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

**Section 310.TABLE Y RC-063 (Educators, Juvenile Justice School Counselors and Special Education Resources Coordinators, AFSCME)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Title** | **Title Code** | **Bargaining Unit** | **Months** | **Education Levels** | **Pay Plan****Codes** |
| Educator | 13100 | RC-063 | 12 | All | E, L, & P |
| Educator | 13100 | RC-063 | 9 | All | M, O, V, W & X |
| Juvenile Justice School Counselor | 21970 | RC-063 | 12 | MA through MA +32 | L & P |
| Special Education Resources Coordinator | 41680 | RC-063 | 12 | All | L & P |

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by $25 per month, with subsequent $25 per month increases effective July 1, 2020 and July 1, 2021.

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a $1,200 stipend.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by $25 per month for those employees who attain 10 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 January 1, 2002. For those employees who attain 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 January 1, 2002, the Step 8 rate shall be increased by $50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by $25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 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 shall be increased by $50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by $50 per month for those employees who attain 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 July 1, 2010. For those employees who attain 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 July 1, 2010, the Step 8 rate shall be increased by $75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by $25 per month to $75 a month for those employees who attain 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 July 1, 2013. For those employees who attain 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 July 1, 2013, the Step 8 rate shall be increased by $25 per month to $100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay 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. Effective January 1, 2024, longevity shall be increased by $30 to $105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by $30 to $130 per month.

**Effective July 1, 2023**

**Bargaining Unit: RC-063**

|  |  |  |  |
| --- | --- | --- | --- |
| **12-Month Lane** | **Educational Level** | **Pay Plan Code** | **S T E P S** |
| **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 01 | BA | E | 5032 | 5195 | 5357 | 5438 | 5692 | 5942 | 6214 | 6534 | 6837 | 7418 | 7714 |
| 01 | BA | L | 5103 | 5270 | 5434 | 5517 | 5771 | 6030 | 6308 | 6630 | 6939 | 7528 | 7827 |
| 01 | BA | P | 5193 | 5360 | 5530 | 5614 | 5878 | 6126 | 6405 | 6730 | 7043 | 7626 | 7931 |
| 02 | BA + 8 Hours | E | 5164 | 5331 | 5497 | 5581 | 5839 | 6104 | 6424 | 6753 | 7071 | 7669 | 7977 |
| 02 | BA + 8 Hours | L | 5241 | 5411 | 5582 | 5667 | 5924 | 6190 | 6515 | 6847 | 7174 | 7782 | 8092 |
| 02 | BA + 8 Hours | P | 5332 | 5503 | 5676 | 5767 | 6029 | 6291 | 6616 | 6950 | 7277 | 7879 | 8194 |
| 03 | BA + 16 Hours | E | 5285 | 5456 | 5628 | 5715 | 5988 | 6293 | 6626 | 6945 | 7299 | 7915 | 8232 |
| 03 | BA + 16 Hours | L | 5359 | 5535 | 5709 | 5799 | 6074 | 6382 | 6724 | 7049 | 7405 | 8030 | 8353 |
| 03 | BA + 16 Hours | P | 5451 | 5628 | 5803 | 5896 | 6176 | 6486 | 6824 | 7148 | 7508 | 8132 | 8457 |
| 04 | BA + 24 Hours | E | 5404 | 5580 | 5752 | 5843 | 6137 | 6484 | 6826 | 7175 | 7523 | 8175 | 8503 |
| 04 | BA + 24 Hours | L | 5481 | 5660 | 5836 | 5931 | 6230 | 6578 | 6925 | 7284 | 7634 | 8292 | 8626 |
| 04 | BA + 24 Hours | P | 5575 | 5755 | 5939 | 6034 | 6326 | 6678 | 7023 | 7387 | 7736 | 8399 | 8733 |
| 05 | MA | E | 5540 | 5720 | 5900 | 5996 | 6313 | 6674 | 7029 | 7399 | 7744 | 8420 | 8758 |
| 05 | MA | L | 5618 | 5800 | 5981 | 6080 | 6405 | 6769 | 7132 | 7506 | 7864 | 8544 | 8889 |
| 05 | MA | P | 5714 | 5897 | 6083 | 6184 | 6505 | 6868 | 7228 | 7606 | 7965 | 8646 | 8992 |
| 06 | MA + 16 Hours | E | 5639 | 5823 | 6005 | 6105 | 6462 | 6818 | 7174 | 7546 | 7901 | 8591 | 8932 |
| 06 | MA + 16 Hours | L | 5720 | 5905 | 6091 | 6192 | 6551 | 6916 | 7279 | 7662 | 8015 | 8718 | 9066 |
| 06 | MA + 16 Hours | P | 5809 | 6000 | 6188 | 6292 | 6656 | 7015 | 7386 | 7762 | 8121 | 8811 | 9166 |
| 07 | MA + 32 Hours | E | 5808 | 5999 | 6186 | 6291 | 6646 | 7010 | 7375 | 7741 | 8101 | 8796 | 9149 |
| 07 | MA + 32 Hours | L | 5893 | 6084 | 6275 | 6381 | 6742 | 7113 | 7485 | 7859 | 8219 | 8922 | 9281 |
| 07 | MA + 32 Hours | P | 5984 | 6181 | 6374 | 6485 | 6841 | 7216 | 7586 | 7963 | 8319 | 9026 | 9388 |

