

ADOPT COMPENSATION AND PAY PLAN POLICY

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

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

PURPOSE: To establish the Compensation and Pay Plan Policy for the Chicago Board of Education.

replace former Board Rules 4.1.1 and 4.28 which were repealed August 24, 2005

D. *Less Placement and Adjustment on the Teacher's Career Schedule—Teachers will be placed:*

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Teachers may make adjustments in accordance with the Dallas Teacher Handbook

[REDACTED]

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.

c. *Alternative Lane Placement Credit for Industry Workshops.* Subject to the provisions

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 Department of Human Resources. A reviewing committee set up by the Department

g. *Special Rules for Lane III, IV and V Placement or Adjustment for Special Education Teachers.* Regularly appointed teachers assigned to Special Education classes designed to enable the teachers to meet state certification requirements may apply

to successfully completed undergraduate courses toward Lane III, IV and V placement

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

2. *Initial Step Placement Credit for Inside or Outside Teaching Service for an employee with an initial or standard teaching certificate.* Appointed teachers and temporarily assigned

Department of Human Resources provided that such service and experience occurred

Credit for teaching experience in a preschool program, day care center, or nursery school

program is allowed if the program is funded by the Board.

2. *Step Placement Credit for Professional Experience* As provided in temporary

- 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.

Peace Corps Teachers. A Peace Corps teacher, effective as of September 1, 1995,

shall be allowed credit for service and experience outside the Chicago Public Schools

system as a teacher employed full time by the United States Peace Corps in a

foreign country provided that such service and experience occurred subsequent to receiving a bachelor's degree from an accredited college university.

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 and Medical Leave of Absence shall be deducted in computing total continuous service

4. "Break in Service" as used in this section means all discharges, separations, and resignations not followed by rehire within one year. A break in service shall interrupt

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 teacher in the Chicago Public Schools system prior to the individual's original date of hire.

provided such original date of hire is within one (1) year of the termination of a teacher's

teaching service. The salary adjustment shall be made only once and then subject to the same conditions set forth in Section IV.C of this Policy. The full burden of responsibility for

Approved for Consideration:

Respectfully Submitted:

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Noted:

Approved as to Legal Form *ff*

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