52,505	4,566	57,071	1.11	57,137	4,968	62,105	1.20	61,770	5,371	67,141								
3	1.05	54,049	4,700	58,749	1.15	59,196	5,148	64,344	1.23	63,314	5,506	68,820	1.30	66,918	5,819	72,737				
4	1.10	56,623	4,924	61,547	1.19	61,255	5,327	66,582	1.28	65,888	5,729	71,617	1.36	70,006	6,088	76,094				
5	1.15	59,196	5,148	64,344	1.24	63,829	5,550	69,379	1.34	68,977	5,998	74,975	1.42	73,095	6,356	79,451				
6	1.19	61,255	5,327	66,582	1.30	66,918	5,819	72,737	1.39	71,550	6,222	77,772	1.48	76,183	6,625	82,808	1.56	80,301	6,983	87,284
7	1.23	63,314	5,506	68,820	1.36	70,006	6,088	76,094	1.44	74,124	6,446	80,570	1.54	79,272	6,893	86,165	1.62	83,390	7,251	90,641
8	1.27	65,373	5,685	71,058	1.42	73,095	6,356	79,451	1.50	77,213	6,714	83,927	1.60	82,360	7,162	89,522	1.68	86,478	7,520	93,998
9	1.30	66,918	5,819	72,737	1.48	76,183	6,625	82,808	1.55	79,786	6,938	86,724	1.66	85,449	7,430	92,879	1.74	89,567	7,788	97,355
10	1.34	68,977	5,998	74,975	1.55	79,786	6,938	86,724	1.61	82,875	7,207	90,082	1.72	88,537	7,699	96,236	1.80	92,655	8,057	100,712
11	1.38	71,036	6,177	77,213	1.59	81,845	7,117	88,962	1.67	85,963	7,475	93,438	1.78	91,626	7,968	99,594	1.86	95,744	8,326	104,070
12	1.40	72,065	6,267	78,332	1.62	83,390	7,251	90,641	1.72	88,537	7,699	96,236	1.84	94,714	8,236	102,950	1.92	98,832	8,594	107,426
13	1.42	73,095	6,356	79,451	1.64	84,419	7,341	91,760	1.76	90,596	7,878	98,474	1.89	97,288	8,460	105,748	1.98	101,921	8,863	110,784
14	1.44	74,124	6,446	80,570	1.66	85,449	7,430	92,879	1.79	92,140	8,012	100,152	1.91	98,317	8,549	106,866	2.04	105,009	9,131	114,140
15					1.68	86,478	7,520	93,998	1.81	93,170	8,102	101,272	1.93	99,347	8,639	107,986	2.10	108,098	9,400	117,498
16					1.70	87,508	7,609	95,117	1.83	94,199	8,191	102,390	1.95	100,376	8,728	109,104	2.13	109,642	9,534	119,176
17									1.85	95,229	8,281	103,510	1.97	101,406	8,818	110,224	2.15	110,671	9,624	120,295
18									1.88	96,773	8,415	105,188	1.99	102,435	8,907	111,342	2.17	111,701	9,713	121,414
19													2.01	103,465	8,997	112,462	2.19	112,730	9,803	122,533
20													2.04	105,009	9,131	114,140	2.21	113,760	9,892	123,652
21																	2.23	114,789	9,982	124,771
22																	2.26	116,334	10,116	126,450

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%

*** 100% of CPI with a minimum of 2.0% and maximum of 2.27%