**Effective July 1, 2023**

**Bargaining Unit: RC-063**

|  |  |  |  |
| --- | --- | --- | --- |
| **9-Month Lane** | **Educational Level** | **Pay Plan Code** | **S T E P S** |
| **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 01 | BA | M | 3737 | 3858 | 3979 | 4014 | 4236 | 4467 | 4686 | 4926 | 5155 | 5659 | 5883 |
| 01 | BA | O | 3737 | 3858 | 3979 | 4014 | 4236 | 4467 | 4686 | 4926 | 5155 | 5659 | 5883 |
| 01 | BA | V | 3737 | 3858 | 3979 | 4014 | 4236 | 4467 | 4686 | 4926 | 5155 | 5659 | 5883 |
| 01 | BA | W | 3792 | 3915 | 4035 | 4073 | 4293 | 4533 | 4757 | 5001 | 5233 | 5742 | 5969 |
| 01 | BA | X | 3857 | 3981 | 4105 | 4144 | 4372 | 4605 | 4830 | 5074 | 5311 | 5817 | 6049 |
| 02 | BA + 8 Hours | M | 3850 | 3977 | 4100 | 4140 | 4362 | 4601 | 4839 | 5091 | 5333 | 5841 | 6076 |
| 02 | BA + 8 Hours | O | 3850 | 3977 | 4100 | 4140 | 4362 | 4601 | 4839 | 5091 | 5333 | 5841 | 6076 |
| 02 | BA + 8 Hours | V | 3850 | 3977 | 4100 | 4140 | 4362 | 4601 | 4839 | 5091 | 5333 | 5841 | 6076 |
| 02 | BA + 8 Hours | W | 3909 | 4035 | 4162 | 4205 | 4427 | 4668 | 4909 | 5162 | 5411 | 5929 | 6163 |
| 02 | BA + 8 Hours | X | 3977 | 4104 | 4233 | 4276 | 4504 | 4743 | 4984 | 5238 | 5488 | 6002 | 6240 |
| 03 | BA + 16 Hours | M | 3949 | 4077 | 4204 | 4247 | 4496 | 4748 | 4996 | 5234 | 5500 | 6033 | 6275 |
| 03 | BA + 16 Hours | O | 3949 | 4077 | 4204 | 4247 | 4496 | 4748 | 4996 | 5234 | 5500 | 6033 | 6275 |
| 03 | BA + 16 Hours | V | 3949 | 4077 | 4204 | 4247 | 4496 | 4748 | 4996 | 5234 | 5500 | 6033 | 6275 |
| 03 | BA + 16 Hours | W | 4005 | 4136 | 4263 | 4312 | 4561 | 4815 | 5069 | 5311 | 5580 | 6121 | 6368 |
| 03 | BA + 16 Hours | X | 4074 | 4205 | 4333 | 4383 | 4636 | 4893 | 5145 | 5387 | 5659 | 6197 | 6448 |
| 04 | BA + 24 Hours | M | 4058 | 4188 | 4319 | 4366 | 4630 | 4889 | 5147 | 5415 | 5673 | 6228 | 6479 |
| 04 | BA + 24 Hours | O | 4058 | 4188 | 4319 | 4366 | 4630 | 4889 | 5147 | 5415 | 5673 | 6228 | 6479 |
| 04 | BA + 24 Hours | V | 4058 | 4188 | 4319 | 4366 | 4630 | 4889 | 5147 | 5415 | 5673 | 6228 | 6479 |
| 04 | BA + 24 Hours | W | 4114 | 4247 | 4382 | 4431 | 4700 | 4961 | 5224 | 5497 | 5756 | 6316 | 6574 |
| 04 | BA + 24 Hours | X | 4186 | 4321 | 4458 | 4510 | 4772 | 5036 | 5295 | 5575 | 5833 | 6397 | 6656 |
| 05 | MA | M | 4180 | 4315 | 4450 | 4499 | 4762 | 5029 | 5299 | 5575 | 5839 | 6408 | 6666 |
| 05 | MA | O | 4180 | 4315 | 4450 | 4499 | 4762 | 5029 | 5299 | 5575 | 5839 | 6408 | 6666 |
| 05 | MA | V | 4180 | 4315 | 4450 | 4499 | 4762 | 5029 | 5299 | 5575 | 5839 | 6408 | 6666 |
| 05 | MA | W | 4239 | 4375 | 4513 | 4565 | 4833 | 5101 | 5375 | 5657 | 5931 | 6504 | 6766 |
| 05 | MA | X | 4310 | 4448 | 4587 | 4643 | 4909 | 5177 | 5451 | 5729 | 6005 | 6580 | 6843 |
| 06 | MA + 16 Hours | M | 4275 | 4414 | 4552 | 4606 | 4872 | 5142 | 5413 | 5692 | 5951 | 6533 | 6790 |
| 06 | MA + 16 Hours | O | 4275 | 4414 | 4552 | 4606 | 4872 | 5142 | 5413 | 5692 | 5951 | 6533 | 6790 |
| 06 | MA + 16 Hours | V | 4275 | 4414 | 4552 | 4606 | 4872 | 5142 | 5413 | 5692 | 5951 | 6533 | 6790 |
| 06 | MA + 16 Hours | W | 4336 | 4477 | 4619 | 4674 | 4941 | 5215 | 5492 | 5779 | 6039 | 6628 | 6892 |
| 06 | MA + 16 Hours | X | 4406 | 4548 | 4690 | 4750 | 5018 | 5290 | 5573 | 5854 | 6118 | 6700 | 6969 |
| 07 | MA + 32 Hours | M | 4403 | 4546 | 4688 | 4746 | 5013 | 5284 | 5560 | 5835 | 6106 | 6689 | 6960 |
| 07 | MA + 32 Hours | O | 4403 | 4546 | 4688 | 4746 | 5013 | 5284 | 5560 | 5835 | 6106 | 6689 | 6960 |
| 07 | MA + 32 Hours | V | 4403 | 4546 | 4688 | 4746 | 5013 | 5284 | 5560 | 5835 | 6106 | 6689 | 6960 |
| 07 | MA + 32 Hours | W | 4466 | 4610 | 4755 | 4814 | 5088 | 5360 | 5643 | 5925 | 6194 | 6784 | 7060 |
| 07 | MA + 32 Hours | X | 4534 | 4684 | 4828 | 4892 | 5160 | 5438 | 5719 | 6003 | 6270 | 6865 | 7142 |

