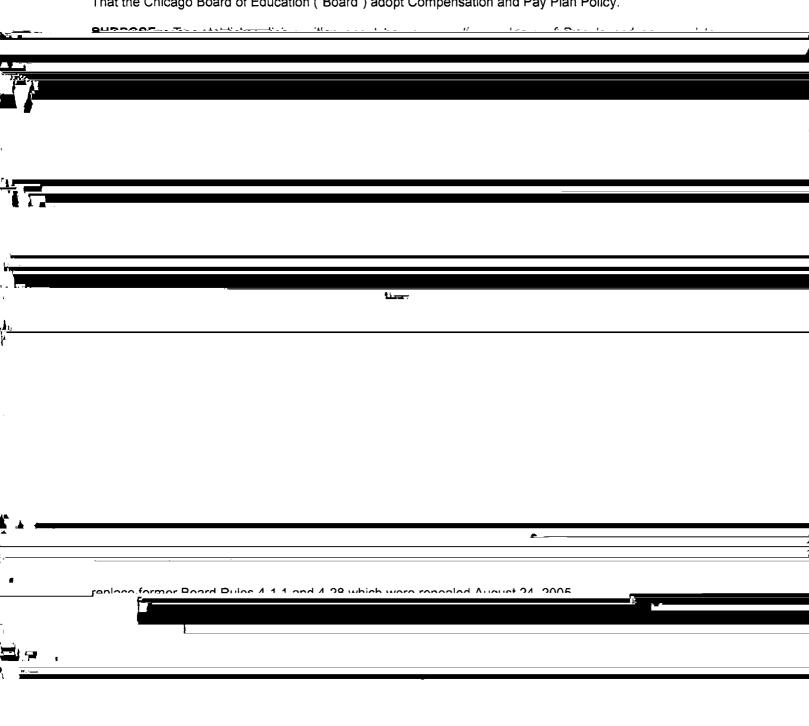
ADOPT COMPENSATION AND PAY PLAN POLICY

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

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



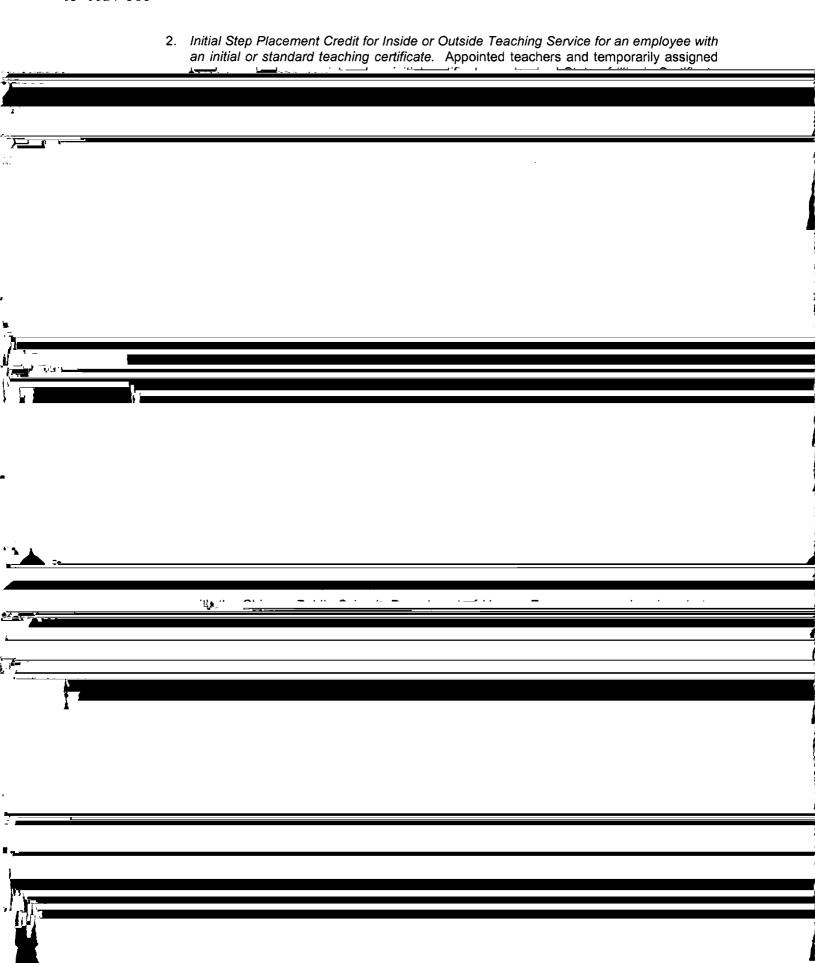


b.	Alternative Lane Placement Credit for Non-degree Undergraduate Courses. Lane III,
	IV and V credit will also be granted for undergraduate courses successfully
	completed in accredited colleges or universities, provided that said credits have not
	been used for the fulfillment of a bachelor's or the 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.

g Altornative I and Alcoment Credit for Industry Wardshood Cubicat to the municipal

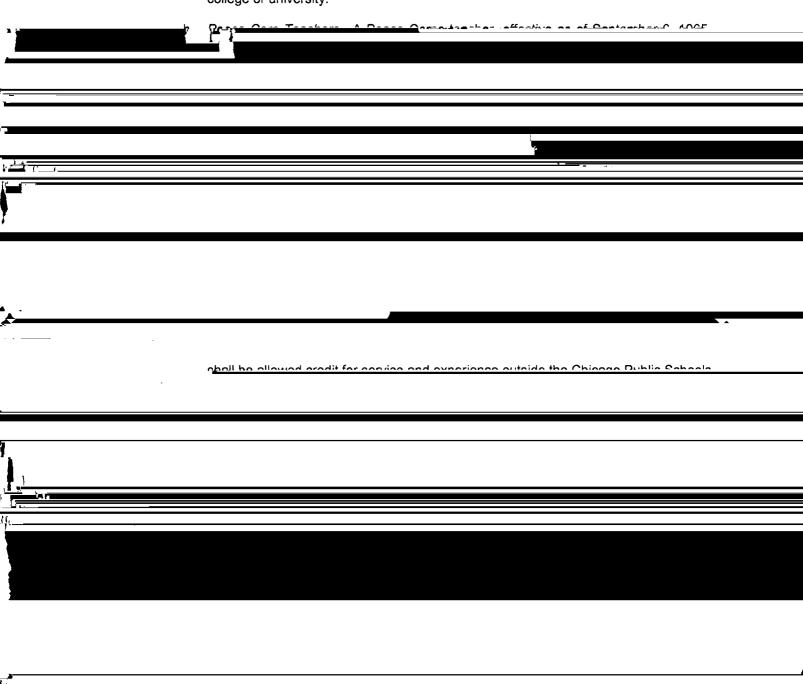
hereinafter set forth in Paragraph III.B credit for purposes of lane placement shall be granted to teachers for participation in subject-related workshops or training sessions which are conducted by industry and other approved organizations and which have been approved in advance by the Department of Human Resources. Requests for such approval shall be submitted in writing to the Department of Human Resources and submitted sufficiently far in advance to permit appropriate investigation by the

	g. Special Rules for Lane III, IV and V Placement or Adjustment for Special Education Teachers. Regularly appointed teachers assigned to Special Education classes
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,	Buspensfully completed undergraduate courses toward and III IV and V placement
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	or advancement, provided that: 1) the courses were not used to fulfill requirements for a Bachelor's or Master degree; 2) the college or university where the course was taken submits a letter that indicates the names and numbers of courses taken in
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<u> </u>	Credit for teaching experience in a preschool program day care center or nursery school
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 	program is allowed if the program is funded by the Board.
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g. School Social Workers. A school social worker shall be allowed credit for service and experience outside of the Chicago Public Schools system as a social worker employed full time by an agency recognized by the appropriate State authority satisfactory to the Department of Human Resources, provided that such service and experience occurred subsequent to receiving a master's degree from an accredited college or university.



