



2023-24 Salary and Benefits Information

The following information is accurate for the 2023-24 school year per the Collective Bargaining Agreement that is in place for the District.

Certified Teacher Salary Schedule:

BACHELOR'S DEGREE				MASTER'S DEGREE			
STEP	SALARY	GRADUATE HOURS		STEP	SALARY	GRADUATE HOURS	
Step 1	\$42,385.68	3 Hours	\$105.00	Step 1	\$46,065.91	3 Hours	\$105.00
Step 2	\$43,960.30	6 Hours	\$210.00	Step 2	\$47,807.71	6 Hours	\$210.00
Step 3	\$45,316.29	9 Hours	\$315.00	Step 3	\$49,282.38	9 Hours	\$315.00
Step 4	\$46,788.52	12 Hours	\$420.00	Step 4	\$50,883.44	12 Hours	\$420.00
Step 5	\$48,511.08	15 Hours	\$525.00	Step 5	\$52,756.76	15 Hours	\$525.00
Step 6	\$49,501.82	18 Hours	\$630.00	Step 6	\$53,833.96	18 Hours	\$630.00
Step 7	\$50,758.93	21 Hours	\$735.00	Step 7	\$55,200.89	21 Hours	\$735.00
Step 8	\$52,047.59	24 Hours	\$840.00	Step 8	\$56,602.88	24 Hours	\$840.00
Step 9	\$53,110.76	27 Hours	\$945.00	Step 9	\$57,757.18	27 Hours	\$945.00
Step 10	\$54,169.26	30 Hours	\$1,050.00	Step 10	\$59,320.40	30 Hours	\$1,050.00
Step 11	\$55,605.13	33 Hours	\$1,155.00	Step 11	\$60,891.79	33 Hours	\$1,155.00
Step 12	\$57,550.39	36 Hours	\$1,260.00	Step 12	\$63,022.81	36 Hours	\$1,260.00
Step 13	\$59,097.25	39 Hours	\$1,365.00	Step 13	\$64,687.67	39 Hours	\$1,365.00
Step 14	\$60,688.50	42 Hours	\$1,470.00	Step 14	\$66,398.09	42 Hours	\$1,470.00
Step 15	\$62,319.48	45 Hours	\$1,575.00	Step 15	\$68,148.24	45 Hours	\$1,575.00
Step 16	\$63,997.19	48 Hours	\$1,680.00	Step 16	\$69,945.12	48 Hours	\$1,680.00

Potential longevity incentives of \$800-\$1000 after 20 years of teaching
 Several extended duty stipends for various roles or extra-curricular activities
 Bi-monthly payroll with salary paid during the summer

Benefits Information

10 sick days for first two years of employment, 15 sick days starting year 3 & beyond
 3 emergency days

Health plans include single, single+1, or family options on two different HMOs or
 HDHP/Health Savings Account

Section 125 Flexible Spending Accounts available for child care
 403(b) plans available from various vendors

Employee Assistance Program available

Tuition reimbursement

New teacher mentor program for new and veteran teachers

Insurance Carrier Rates and Payroll Deductions
 January 1, 2023 through December 31, 2023

Health Insurance

						Annual Payroll Checks	
						24	
						Annual Deductions 24	Annual Board Contribution to Employee's HSA
BCBS SSBC HSA Plan H-1	Indiv.	\$759	\$624.75	\$134.25	\$1,611.00	\$67.13	\$1,000
	Indiv+1	\$1,764	\$1,123.17	\$640.83	\$7,689.96	\$320.42	\$1,250
	Indiv+ Child(ren)	\$1,718	\$1,100.17	\$617.83	\$7,413.96	\$308.92	Indiv+Child= \$1,250 Indiv+Children= \$2,000
	Family	\$1,924	\$1,103.50	\$820.50	\$9,846.00	\$410.25	\$2,000
BCBS HMO Illinois	Indiv.	\$720	\$584.58	\$135.42	\$1,625.04	\$67.71	
	Indiv+1	\$1,613	\$1,110.00	\$503.00	\$6,036.00	\$251.50	

	Indiv+ Child(ren)	\$1,536	\$1,071.50	\$464.50	\$5,574.00	\$232.25
	Family	\$2,277	\$1,442.00	\$835.00	\$10,020.00	\$417.50
BCBS Blue Adv HMO	Indiv.	\$650	\$534.17	\$115.83	\$1,389.96	\$57.92
	Indiv+1	\$1,451	\$1,063.00	\$388.00	\$4,656.00	\$194.00
	Indiv+ Child(ren)	\$1,382	\$1,028.50	\$353.50	\$4,242.00	\$176.75
	Family	\$2,050	\$1,362.50	\$687.50	\$8,250.00	\$343.75

Dental Insurance

						Annual Payroll Checks
						24
		Monthly Carrier Rates	Monthly Bd. Cont.	Employee's Monthly Cost	Employee's Annual Premium	Annual Deductions
						24
Delta Dental PPO	Single	\$40.33	\$20.83	\$19.50	\$234	\$9.75
	Family	\$112.84	\$33.33	\$79.51	\$954.12	\$39.76
Delta Dental DHMO Plan 219	Single	\$28.57	\$20.83	\$7.74	\$92.88	\$3.87
	Family	\$69.88	\$33.33	\$36.55	\$438.60	\$18.28
Delta Dental DHMO Plan 285	Single	\$17.64	\$17.64	\$0.00	\$0.00	\$0.00
	Family	\$41.33	\$33.33	\$8.00	\$96.00	\$4.00