**Effective January 1, 2024**

**Bargaining Unit: RC-063**

|  |  |  |  |
| --- | --- | --- | --- |
| **12-Month Lane** | **Educational Level** | **Pay Plan Code** | **S T E P S** |
| **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 01 | BA | E | 5158 | 5325 | 5491 | 5574 | 5834 | 6091 | 6369 | 6697 | 7008 | 7603 | 7907 |
| 01 | BA | L | 5231 | 5402 | 5570 | 5655 | 5915 | 6181 | 6466 | 6796 | 7112 | 7716 | 8023 |
| 01 | BA | P | 5323 | 5494 | 5668 | 5754 | 6025 | 6279 | 6565 | 6898 | 7219 | 7817 | 8129 |
| 02 | BA + 8 Hours | E | 5293 | 5464 | 5634 | 5721 | 5985 | 6257 | 6585 | 6922 | 7248 | 7861 | 8176 |
| 02 | BA + 8 Hours | L | 5372 | 5546 | 5722 | 5809 | 6072 | 6345 | 6678 | 7018 | 7353 | 7977 | 8294 |
| 02 | BA + 8 Hours | P | 5465 | 5641 | 5818 | 5911 | 6180 | 6448 | 6781 | 7124 | 7459 | 8076 | 8399 |
| 03 | BA + 16 Hours | E | 5417 | 5592 | 5769 | 5858 | 6138 | 6450 | 6792 | 7119 | 7481 | 8113 | 8438 |
| 03 | BA + 16 Hours | L | 5493 | 5673 | 5852 | 5944 | 6226 | 6542 | 6892 | 7225 | 7590 | 8231 | 8562 |
| 03 | BA + 16 Hours | P | 5587 | 5769 | 5948 | 6043 | 6330 | 6648 | 6995 | 7327 | 7696 | 8335 | 8668 |
| 04 | BA + 24 Hours | E | 5539 | 5720 | 5896 | 5989 | 6290 | 6646 | 6997 | 7354 | 7711 | 8379 | 8716 |
| 04 | BA + 24 Hours | L | 5618 | 5802 | 5982 | 6079 | 6386 | 6742 | 7098 | 7466 | 7825 | 8499 | 8842 |
| 04 | BA + 24 Hours | P | 5714 | 5899 | 6087 | 6185 | 6484 | 6845 | 7199 | 7572 | 7929 | 8609 | 8951 |
| 05 | MA | E | 5679 | 5863 | 6048 | 6146 | 6471 | 6841 | 7205 | 7584 | 7938 | 8631 | 8977 |
| 05 | MA | L | 5758 | 5945 | 6131 | 6232 | 6565 | 6938 | 7310 | 7694 | 8061 | 8758 | 9111 |
| 05 | MA | P | 5857 | 6044 | 6235 | 6339 | 6668 | 7040 | 7409 | 7796 | 8164 | 8862 | 9217 |
| 06 | MA + 16 Hours | E | 5780 | 5969 | 6155 | 6258 | 6624 | 6988 | 7353 | 7735 | 8099 | 8806 | 9155 |
| 06 | MA + 16 Hours | L | 5863 | 6053 | 6243 | 6347 | 6715 | 7089 | 7461 | 7854 | 8215 | 8936 | 9293 |
| 06 | MA + 16 Hours | P | 5954 | 6150 | 6343 | 6449 | 6822 | 7190 | 7571 | 7956 | 8324 | 9031 | 9395 |
| 07 | MA + 32 Hours | E | 5953 | 6149 | 6341 | 6448 | 6812 | 7185 | 7559 | 7935 | 8304 | 9016 | 9378 |
| 07 | MA + 32 Hours | L | 6040 | 6236 | 6432 | 6541 | 6911 | 7291 | 7672 | 8055 | 8424 | 9145 | 9513 |
| 07 | MA + 32 Hours | P | 6134 | 6336 | 6533 | 6647 | 7012 | 7396 | 7776 | 8162 | 8527 | 9252 | 9623 |

