EDUCATIONAL SUPPORT PROFESSIONALS
NORTHSHORE SCHOOL DISTRICT NO. 417
2026-2027
Salary Schedule

SCHEDULE 36
Effective September 01, 2026

Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14	15
LEVEL I																
	Rate per hour	$30.79	$31.71	$32.64	$33.56	$34.48	$35.41	$35.87	$36.33	$36.79	$37.26	$37.63	$37.99	$38.36	$38.73	$39.10
AE191 6.5 hrs/day x 192 days	Annual Salary	$38,425.92	$39,574.08	$40,734.72	$41,882.88	$43,031.04	$44,191.68	$44,765.76	$45,339.84	$45,913.92	$46,500.48	$46,962.24	$47,411.52	$47,873.28	$48,335.04	$48,796.80
	Monthly	$3,202.16	$3,297.84	$3,394.56	$3,490.24	$3,585.92	$3,682.64	$3,730.48	$3,778.32	$3,826.16	$3,875.04	$3,913.52	$3,950.96	$3,989.44	$4,027.92	$4,066.40
LEVEL II																
	Rate per hour	$41.04	$42.27	$43.50	$44.73	$45.96	$47.20	$47.81	$48.43	$49.04	$49.66	$50.15	$50.64	$51.14	$51.63	$52.12
AE191 6.5 hrs/day x 192 days	Annual Salary	$51,217.92	$52,752.96	$54,288.00	$55,823.04	$57,358.08	$58,905.60	$59,666.88	$60,440.64	$61,201.92	$61,975.68	$62,587.20	$63,198.72	$63,822.72	$64,434.24	$65,045.76
	Monthly	$4,268.16	$4,396.08	$4,524.00	$4,651.92	$4,779.84	$4,908.80	$4,972.24	$5,036.72	$5,100.16	$5,164.64	$5,215.60	$5,266.56	$5,318.56	$5,369.52	$5,420.48
AE196 6.5 hrs/day x 197 days	Annual Salary	$52,551.72	$54,126.74	$55,701.75	$57,276.77	$58,851.78	$60,439.60	$61,220.71	$62,014.62	$62,795.72	$63,589.63	$64,217.08	$64,844.52	$65,484.77	$66,112.22	$66,739.66
	Monthly	$4,379.31	$4,510.56	$4,641.81	$4,773.06	$4,904.32	$5,036.63	$5,101.73	$5,167.89	$5,232.98	$5,299.14	$5,351.42	$5,403.71	$5,457.06	$5,509.35	$5,561.64
LEVEL III																
	Rate per hour	$51.32	$52.86	$54.40	$55.94	$57.48	$59.02	$59.79	$60.56	$61.33	$62.10	$62.71	$63.33	$63.94	$64.56	$65.18
AE196 6.5 hrs/day x 197 days	Annual Salary	$65,715.26	$67,687.23	$69,659.20	$71,631.17	$73,603.14	$75,575.11	$76,561.10	$77,547.08	$78,533.07	$79,519.05	$80,300.16	$81,094.07	$81,875.17	$82,669.08	$83,462.99
	Monthly	$5,476.27	$5,640.60	$5,804.93	$5,969.26	$6,133.60	$6,297.93	$6,380.09	$6,462.26	$6,544.42	$6,626.59	$6,691.68	$6,757.84	$6,822.93	$6,889.09	$6,955.25
AE199 6.5 hrs/day x 199 days	Annual Salary	$66,382.42	$68,374.41	$70,366.40	$72,358.39	$74,350.38	$76,342.37	$77,338.37	$78,334.36	$79,330.36	$80,326.35	$81,115.39	$81,917.36	$82,706.39	$83,508.36	$84,310.33
	Monthly	$5,531.87	$5,697.87	$5,863.87	$6,029.87	$6,195.87	$6,361.86	$6,444.86	$6,527.86	$6,610.86	$6,693.86	$6,759.62	$6,826.45	$6,892.20	$6,959.03	$7,025.86
AE205 6.5 hrs/day x 205 days	Annual Salary	$68,383.90	$70,435.95	$72,488.00	$74,540.05	$76,592.10	$78,644.15	$79,670.18	$80,696.20	$81,722.23	$82,748.25	$83,561.08	$84,387.23	$85,200.05	$86,026.20	$86,852.35
	Monthly	$5,698.66	$5,869.66	$6,040.67	$6,211.67	$6,382.68	$6,553.68	$6,639.18	$6,724.68	$6,810.19	$6,895.69	$6,963.42	$7,032.27	$7,100.00	$7,168.85	$7,237.70
AE210 6.5 hrs/day x 210 days	Annual Salary	$70,051.80	$72,153.90	$74,256.00	$76,358.10	$78,460.20	$80,562.30	$81,613.35	$82,664.40	$83,715.45	$84,766.50	$85,599.15	$86,445.45	$87,278.10	$88,124.40	$88,970.70
	Monthly	$5,837.65	$6,012.83	$6,188.00	$6,363.18	$6,538.35	$6,713.53	$6,801.11	$6,888.70	$6,976.29	$7,063.88	$7,133.26	$7,203.79	$7,273.18	$7,343.70	$7,414.23

	Step 00
	Annual
Advanced Paraeducator Certificate / Basic Standards Certificate (NAEOP)*	1156.00
AA Degree / Associate Professional (NAEOP)*	1358.00
Advanced I (NAEOP)*	1505.00
Advanced II (NAEOP)*	1663.00
Advanced III (NAEOP)*	1845.00
BA or BS Degree / Professional Bachelor's Degree (NAEOP)*	2041.00
MA or MS Degree / Professional Master's Degree (NAEOP)*	2124.00
Level II or III with ESA - appropriate to the job	3907.00
Level II or III with MA degree - appropriate to requirements of the job	3907.00
Level II or III with ESA appropriate to the job & MA/MS appropriate to the job	5862.00
National Board for the Certification of School Nurses	1500.00

Annual and monthly salary rates are calculated based on a 6.5-hour workday and a full school-year contract.
For employees whose contracts begin after September 1st, salary and PSP stipends are prorated accordingly.

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

Employees who have achieved the higher levels of certification or degrees listed in the left-hand section shall receive an annual stipend in addition to their normal salary. 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, except employees qualifying for the National Board for Certification of School Nurses. See Article 30.90 in Collective Bargaining Agreement.

Adopted by the Board of Directors on: September 14, 2026.