

AMEND BOARD REPORT 05-0824, 208

COMPENSATION AND PAY PLAN POLICY

~~THE CHIEF EXECUTIVE OFFICER REQUIREMENTS~~

That the Chicago Board of Education ("Board") ~~adopt~~ amend the Compensation and Pay Plan Policy.

~~PURPOSE: To establish policies with respect to compensation and pay of Board employees and to~~

~~reference former Board Policy 4.4.1 and 4.00, which were amended August 04, 2005~~

registered with the Illinois State Board of Education and the Chicago Board of Education, the Department of Human Resources.

6. "Reappointment" as used in this section means any appointment of a teacher on any State of Illinois initial or standard certificate.

B. Lane Placement and Adjustment on the Teacher's Salary Schedule. Teachers will be placed on an appropriate lane of the teachers' salary schedule in accordance with this Policy. Teachers may seek lane adjustments in accordance with the Policy. Teachers bear sole responsibility for

documentation when seeking lane placement adjustments. Procedures for obtaining lane

- a. *Alternative Lane Placement Credit for Master Degree and Successful Completion of CPS-offered Courses.* Effective September 1, 1990, Lane III, IV, and V credit may also be granted to those teachers who hold a master's degree, or who subsequently receive a master's degree for successful completion of all such courses offered by bureaus and

the Department of Human Resources up to a maximum of four (4) semester hours per course.

- b. *Alternative Lane Placement Credit for Non-degree Undergraduate Courses.* Lane III, IV and V credit will also be granted for undergraduate courses successfully completed in accredited colleges or universities, provided that said credits have not been used for the fulfillment of a bachelor's or the master's degree requirements and provided that the courses are either designed to enable teachers to meet state qualifications in the field of special education or are designed to enable teachers in schools located in Spanish-speaking communities to communicate more effectively with pupils and parents in such communities, and provided that the courses are pre-approved by the Department of Human Resources for the specific teacher applying for Lane III, IV, and V placement.

must have been pre-approved by the Department of Human Resource and successfully

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Special Rules for Lane III, IV and V Placement or Adjustment for Special Education

Teachers: Regularly assigned teachers assigned to Special Education classes designed

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2. *Initial Step Placement Credit for Inside or Outside Teaching Service for an employee with an initial or standard teaching certificate. Appointed teachers and temporarily assigned teachers*

Chicago Public Schools Department of Human Resources may be placed at a higher step based upon certain service and experience outside the Chicago Public Schools and prior service to the Chicago Public Schools as set forth in Sections III.E, III.F, III.G, III.H, III.I, and III.J, provided, however, that the maximum adjustment based on service and experience outside and/or inside the Chicago Public Schools shall be the third step in all lanes of the salary schedule, regardless of the length of service or

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receiving a bachelor's degree from an accredited college or university. Credit for teaching experience in a preschool program, day care center, or nursery school program is allowed if

2. *Step Placement Credit for Professional Experience.* An appointed or temporarily assigned teacher shall be granted step placement credit for the following professional experience:

a. *School Nurses.* A school nurse shall be allowed credit for service and experience outside

Department of Human Resources, provided that such service and experience occurred
~~in the Chicago Public Schools system or in a public school system in a State or territory~~

- h. *Peace Corp Teachers.* A Peace Corps teacher, effective as of September 6, 1965, shall
~~be allowed credit for service and experience outside the Chicago Public Schools system~~

salary schedule. Teaching service rendered outside the Chicago Public Schools subsequent to the termination as a full-time-basis substitute teacher, or, on or after July 1, 2004, a temporarily assigned teacher holding a State of Illinois initial or standard certificate and prior to said teacher's original appointment will be creditable to permit total salary adjustment to

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"Break in Service" as used in this section means all discharges, separations, and resignations

not followed by rehire within one year. A break in service shall interrupt continuous service

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the same grade and year of the then current salary schedule which the former employee had attained at the time of the individual's termination of service.

- F. Credit on Rehire. A former educational support personnel employee of the Chicago Public Schools who is rehired after a break in service of more than one year will be placed on step one of the appropriate grade except that in the case of a former employee promoted to a position with the City of Chicago such former employee will be given full credit for outside continuous service and experience with the City subject to the limitations of Section IV C of this Policy.

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Reviewed for Consideration:

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Respectfully Submitted:

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Noted:

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1-16-08