**Effective January 1, 2024**

**Bargaining Unit: RC-063**

|  |  |  |  |
| --- | --- | --- | --- |
| **9-Month Lane** | **Educational Level** | **Pay Plan Code** | **S T E P S** |
| **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 01 | BA | M | 3830 | 3954 | 4078 | 4114 | 4342 | 4579 | 4803 | 5049 | 5284 | 5800 | 6030 |
| 01 | BA | O | 3830 | 3954 | 4078 | 4114 | 4342 | 4579 | 4803 | 5049 | 5284 | 5800 | 6030 |
| 01 | BA | V | 3830 | 3954 | 4078 | 4114 | 4342 | 4579 | 4803 | 5049 | 5284 | 5800 | 6030 |
| 01 | BA | W | 3887 | 4013 | 4136 | 4175 | 4400 | 4646 | 4876 | 5126 | 5364 | 5886 | 6118 |
| 01 | BA | X | 3953 | 4081 | 4208 | 4248 | 4481 | 4720 | 4951 | 5201 | 5444 | 5962 | 6200 |
| 02 | BA + 8 Hours | M | 3946 | 4076 | 4203 | 4244 | 4471 | 4716 | 4960 | 5218 | 5466 | 5987 | 6228 |
| 02 | BA + 8 Hours | O | 3946 | 4076 | 4203 | 4244 | 4471 | 4716 | 4960 | 5218 | 5466 | 5987 | 6228 |
| 02 | BA + 8 Hours | V | 3946 | 4076 | 4203 | 4244 | 4471 | 4716 | 4960 | 5218 | 5466 | 5987 | 6228 |
| 02 | BA + 8 Hours | W | 4007 | 4136 | 4266 | 4310 | 4538 | 4785 | 5032 | 5291 | 5546 | 6077 | 6317 |
| 02 | BA + 8 Hours | X | 4076 | 4207 | 4339 | 4383 | 4617 | 4862 | 5109 | 5369 | 5625 | 6152 | 6396 |
| 03 | BA + 16 Hours | M | 4048 | 4179 | 4309 | 4353 | 4608 | 4867 | 5121 | 5365 | 5638 | 6184 | 6432 |
| 03 | BA + 16 Hours | O | 4048 | 4179 | 4309 | 4353 | 4608 | 4867 | 5121 | 5365 | 5638 | 6184 | 6432 |
| 03 | BA + 16 Hours | V | 4048 | 4179 | 4309 | 4353 | 4608 | 4867 | 5121 | 5365 | 5638 | 6184 | 6432 |
| 03 | BA + 16 Hours | W | 4105 | 4239 | 4370 | 4420 | 4675 | 4935 | 5196 | 5444 | 5720 | 6274 | 6527 |
| 03 | BA + 16 Hours | X | 4176 | 4310 | 4441 | 4493 | 4752 | 5015 | 5274 | 5522 | 5800 | 6352 | 6609 |
| 04 | BA + 24 Hours | M | 4159 | 4293 | 4427 | 4475 | 4746 | 5011 | 5276 | 5550 | 5815 | 6384 | 6641 |
| 04 | BA + 24 Hours | O | 4159 | 4293 | 4427 | 4475 | 4746 | 5011 | 5276 | 5550 | 5815 | 6384 | 6641 |