system as a teacher_employed full time_by the United States Peace Corns in a

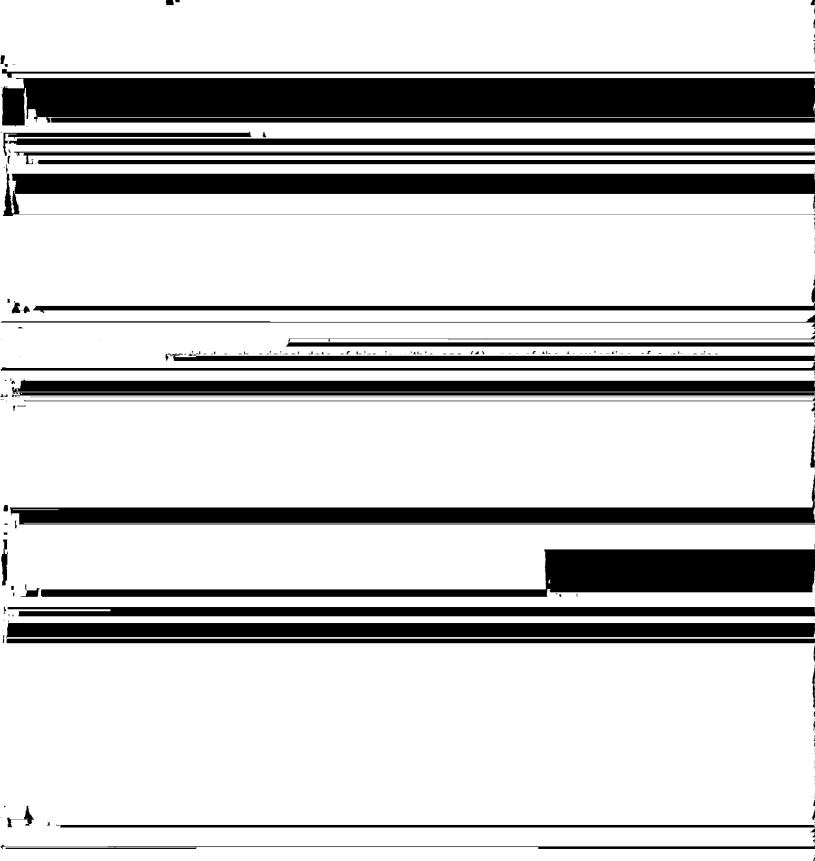
	Н.	Step Credit for Service by Former FTBs and TATs and Appointed Teachers- Original Appointment.	
		1 Former FTPs and TATe who were contained with a temperature State of Uliver's teaching	
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after July 1, 2004, a temporarily assigned teacher, who now holds a State of Illinois initial or standard certificate who is appointed as a regularly assigned teacher shall be placed on the same step and lane of the current salary schedule which said teacher had attained at the time of the teacher's appointment adjusted to comply with the then current compressed salary schedule. Teaching service rendered outside the Chicago Public Schools subsequent to the termination as a full-time-basis substitute teacher, or, on or

3. "Continuous service and experience" as used in this section means continuously paid employment without a break or interruption. Any absence or leave without pay, or layoff for 30 days or less, or absence in individual cases adjudged eligible for duty disability compensation or absence on military leave as provided in 50 ILCS 120/2 shall not affect the continuity of service. All suspensions, time after layoff for more than thirty (30) days leaves of absence to the extent permitted by the Board's Policy on Supplemental Family

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

entrance step of the appropriate grade, whichever is greater, the salary of an eligible employee shall be adjusted at the year and appropriate grade on the salary schedule which will allow full-time credit for all full-time continuous service and experience as a former to the Chicago Bublio Schools system prior to the individual's existed data of him



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	Barbara Eason-Ulatins	Dave Sweet
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	Chief Education Officer	Chief Executive Officer
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