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BURTON S. ODELSON
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July 13, 2012

VIA E-MAIL & REGULAR U.S. MAIL
Ms. Ellen Strizak
IELRB
160 North LaSalle Street, Suite N-400
Chicago, IL 60601-3103
ellen.strizak@illinois.gov

Re: Final, Best Offer of CHSD #218

Dear Ms. Strizak:

Enclosed please find our Final and Best Offer broken down on three (3) summary sheets as well as all of the salary schedules. Please acknowledge receipt of the Final, Best Offer. By e-mail of this correspondence, the enclosed information is being forwarded to the Mediator, Javier Ramirez, and the Union President, Bradley Wright.

Very truly yours,
CHSD #218 Board of Education

By: _____
Burton S. Odelson

BSO:jr
Enclosures

cc: Dr. John Byrne, Superintendent, CHSD 218 (via e-mail)
Bradley Wright, President, IEA Local 218 (via e-mail)
Javier Ramirez, FMCS (via e-mail)

Board Final Offer on Open Items – 7/09/12

1. Appendix III – Other Compensation

Some teachers and certified staff members receive differentials (monetary payments ranging from $347 to $462 a year) that equate to an annual cost of $42,000 a year. These payments have been in place for many years even though the reasons for these no longer exist. The Board is unwilling to pay for a service that is no longer given.

7/9/12 – Board Final Position – Elimination of any differentials.

2. Article XI – Working Conditions

The Teachers' Union is asking that teachers who teach more than 3 different classes (preparations) receive an increase in pay from the current $1275 per preparation to $1600 (a 25.5% percent raise).

7/9/12 – Board Final Position -- "$1350 for each additional preparation."

3. Article XII – Compensation

The Teachers Union is asking that the pay for Head Track Coach and Assistant Track coach and the Indoor Head Track and Assistant coach be increased. The current total of the salaries for all 4 positions is $10,555. The union is asking to increase that total to $13,270 (an increase of over 30%). The Board is agreeing to increase the Track coach pay but only if the two positions are rolled into one single position.

7/9/12 – Board Final Position -- Track Head Coach and Assistant moved to Category I and III respectively. Indoor Track Head Coach and Assistant rolled into regular season track coach positions.

4. E. Student Service Personnel

The Teachers' Union is asking that Counselors and Speech Pathologists who are hired by the district receive salaries that are in the Masters +15 lane instead of the current Masters lane – an increase in salary of approximately $2500 per Counselor and Speech Pathologist. They are also asking that School Nurses receive salaries that are in the Bachelors +15 instead of the current Bachelors lane – an increase in salary of approximately $1500 per Nurse.

7/9/12 -- Board Final Position – Reject.

5. Article VIII – Work Day

Teachers asked for an increase in pay for 6th assignments from the current rate of .15 of their salary to .20 of their salary for all 6th assignments given to teachers who did not volunteer for a 6th assignment (a potential increase of $2500 -- $7000 per 6th assignment).

7/9/12 -- Board Final position -- Reject increase for non-voluntary 6th assignments.

6. Uniforms

PE teachers, nurses, and science teachers receive $50 a year for uniform reimbursement. The Board is asking for this clause to be removed.

7/9/12 – Board Final Position – Remove uniform clause.

7. Other Stipends --

The Teachers Union is asking for an increase in pay for the detention monitor to $75 from the current $50.

7/9/12 – Board Final Position -- Increase Detention monitor to $70

8. Article X – Deans

The Teachers' Union proposed language that states teachers who work as part time Deans cannot be a Dean for more than 2 periods. The administration would like the flexibility to use part time Deans for up to 3 periods a day.

