**Section 310.APPENDIX A Negotiated Rates of Pay**

**Section 310.TABLE T HR-010 (Teachers of Deaf, IFT)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Title** | **Title Code** | **Bargaining Unit** | **Pay Plan Code** |
| Educator | 13100 | HR-010 | N |
| Educator-Career and Technical (Department of Human Services, Illinois School for the Deaf) | 13103 | HR-010 | N |

**Effective August 16, 2021**

**Bargaining Unit: HR-010**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Educational Level** | **S T E P S** | | | | | | | | | | |
| **Lane** | **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | BA | 3377 | 3489 | 3600 | 3711 | 3916 | 4128 | 4334 | 4555 | 4768 | 5229 | 5440 |
| 2 | BA + 8 Hours | 3484 | 3599 | 3713 | 3828 | 4033 | 4254 | 4475 | 4708 | 4930 | 5401 | 5617 |
| 3 | BA + 16 Hours | 3573 | 3689 | 3808 | 3926 | 4158 | 4391 | 4618 | 4840 | 5085 | 5578 | 5801 |
| 4 | BA + 24 Hours | 3673 | 3793 | 3915 | 4035 | 4281 | 4520 | 4759 | 5007 | 5244 | 5757 | 5990 |
| 5 | MA | 3786 | 3910 | 4035 | 4160 | 4403 | 4651 | 4899 | 5156 | 5398 | 5926 | 6163 |
| 6 | MA + 16 Hours | 3875 | 4003 | 4131 | 4258 | 4505 | 4753 | 5005 | 5263 | 5505 | 6041 | 6278 |
| 7 | MA + 32 Hours | 3993 | 4125 | 4256 | 4388 | 4634 | 4886 | 5141 | 5397 | 5644 | 6186 | 6435 |

**Effective August 16, 2022**

**Bargaining Unit: HR-010**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Educational Level** | **S T E P S** | | | | | | | | | | |
| **Lane** | **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | BA | 3510 | 3627 | 3742 | 3858 | 4071 | 4291 | 4505 | 4735 | 4956 | 5436 | 5655 |
| 2 | BA + 8 Hours | 3622 | 3741 | 3860 | 3979 | 4192 | 4422 | 4652 | 4894 | 5125 | 5614 | 5839 |
| 3 | BA + 16 Hours | 3714 | 3835 | 3958 | 4081 | 4322 | 4564 | 4800 | 5031 | 5286 | 5798 | 6030 |
| 4 | BA + 24 Hours | 3818 | 3943 | 4070 | 4194 | 4450 | 4699 | 4947 | 5205 | 5451 | 5984 | 6227 |
| 5 | MA | 3936 | 4064 | 4194 | 4324 | 4577 | 4835 | 5093 | 5360 | 5611 | 6160 | 6406 |
| 6 | MA + 16 Hours | 4028 | 4161 | 4294 | 4426 | 4683 | 4941 | 5203 | 5471 | 5722 | 6280 | 6526 |
| 7 | MA + 32 Hours | 4151 | 4288 | 4424 | 4561 | 4817 | 5079 | 5344 | 5610 | 5867 | 6430 | 6689 |

NOTES: General Increases – The pay rates for all bargaining unit classifications and steps shall be increased: by 1.50%, effective January 1, 2020; by 2.10%, effective August 16, 2020; by 3.95%, effective August 16, 2021; and by 3.95%, effective August 16, 2022. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective August 16, 2000, the Step 7 was increased by $25 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 7 in the same pay grade. Effective August 16, 2004, the Step 8 rate was increased by $25 per month for the employees who attained 10 years of continuous service and have three years or more years of creditable service on Step 8 in the same or higher pay grade. For the employees who attained 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate was raised by $50 per month. Longevity is paid each month per calendar year. Effective August 16, 2010, the Step 8 was raised by $50 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2010. For the employees who attained 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before August 16, 2010, the Step 8 rate was increased by $75 per month. Effective August 16, 2013, the Step 8 was raised by $25 per month to $75 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2013. For the employees who attained 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2013, the Step 8 rate was increased by $25 per month to $100 per month. Employees who are eligible for longevity on or before January 1, 2002 shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Employees not eligible for longevity pay on or before the date they are placed on Step 8 shall begin to receive longevity pay after three years or more of creditable service on Step 8.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)