

APPENDIX A

SALARY SCHEDULES AND OTHER COMPENSATION

Part 1: Salary Schedules

Understanding teacher salary tables

For teachers hired before 1/1/17, the “Total Comp” column in your salary table equals the sum of the “Salary” column and the pension pick-up (Article 36-4.1), which is 7% of “Salary”.

For teachers hired on or after 1/1/17, the “Total Comp” column in your salary table equals the sum of the “Salary” column and an amount of added salary equal to the pension pickup (Article 36-4.1), which is 7% of “Salary”.

The “Salary” column in your salary table equals the sum of the “Base Salary” column plus your step adjustment as given in the table on the following page.

Bi-weekly pay calculation

This section is designed to help you calculate your gross pay (pay before taxes, insurance and other deductions) for a typical 10-day pay period.

For Teachers hired before 1/1/17, divide “Salary” by number of days in annual schedule, and multiply by 10—or the number of days in the pay period.

For Teachers hired after 1/1/17, divide “Total Comp” by number of days in annual schedule, and multiply by 10—or the number of days in the pay period.

Steps and year of creditable service

The following table displays the year of creditable service associated with the step and the amount of step adjustment for each step.

For more help

For additional contract-related resources, go to www.ctulocal1.org/contract.

Year of Creditable Service	Step	208 Day	228 Day	248 Day	52 Week
1	1				
2	2	935	1,021	1,108	1,130
3	3	1,122	1,226	1,330	1,355
4	4	1,215	1,328	1,441	1,468
5	5	1,963	2,145	2,327	2,372
6	6	2,430	2,656	2,882	2,937
7	7	2,570	2,809	3,048	3,106
8	8	2,570	2,809	3,048	3,106
9	9	2,570	2,809	3,048	3,106
10	10	2,430	2,656	2,881	2,937
11	11	2,243	2,451	2,660	2,711
12	12	1,869	2,043	2,217	2,259
13	13	1,589	1,736	1,884	1,920
14	14a	1,355	1,481	1,607	1,638
15	14b				
16	14c				
17	15a*	970	1,060	1,150	1,172
18	15b				
19	15c				
20	16a*	1,262	1,377	1,493	1,521
21	16b				
22	16c				
23	17a*	550	601	652	665
24	17b				
25	18a*	1,262	1,376	1,490	1,518
26	18b				
27	18c				
28	18d				
29	18e				
30	18f	A pensionable longevity payment of \$2,100 will be made to teachers who remain employed with CPS through the conclusion of the school year in which they reach the 5-year anniversary of their entry into Step 18a, corresponding with their 30th year of service eligible for step credit.			

* These steps were modified as per the longevity pay agreement, see Appendix A 1P.

1A. 208-Day Schedule / 2023-24 School Year

Step	Lane 1			Lane 2		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	61,990	61,990	66,330	66,284	66,284	70,924
2	61,990	62,925	67,330	66,284	67,219	71,924
3	62,958	64,080	68,566	67,252	68,374	73,160
4	64,153	65,368	69,944	68,447	69,662	74,538
5	65,481	67,444	72,166	69,775	71,738	76,760
6	67,624	70,054	74,958	71,918	74,348	79,552
7	70,318	72,888	77,990	74,612	77,182	82,585
8	73,235	75,805	81,111	77,529	80,099	85,706
9	76,227	78,797	84,313	80,521	83,091	88,907
10	79,272	81,702	87,421	83,566	85,996	92,016
11	82,217	84,460	90,372	86,511	88,754	94,967
12	85,022	86,891	92,974	89,316	91,185	97,568
13	87,473	89,062	95,296	91,767	93,356	99,891
14a	91,652	93,007	99,517	95,945	97,300	104,111
14b	95,605	95,605	102,297	99,897	99,897	106,889
14c	97,757	97,757	104,600	102,051	102,051	109,195
15a	98,885	99,855	106,845	103,179	104,149	111,440
15b	100,352	100,352	107,377	104,645	104,645	111,970
15c	100,387	100,387	107,415	104,680	104,680	112,008
16a	100,419	101,681	108,798	104,712	105,974	113,392
16b	101,757	101,757	108,880	106,050	106,050	113,473
16c	101,803	101,803	108,929	106,096	106,096	113,522
17a	101,843	102,393	109,561	106,136	106,686	114,154
17b	103,130	103,130	110,349	107,424	107,424	114,944
18a	104,097	105,359	112,734	108,519	109,781	117,466
18b	105,458	105,458	112,840	109,880	109,880	117,572
18c	105,553	105,553	112,941	109,974	109,974	117,672
18d	105,593	105,593	112,985	110,015	110,015	117,716
18e	105,635	105,635	113,029	110,056	110,056	117,760
18f	105,635	105,635	113,029	110,056	110,056	117,760