7/9/12 -- Board Final Position – change Union proposed language to say, "...dean duties will not exceed three periods nor will they be assigned supervisory duties." (Current .8 Dean is grandfathered)

9. Article XVIII – Insurance -- SEE SEPARATE DOCUMENT.

10. Dental Plan -- SEE SEPARATE DOCUMENT.

11. Article XXII – Retirement Incentive Programs -- SEE SEPARATE DOCUMENT

12. Salary – SEE SEPARATE DOCUMENT.

CHSD Board of Education – Final Offer 7/09/12

Salary: See Separate Salary Document – 2.5% raise for 370 Certified Staff Members (CSM's) except those who have maxed out on salary schedule. Those 52 teachers who are at the top of the teaching scale will receive an increase ranging from 1% -1.5% per year for 4 years. This is an average TOTAL increase of 2.3% for the entire Teachers' Union.

Example: Current Teacher with 18 years of experience with 2.5% raise

2011-12	$108,339	(current salary)
2012-13	$111,046	
2013-14	$113,823	
2014-15	$116,668	
2015-16	$119,585	

Remove B15/M15 lanes – Only current employees (hired prior to July 1, 2012) in the B15 and M15 lanes may remain in their respective lanes. They will be grandfathered in those respective lanes. No other current employee or future employee will be able to enter the B15 or M15 lanes.

Health Insurance:

Employee contribution –		Single	Family
2011-2012 (current)	15%	$87.48 mo.	$208.15 mo.
2012-2013	16%	$5.84 increase	$13.88 increase
2013-2014	17%	$5.83 increase	$13.88 increase
2014-2015	18%	$5.84 increase	$13.88 increase
2015-2016	19%	$5.83 increase	$13.88 increase

Additional Changes:
General Coinsurance – 90% in Network/70% out of Network (maintain current language)
Outpatient Surgery & Diagnostics – 100% In Network/70% out of Network (maintain current language)
Calendar Year Deductible – Counter- $400 in Network/$1000 out of Network
Out of Pocket Max. – Counter- $750 in Network/$1500 out of Network
In Network Office Visit Copayment – Counter: $20 Primary Care/$40 Specialist
Emergency Room Illness – Counter- $150 Copay
Emergency Room Accident – Counter $150 Copay
Prescription Drug -- $15 Generic/ $30 Brand Preferred/$50 Brand Non-Preferred
Dental Insurance: Employee contribution: 20%/ $1500 max.
Vision Benefit: 100% employee contribution

Retirement: Reduce Lump Sum Payment to:

Years	Amount	
18	$5000.00	(formerly $10,000)
23	$10,000.00	(formerly $15,000)
28	$15,000.00	(formerly $20,000)
33	$20,000.00	(formerly $25,000)

All other retirement incentives remain in place.

Community High School District #218
Teacher Salary Negotiations
Salary Analysis

Board Salary Proposal July 10

	2012-2013	2013-2014	2014-2015	2015-2016
Prior Year Base Salary	$49,000	$49,600	$50,200	$50,800
Prior Year Total Salaries	$33,689,117	$34,471,608	$35,275,353	$36,088,052
Base Increase	$600	$600	$600	$600
New Base	$49,600	$50,200	$50,800	$51,400
Total Salaries	$34,471,608	$35,275,353	$36,088,052	$36,939,299
$ Increase from Prior Year	$782,491	$803,745	$812,698	$851,247
% Increase from Prior Year	2.32%	2.33%	2.30%	2.36%

