

December 6, 2017

AMEND BOARD REPORT 08-0123-PO1
COMPENSATION AND PAY PLAN POLICY

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Chicago Board of Education ("Board") amend Board Report 08-0123-PO1 Compensation and

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

replace former Board Rules 4-1.1 and 4-28 which were repealed August 24, 2005. This December 2017 amendment will align policy to current practice for salary increases to (1) remove the 10% cap for salary increases; (2) include specific reference to eligibility for Clinical and Juris Doctorate Degrees for Lane VI; and (3) update specific reference to "Office of Human Resources" and rename as Talent Office throughout

POLICY TEXT:

I. **Schedule of Basic Salaries.** As contemporaneously as possible with the start of each fiscal year, the ~~Executive Officer of the Human Resources Department~~ Chief Talent Officer shall establish a schedule of basic salaries for all positions, which may include flat rated pay tables and/or salary schedules with lane and/or step progressions. The Schedule of Basic Salaries shall be consistent with annual wage resolutions adopted by the Board. Employees shall be placed on the appropriate pay table or salary schedule at the time of hire and may be transferred to a different pay table or salary schedule upon promotion, transfer or reclassification of the position. Rules with respect to placement of appointed

4. "Certified Licensed professional" as used in this section means ~~a non-teacher-certificated~~ an employee licensed or professionally certified in the following fields: occupational therapy, physical therapy, orientation mobility specialty, and audiology.
5. "Original appointment" as used in this section means the first full-time appointment of a

issued by the State of Illinois ~~standard certificate license~~ which has been registered with the Illinois State Board of Education and the Chicago Board of Education, the Department of Human Resources

C. "Reappointment" as used in this section means any reappointment of a teacher or any with a

university beyond the master's degree requirement approved by the Department of Human Resources Talent Office. No credit is granted for graduate courses in the field of medicine or theology. Beginning July 1, 2016 all G-course work in the field of law is acceptable only for those teachers who are teaching high school social studies and only if the course work is determined to be applicable to the subject matter taught for the determination of Lane III, IV and V placement. All course work for graduate credit must have been successfully completed at a college or university fully accredited by a regional accrediting association except:

- a. *Alternative Lane Placement Credit for Master Degree and Successful Completion of*

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

and placement provided they held a master's degree from an accredited college or

university plus fifteen (15) hours of graduate credit from an accredited college or university beyond the master's degree requirement.

4. *Initial Step Placement Credit for Inside or Outside Teaching Service for an employee with a*

certificate may be initially 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 second step in all lanes of the salary schedule regardless of the length

nineteen (19) days, in the aggregate, not in excess of six and a quarter (6.25) hours in any day, shall be considered as one month of service. Thirty-eight and six-tenths (38.6) work weeks, in the aggregate, of such service shall be considered one school year of service, provided, however, that when a teacher has been employed for more than thirty-eight and six-tenths (38.6) work

appropriate agency outside the Chicago Public Schools system, satisfactory to the

and other Sections at a step in the teacher's appropriate salary lane which is higher than the

third step in all lanes of the salary schedule regardless of the length of service.

2. *Service as a Paraprofessional and School Related Personnel (PSRP) or Educational Support*

Personnel (ESP). When the Board appoints a PSRP/ESP to a full-time teaching position and the PSRP/ESP has been employed by the BOARD for a minimum of one full school year

of the date of reappointment. Credit for service as a substitute teacher as provided in this

Subsection will be computed from the date of termination of the most recent previous

appointment.

- J. *Service Credit - Transfer from Administrative or Supervisory Position.* A regularly appointed principal or teacher who is transferred from a teacher-certificated licensed administrative or supervisory position shall be allowed salary step credit for the full time the individual served in the

Schools system must be accompanied by a certified statement from an authorized official of the
~~agency and must specify the title, grade, monthly salary, and dates the position was held. A~~

~~salary adjustment for outside service shall be made only once for any employee and shall be effective from the original date of hire provided that proper claim and documentary proof are on file with the Department of Human Resources, Chicago Public Schools, within ninety (90) calendar days of said original appointment. If proper claim and documentary proof are filed after ninety (90) calendar days of said original appointment, the effective date for such salary~~

that the employee has completed the period of continuous service required for such advancement. If said promoted employee has not completed sufficient continuous service to advance to the next step one year after the effective date of such promotion, the anniversary date for subsequent increases shall remain the same. Subsection (b) shall also apply to those

educational support personnel employees who received salary step consideration, limited to a

experience inside the Chicago Public Schools system, outside the Chicago Public Schools systems, or a combination of inside and outside experience.

V Flat Rate Positions – Represented Educational Support Personnel Positions and

Employees. Flat-rated positions for represented employees are established by collective bargaining agreement. Pay rates for these positions shall be established and adjusted in accordance with the