| 04 | BA + 24 Hours | V | 4159 | 4293 | 4427 | 4475 | 4746 | 5011 | 5276 | 5550 | 5815 | 6384 | 6641 |
| 04 | BA + 24 Hours | W | 4217 | 4353 | 4492 | 4542 | 4818 | 5085 | 5355 | 5634 | 5900 | 6474 | 6738 |
| 04 | BA + 24 Hours | X | 4291 | 4429 | 4569 | 4623 | 4891 | 5162 | 5427 | 5714 | 5979 | 6557 | 6822 |
| 05 | MA | M | 4285 | 4423 | 4561 | 4611 | 4881 | 5155 | 5431 | 5714 | 5985 | 6568 | 6833 |
| 05 | MA | O | 4285 | 4423 | 4561 | 4611 | 4881 | 5155 | 5431 | 5714 | 5985 | 6568 | 6833 |
| 05 | MA | V | 4285 | 4423 | 4561 | 4611 | 4881 | 5155 | 5431 | 5714 | 5985 | 6568 | 6833 |
| 05 | MA | W | 4345 | 4484 | 4626 | 4679 | 4954 | 5229 | 5509 | 5798 | 6079 | 6667 | 6935 |
| 05 | MA | X | 4418 | 4559 | 4702 | 4759 | 5032 | 5306 | 5587 | 5872 | 6155 | 6745 | 7014 |
| 06 | MA + 16 Hours | M | 4382 | 4524 | 4666 | 4721 | 4994 | 5271 | 5548 | 5834 | 6100 | 6696 | 6960 |
| 06 | MA + 16 Hours | O | 4382 | 4524 | 4666 | 4721 | 4994 | 5271 | 5548 | 5834 | 6100 | 6696 | 6960 |
| 06 | MA + 16 Hours | V | 4382 | 4524 | 4666 | 4721 | 4994 | 5271 | 5548 | 5834 | 6100 | 6696 | 6960 |
| 06 | MA + 16 Hours | W | 4444 | 4589 | 4734 | 4791 | 5065 | 5345 | 5629 | 5923 | 6190 | 6794 | 7064 |
| 06 | MA + 16 Hours | X | 4516 | 4662 | 4807 | 4869 | 5143 | 5422 | 5712 | 6000 | 6271 | 6868 | 7143 |
| 07 | MA + 32 Hours | M | 4513 | 4660 | 4805 | 4865 | 5138 | 5416 | 5699 | 5981 | 6259 | 6856 | 7134 |
| 07 | MA + 32 Hours | O | 4513 | 4660 | 4805 | 4865 | 5138 | 5416 | 5699 | 5981 | 6259 | 6856 | 7134 |
| 07 | MA + 32 Hours | V | 4513 | 4660 | 4805 | 4865 | 5138 | 5416 | 5699 | 5981 | 6259 | 6856 | 7134 |
| 07 | MA + 32 Hours | W | 4578 | 4725 | 4874 | 4934 | 5215 | 5494 | 5784 | 6073 | 6349 | 6954 | 7237 |
| 07 | MA + 32 Hours | X | 4647 | 4801 | 4949 | 5014 | 5289 | 5574 | 5862 | 6153 | 6427 | 7037 | 7321 |

(Source: Peremptory amendment at 47 Ill. Reg. 15712, effective October 18, 2023)