Total Dollar Increase 2012-2016 **$3,250,182**

		COMMUNITY HIGH SCHOOL DISTRICT 218				
		SALARY SCHEDULE				
			2011-12			
Lane Inc	1.00	1.05	1.10	1.15	1.175	1.225
Step Rate	0.04	0.044	0.048	0.052	0.058	0.058
Step inc.	1960	2156	2352	2548	2842	2842
YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
1	49,000	51,450	53,900	56,350	57,575	60,024
2	50,960	53,606	56,252	58,898	60,417	62,866
3	52,920	55,762	58,604	61,446	63,259	65,708
4	54,880	57,918	60,956	63,994	66,101	68,550
5	56,840	60,074	63,308	66,542	68,943	71,392
6	58,800	62,230	65,660	69,090	71,785	74,234
7	60,760	64,386	68,012	71,638	74,627	77,076
8	62,720	66,542	70,364	74,186	77,469	79,918
9	64,680	68,698	72,716	76,734	80,311	82,760
10	66,640	70,854	75,068	79,282	83,153	85,602
11	68,600	73,010	77,420	81,830	85,995	88,444
12		75,166	79,772	84,378	88,837	91,286
13		77,322	82,124	86,926	91,679	94,128
14			84,476	89,474	94,521	96,970
15			86,828	92,022	97,363	99,812
16			89,180	94,570	100,205	102,654
17			91,532	97,118	103,047	105,496
18			93,884	99,666	105,889	108,338
19			96,236	102,214	108,731	111,180
20			98,588	104,762	111,573	114,022
21			100,940	107,310	114,415	116,864
22			103,292	109,858	117,257	119,706

		COMMUNITY HIGH SCHOOL DISTRICT 218					
			SALARY SCHEDULE				
				2012-13			
	Lane Inc						
	Step Rate						
	Step inc.						
	YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
St 1 inc							
1.22%	1	49,600	52,080	54,560	57,040	58,280	60,759
2.50%	2	50,225	52,736	55,248	57,759	59,014	61,525
increase	3	52,234	54,946	57,658	60,370	61,927	64,438
from	4	54,243	57,156	60,069	62,982	64,840	67,351
previous	5	56,252	59,366	62,480	65,594	67,754	70,264
year's	6	58,261	61,576	64,891	68,206	70,667	73,177
Step	7	60,270	63,786	67,302	70,817	73,580	76,090
	8	62,279	65,996	69,712	73,429	76,493	79,003
	9	64,288	68,206	72,123	76,041	79,406	81,916
	10	66,297	70,415	74,534	78,652	82,319	84,829
	11	68,306	72,625	76,945	81,264	85,232	87,742
	12		74,835	79,356	83,876	88,145	90,655
	13		77,045	81,766	86,487	91,058	93,568
	14			84,177	89,099	93,971	96,481
	15			86,588	91,711	96,884	99,394
	16			88,999	94,323	99,797	102,307
	17			91,410	96,934	102,710	105,220
	18			93,820	99,546	105,623	108,133
	19			96,231	102,158	108,536	111,046
	20			98,642	104,769	111,449	113,960
	21			101,053	107,381	114,362	116,873
	22			103,464	109,993	117,275	119,786
	service award	680	770	1,550	1,650	1,760	1,800

After one year on the last step in a lane, the CSM is off schedule and retains that salary and receives the service award amount each year.
The service award amount is approximately 1% in the two bachelor lanes and 1.5% in the masters lanes.

July 10 2 5% Inc w revised longevity Salary Schedules 2012-16.xlsx

	COMMUNITY HIGH SCHOOL DISTRICT 218					
		SALARY SCHEDULE SCATTERGRAM				
			2012-13			
Lane Inc						
Step Rate						
Step inc.						
YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
1						
2	9.8		1.8		1.0	
3	5.6	2.0	3.0			
4	10.0	6.0	3.0	1.0		
5	6.0	5.0	18.0	4.0	1.0	1.0
6	3.0	2.0	12.0	7.0	6.0	1.0
7	4.0	2.0	12.0	5.0	5.0	2.0
8	1.0	4.0	7.0	4.0	3.0	8.0
9		3.0	6.0	4.0	2.0	8.0
10			14.4	5.0	3.0	8.0
11	-	1.0	6.6	4.0		2.6
12		1.0	7.0	8.0	8.0	6.0
13		1.0	9.0	2.0	3.0	7.0
14			2.0	2.0	3.0	10.0
15			2.0	1.0	4.0	3.0
16			3.0	1.0	2.0	5.0
17			3.0	3.0	1.0	4.6
18			3.0	2.0	2.0	4.0
19			2.0	1.0	1.0	3.0
20			2.0			5.0
21				1.0		1.0
22	6.0	6.0	3.0			5.0
service award			5.0	4.0	4.0	27.0
Subtotals	45.40	33.00	124.80	59.00	49.00	111.20
					Total	422.40