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

1A. 208-Day Schedule / 2023-24 School Year

Step	Lane 3			Lane 4		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	68,431	68,431	73,221	70,577	70,577	75,517
2	68,431	69,366	74,221	70,577	71,512	76,518
3	69,398	70,520	75,457	71,545	72,667	77,753
4	70,594	71,809	76,835	72,740	73,955	79,132
5	71,922	73,885	79,057	74,068	76,031	81,353
6	74,065	76,495	81,849	76,211	78,641	84,146
7	76,759	79,329	84,882	78,905	81,475	87,178
8	79,675	82,245	88,003	81,822	84,392	90,299
9	82,667	85,237	91,204	84,815	87,385	93,502
10	85,712	88,142	94,312	87,859	90,289	96,609
11	88,657	90,900	97,263	90,805	93,048	99,561
12	91,463	93,332	99,865	93,610	95,479	102,163
13	93,914	95,503	102,188	96,060	97,649	104,485
14a	98,093	99,448	106,409	100,238	101,593	108,704
14b	102,043	102,043	109,186	104,191	104,191	111,484
14c	104,197	104,197	111,491	106,344	106,344	113,789
15a	105,327	106,297	113,738	107,473	108,443	116,034
15b	106,792	106,792	114,267	108,937	108,937	116,563
15c	106,827	106,827	114,305	108,972	108,972	116,600
16a	106,858	108,120	115,688	109,003	110,265	117,984
16b	108,196	108,196	115,770	110,342	110,342	118,066
16c	108,242	108,242	115,819	110,387	110,387	118,114
17a	108,283	108,833	116,451	110,428	110,978	118,746
17b	109,571	109,571	117,241	111,719	111,719	119,539
18a	110,729	111,991	119,831	112,941	114,203	122,197
18b	112,090	112,090	119,936	114,301	114,301	122,302
18c	112,184	112,184	120,037	114,395	114,395	122,403
18d	112,225	112,225	120,080	114,436	114,436	122,446
18e	112,266	112,266	120,125	114,478	114,478	122,491
18f	112,266	112,266	120,125	114,478	114,478	122,491

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.

1A. 208-Day Schedule / 2023-24 School Year

Step	Lane 5			Lane 6		
	Base Salary	Salary	Total Comp	Base Salary	Salary	Total Comp
1	72,725	72,725	77,815	74,872	74,872	80,113
2	72,725	73,660	78,816	74,872	75,807	81,114
3	73,692	74,814	80,051	75,840	76,962	82,349
4	74,888	76,103	81,430	77,035	78,250	83,728
5	76,216	78,179	83,651	78,363	80,326	85,949
6	78,359	80,789	86,444	80,506	82,936	88,742
7	81,053	83,623	89,476	83,200	85,770	91,774
8	83,970	86,540	92,597	86,117	88,687	94,895
9	86,962	89,532	95,799	89,109	91,679	98,097
10	90,007	92,437	98,907	92,154	94,584	101,205
11	92,951	95,194	101,858	95,099	97,342	104,156
12	95,757	97,626	104,460	97,905	99,774	106,758
13	98,208	99,797	106,783	100,355	101,944	109,081
14a	102,384	103,739	111,001	104,532	105,887	113,299
14b	106,337	106,337	113,781	108,486	108,486	116,080
14c	108,492	108,492	116,087	110,637	110,637	118,382
15a	109,621	110,591	118,332	111,766	112,736	120,628
15b	111,085	111,085	118,861	113,234	113,234	121,160
15c	111,120	111,120	118,898	113,269	113,269	121,198
16a	111,151	112,413	120,282	113,300	114,562	122,581
16b	112,489	112,489	120,364	114,638	114,638	122,663
16c	112,535	112,535	120,412	114,684	114,684	122,712
17a	112,576	113,126	121,044	114,724	115,274	123,344
17b	113,865	113,865	121,836	116,012	116,012	124,132
18a	115,151	116,413	124,562	117,362	118,624	126,928
18b	116,511	116,511	124,667	118,723	118,723	127,033
18c	116,605	116,605	124,768	118,817	118,817	127,134
18d	116,646	116,646	124,811	118,857	118,857	127,177
18e	116,688	116,688	124,856	118,899	118,899	127,222
18f	116,688	116,688	124,856	118,899	118,899	127,222

For an explanation of Total Comp and how to calculate bi-weekly pay, see pages 216 and 217.