July 10 2 5% Inc w revised longevity Salary Schedules 2012-16.xlsx

	COMMUNITY HIGH SCHOOL DISTRICT 218					
		TOTAL SALARY DOLLARS				
			2012-13			
Lane Inc						
Step Rate						
Step inc.						
YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
1	-	-	-	-	-	-
2	492,205	-	99,446	-	59,014	-
3	292,510	109,892	172,975	-	-	-
4	542,430	342,936	180,207	62,982	-	-
5	337,512	296,830	1,124,638	262,375	67,754	70,264
6	174,783	123,152	778,688	477,439	423,999	73,177
7	241,080	127,572	807,618	354,086	367,898	152,180
8	62,279	263,983	487,986	293,716	229,478	632,023
9	-	204,617	432,739	304,163	158,811	655,328
10	-	-	1,073,288	393,262	246,956	678,632
11	-	72,625	507,835	325,056	-	228,129
12		74,835	555,489	671,006	705,159	543,931
13		77,045	735,897	172,975	273,174	654,977
14			168,354	178,198	281,913	964,812
15			173,176	91,711	387,536	298,183
16			266,996	94,323	199,594	511,537
17			274,229	290,803	102,710	484,014
18			281,461	199,092	211,246	432,534
19			192,462	102,158	108,536	333,139
20			197,284	-	-	569,798
21			-	107,381	-	116,873
22			310,391	-	-	598,928
service award	415,680	468,552	524,210	446,032	476,068	3,280,662
TOTALS	2,558,479	2,162,039	9,345,367	4,826,757	4,299,848	11,279,118

TOTAL SALARIES 34,471,608

		COMMUNITY HIGH SCHOOL DISTRICT 218					
			SALARY SCHEDULE				
				2013-14			
	Lane Inc						
	Step Rate						
	Step inc.						
	YEARS	B	B15	M	M15	M30	M45
St 1 inc							
1.21%	1	50,200	52,710	55,220	57,730	58,985	61,494
2.50%	2	50,840	53,382	55,924	58,466	59,737	62,278
increase	3	51,481	54,055	56,629	59,203	60,490	63,063
from	4	53,540	56,320	59,100	61,880	63,476	66,049
previous	5	55,599	58,585	61,571	64,557	66,461	69,034
year's	6	57,658	60,850	64,042	67,234	69,447	72,020
Step	7	59,718	63,115	66,513	69,911	72,433	75,006
	8	61,777	65,380	68,984	72,588	75,419	77,992
	9	63,836	67,646	71,455	75,265	78,405	80,978
	10	65,895	69,911	73,926	77,942	81,391	83,964
	11	67,954	72,176	76,397	80,619	84,377	86,950
	12		74,441	78,868	83,296	87,363	89,936
	13		76,706	81,339	85,973	90,348	92,921
	14			83,810	88,650	93,334	95,907
	15			86,282	91,327	96,320	98,893
	16			88,753	94,004	99,306	101,879
	17			91,224	96,681	102,292	104,865
	18			93,695	99,358	105,278	107,851
	19			96,166	102,035	108,264	110,837
	20			98,637	104,712	111,250	113,823
	21			101,108	107,389	114,236	116,808
	22			103,579	110,066	117,221	119,794
	service award	680	770	1,550	1,650	1,760	1,800

After one year on the last step in a lane, the CSM is off schedule and retains that salary and receives the service award amount each year.
The service award amount is approximately 1% in the two bachelor lanes and 1.5% in the masters lanes.

	COMMUNITY HIGH SCHOOL DISTRICT 218					
		SALARY SCHEDULE SCATTERGRAM				
			2013-14			
Lane Inc						
Step Rate						
Step inc.						
YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
1						
2	-	-	-	-	-	-
3	9.8	-	1.8	-	1.0	-
4	5.6	2.0	3.0	-	-	-
5	10.0	6.0	3.0	1.0	-	-
6	6.0	5.0	18.0	4.0	1.0	1.0
7	3.0	2.0	12.0	7.0	6.0	1.0
8	4.0	2.0	12.0	5.0	5.0	2.0
9	1.0	4.0	7.0	4.0	3.0	8.0
10	-	3.0	6.0	4.0	2.0	8.0
11	-	-	14.4	5.0	3.0	8.0
12		1.0	6.6	4.0	-	2.6
13		1.0	7.0	8.0	8.0	6.0
14			9.0	2.0	3.0	7.0
15			2.0	2.0	3.0	10.0
16			2.0	1.0	4.0	3.0
17			3.0	1.0	2.0	5.0
18			3.0	3.0	1.0	4.6
19			3.0	2.0	2.0	4.0
20			2.0	1.0	1.0	3.0
21			2.0	-	-	5.0
22			-	1.0	-	1.0
service award	6.0	7.0	8.0	4.0	4.0	32.0
Subtotals	45.40	33.00	124.80	59.00	49.00	111.20
					Total	422.40

July 10 2 5% Inc w revised longevity Salary Schedules 2012-16.xlsx

	COMMUNITY HIGH SCHOOL DISTRICT 218					
		TOTAL SALARY DOLLARS				
			2013-14			
Lane Inc						
Step Rate						
Step inc.						
YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	504,510	-	101,932	-	60,490	-
4	299,823	112,640	177,299	-	-	-
5	555,991	351,510	184,712	64,557	-	-
6	345,950	304,250	1,152,754	268,935	69,447	72,020
7	179,153	126,230	798,156	489,375	434,599	75,006
8	247,107	130,761	827,808	362,938	377,096	155,984
9	63,836	270,582	500,186	301,059	235,215	647,824
10	-	209,732	443,557	311,767	162,782	671,711
11	-	-	1,100,120	403,093	253,130	695,598
12		74,441	520,531	333,183	-	233,833
13		76,706	569,376	687,781	722,788	557,529
14			754,294	177,299	280,003	671,351
15			172,563	182,653	288,961	988,932
16			177,505	94,004	397,225	305,637
17			273,671	96,681	204,584	524,325
18			281,084	298,073	105,278	496,114
19			288,497	204,069	216,528	443,347
20			197,274	104,712	111,250	341,468
21			202,216	-	-	584,042
22			-	110,066	-	119,794
Service Award	419,760	552,034	851,136	452,632	483,108	3,945,792
Subtotals	2,616,129	2,208,886	9,574,672	4,942,875	4,402,482	11,530,308
				TOTAL SALARIES		35,275,353

		COMMUNITY HIGH SCHOOL DISTRICT 218					
			SALARY SCHEDULE				
				2014-15			
	Lane Inc						
	Step Rate						
	Step inc.						
	YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
St 1 inc							
1.20%	1	50,800	53,340	55,880	58,420	59,690	62,229
2.50%	2	51,455	54,028	56,601	59,173	60,460	63,031
increase	3	52,111	54,717	57,322	59,928	61,230	63,835
from	4	52,768	55,406	58,044	60,683	62,002	64,639
previous	5	54,878	57,728	60,577	63,427	65,063	67,700
year's	6	56,989	60,050	63,110	66,171	68,123	70,760
Step	7	59,100	62,371	65,643	68,915	71,184	73,821
	8	61,210	64,693	68,176	71,658	74,244	76,881
	9	63,321	67,015	70,709	74,402	77,305	79,942
	10	65,432	69,337	73,241	77,146	80,365	83,002
	11	67,543	71,658	75,774	79,890	83,426	86,063
	12		73,980	78,307	82,634	86,486	89,123
	13		76,302	80,840	85,378	89,547	92,184
	14			83,373	88,122	92,607	95,245
	15			85,906	90,866	95,668	98,305
	16			88,439	93,610	98,728	101,366
	17			90,971	96,354	101,789	104,426
	18			93,504	99,098	104,849	107,487
	19			96,037	101,842	107,910	110,547
	20			98,570	104,585	110,970	113,608
	21			101,103	107,329	114,031	116,668
	22			103,636	110,073	117,091	119,729
	service award	680	770	1,550	1,650	1,760	1,800

After one year on the last step in a lane, the CSM is off schedule and retains that salary and receives the service award amount each year.
The service award amount is approximately 1% in the two bachelor lanes and 1.5% in the masters lanes.

	COMMUNITY HIGH SCHOOL DISTRICT 218					
		SALARY SCHEDULE SCATTERGRAM				
			2014-15			
Lane Inc						
Step Rate						
Step inc.						
YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
1						
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	9.8	-	1.8	-	1.0	-
5	5.6	2.0	3.0	-	-	-
6	10.0	6.0	3.0	1.0	-	-
7	6.0	5.0	18.0	4.0	1.0	1.0
8	3.0	2.0	12.0	7.0	6.0	1.0
9	4.0	2.0	12.0	5.0	5.0	2.0
10	1.0	4.0	7.0	4.0	3.0	8.0
11	-	3.0	6.0	4.0	2.0	8.0
12		-	14.4	5.0	3.0	8.0
13		1.0	6.6	4.0	-	2.6
14			7.0	8.0	8.0	6.0
15			9.0	2.0	3.0	7.0
16			2.0	2.0	3.0	10.0
17			2.0	1.0	4.0	3.0
18			3.0	1.0	2.0	5.0
19			3.0	3.0	1.0	4.6
20			3.0	2.0	2.0	4.0
21			2.0	1.0	1.0	3.0
22			2.0	-	-	5.0
service award	6.0	8.0	8.0	5.0	4.0	33.0
Subtotals	45.40	33.00	124.80	59.00	49.00	111.20
					Total	422.40

July 10 2 5% Inc w revised longevity Salary Schedules 2012-16.xlsx

	COMMUNITY HIGH SCHOOL DISTRICT 218					
		TOTAL SALARY DOLLARS				
			2014-15			
Lane Inc						
Step Rate						
Step inc.						
YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	517,123	-	104,480	-	62,002	-
5	307,319	115,456	181,732	-	-	-
6	569,891	360,297	189,330	66,171	-	-
7	354,599	311,857	1,181,573	275,658	71,184	73,821
8	183,631	129,386	818,110	501,609	445,464	76,881
9	253,285	134,030	848,504	372,012	386,523	159,884
10	65,432	277,347	512,690	308,585	241,095	664,019
11	-	214,975	454,646	319,561	166,851	688,504
12		-	1,127,623	413,171	259,458	712,988
13		76,302	533,544	341,512	-	239,678
14			583,610	704,976	740,858	571,467
15			773,151	181,732	287,003	688,135
16			176,877	187,220	296,185	1,013,656
17			181,943	96,354	407,155	313,278
18			280,513	99,098	209,699	537,433
19			288,111	305,525	107,910	508,517
20			295,710	209,171	221,941	454,431
21			202,206	107,329	114,031	350,005
22			207,271	-	-	598,643
Service Award	423,840	637,056	863,536	574,040	490,148	4,128,498
	2,675,119	2,256,706	9,805,160	5,063,722	4,507,507	11,779,838
				TOTAL SALARIES		36,088,052

		COMMUNITY HIGH SCHOOL DISTRICT 218					
			SALARY SCHEDULE				
				2015-16			
	Lane Inc						
	Step Rate						
	Step inc.						
	YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
St 1 inc							
1.18%	1	51,400	53,970	56,540	59,110	60,395	62,964
2.50%	2	52,070	54,674	57,277	59,881	61,182	63,785
increase	3	52,741	55,378	58,016	60,653	61,971	64,607
from	4	53,414	56,084	58,755	61,426	62,761	65,431
previous	5	54,087	56,791	59,496	62,200	63,552	66,255
year's	6	56,250	59,171	62,092	65,012	66,689	69,392
Step	7	58,414	61,551	64,688	67,825	69,826	72,529
	8	60,577	63,931	67,284	70,637	72,963	75,666
	9	62,741	66,310	69,880	73,450	76,100	78,803
	10	64,904	68,690	72,476	76,262	79,237	81,940
	11	67,068	71,070	75,073	79,075	82,374	85,077
	12		73,450	77,669	81,887	85,511	88,215
	13		75,830	80,265	84,700	88,648	91,352
	14			82,861	87,512	91,785	94,489
	15			85,457	90,325	94,922	97,626
	16			88,053	93,138	98,059	100,763
	17			90,650	95,950	101,196	103,900
	18			93,246	98,763	104,333	107,037
	19			95,842	101,575	107,471	110,174
	20			98,438	104,388	110,608	113,311
	21			101,034	107,200	113,745	116,448
	22			103,630	110,013	116,882	119,585
	service award	680	770	1,550	1,650	1,760	1,800

After one year on the last step in a lane, the CSM is off schedule and retains that salary and receives the service award amount each year.
The service award amount is approximately 1% in the two bachelor lanes and 1.5% in the masters lanes.

	COMMUNITY HIGH SCHOOL DISTRICT 218					
		SALARY SCHEDULE SCATTERGRAM				
			2015-16			
Lane Inc						
Step Rate						
Step inc.						
YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
1						
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	-	-	-	-	-	-
5	9.8	-	1.8	-	1.0	-
6	5.6	2.0	3.0	-	-	-
7	10.0	6.0	3.0	1.0	-	-
8	6.0	5.0	18.0	4.0	1.0	1.0
9	3.0	2.0	12.0	7.0	6.0	1.0
10	4.0	2.0	12.0	5.0	5.0	2.0
11	1.0	4.0	7.0	4.0	3.0	8.0
12		3.0	6.0	4.0	2.0	8.0
13		-	14.4	5.0	3.0	8.0
14			6.6	4.0	-	2.6
15			7.0	8.0	8.0	6.0
16			9.0	2.0	3.0	7.0
17			2.0	2.0	3.0	10.0
18			2.0	1.0	4.0	3.0
19			3.0	1.0	2.0	5.0
20			3.0	3.0	1.0	4.6
21			3.0	2.0	2.0	4.0
22			2.0	1.0	1.0	3.0
service award	6.0	9.0	10.0	5.0	4.0	38.0
Subtotals	45.40	33.00	124.80	59.00	49.00	111.20
					Total	422.40

	COMMUNITY HIGH SCHOOL DISTRICT 218					
		TOTAL SALARY DOLLARS				
			2015-16			
Lane Inc						
Step Rate						
Step inc.						
YEARS	**B**	**B15**	**M**	**M15**	**M30**	**M45**
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	-	-	-	-	-	-
5	530,051	-	107,092	-	63,552	-
6	315,002	118,342	186,275	-	-	-
7	584,138	369,305	194,064	67,825	-	-
8	363,464	319,653	1,211,112	282,550	72,963	75,666
9	188,222	132,621	838,562	514,149	456,601	78,803
10	259,617	137,381	869,716	381,312	396,186	163,881
11	67,068	284,280	525,508	316,300	247,123	680,620
12		220,350	466,012	327,550	171,023	705,716
13		-	1,155,814	423,500	265,945	730,812
14			546,883	350,050	-	245,670
15			598,200	722,600	759,379	585,754
16			792,480	186,275	294,178	705,339
17			181,299	191,900	303,589	1,038,997
18			186,491	98,763	417,334	321,110
19			287,526	101,575	214,941	550,869
20			295,314	313,163	110,608	521,230
21			303,103	214,400	227,489	465,791
22			207,261	110,013	116,882	358,755
Service Award	427,920	723,618	1,094,920	582,290	497,188	4,822,428
	2,735,481	2,305,550	10,047,632	5,184,214	4,614,981	12,051,442
				TOTAL SALARIES		36,939,299