

APPENDIX A-3 (Revised April 2020)  
 2021-2022 EDUCATOR SALARY SCHEDULE  
 COMMUNITY CONSOLIDATED SCHOOL DISTRICT 65  
 (2.3% Base Increase Plus Step)\*\*\*

STEP	TRACK I				TRACK II				TRACK III				TRACK IV				TRACK V			
	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL
1	1.00	47,222	4,106	51,328	1.09	51,472	4,476	55,948	1.18	55,722	4,845	60,567								
2	1.02	48,166	4,188	52,355	1.11	52,416	4,558	56,974	1.20	56,666	4,928	61,594								
3	1.05	49,583	4,312	53,894	1.15	54,305	4,722	59,027	1.23	58,083	5,051	63,133	1.30	61,388	5,338	66,726				
4	1.10	51,944	4,517	56,461	1.19	56,194	4,886	61,080	1.28	60,444	5,256	65,700	1.36	64,222	5,585	69,806				
5	1.15	54,305	4,722	59,027	1.24	58,555	5,092	63,647	1.34	63,277	5,502	68,780	1.42	67,055	5,831	72,886				
6	1.19	56,194	4,886	61,080	1.30	61,388	5,338	66,726	1.39	65,638	5,708	71,346	1.48	69,888	6,077	75,966	1.56	73,666	6,406	80,072
7	1.23	58,083	5,051	63,133	1.36	64,222	5,585	69,806	1.44	67,999	5,913	73,913	1.54	72,722	6,324	79,046	1.62	76,499	6,652	83,152
8	1.27	59,972	5,215	65,187	1.42	67,055	5,831	72,886	1.50	70,833	6,159	76,993	1.60	75,555	6,570	82,125	1.68	79,333	6,899	86,232
9	1.30	61,388	5,338	66,726	1.48	69,888	6,077	75,966	1.55	73,194	6,365	79,559	1.66	78,388	6,816	85,205	1.74	82,166	7,145	89,311
10	1.34	63,277	5,502	68,780	1.55	73,194	6,365	79,559	1.61	76,027	6,611	82,639	1.72	81,221	7,063	88,285	1.80	84,999	7,391	92,391
11	1.38	65,166	5,667	70,833	1.59	75,083	6,529	81,612	1.67	78,860	6,857	85,718	1.78	84,055	7,309	91,364	1.86	87,832	7,638	95,471
12	1.40	66,110	5,749	71,860	1.62	76,499	6,652	83,152	1.72	81,221	7,063	88,285	1.84	86,888	7,556	94,444	1.92	90,666	7,884	98,550
13	1.42	67,055	5,831	72,886	1.64	77,444	6,734	84,178	1.76	83,110	7,227	90,338	1.89	89,249	7,761	97,010	1.98	93,499	8,130	101,630
14	1.44	67,999	5,913	73,913	1.66	78,388	6,816	85,205	1.79	84,527	7,350	91,878	1.91	90,194	7,843	98,037	2.04	96,332	8,377	104,709
15					1.68	79,333	6,899	86,232	1.81	85,471	7,432	92,904	1.93	91,138	7,925	99,064	2.10	99,166	8,623	107,789
16					1.70	80,277	6,981	87,258	1.83	86,416	7,514	93,931	1.95	92,082	8,007	100,090	2.13	100,582	8,746	109,329
17									1.85	87,360	7,597	94,957	1.97	93,027	8,089	101,117	2.15	101,527	8,828	110,355
18									1.88	88,777	7,720	96,497	1.99	93,971	8,171	102,143	2.17	102,471	8,911	111,382
19													2.01	94,916	8,254	103,169	2.19	103,416	8,993	112,408
20													2.04	96,332	8,377	104,709	2.21	104,360	9,075	113,435
21																	2.23	105,305	9,157	114,461
22																	2.26	106,721	9,280	116,001

Due to rounding in formula calculations, some totals may be off by one dollar (\$1.00).

When the salary step is not possible for any educator, and the increase in the base salary is below three percent (3%), all educators on the step will receive a lump sum for the difference in the base increase and three percent (3%) to be paid on the November 15 check.

The Board will pay each educator who completes 25 years of continuous service as an educator in the District a one-time, gross \$1,000 lump sum payment at the conclusion of the educator's 25th consecutive year in the District

\* TRS factor is 8.6957%

\*\*Bargaining unit employees who participate in IMRF rather than TRS receive the same total salary but the IMRF contribution factor is 4.5%

\*\*\* 100% of CPI with a minimum of 1.75% and maximum of 2.5%

APPENDIX A-4  
 2022-2023 EDUCATOR SALARY SCHEDULE  
 COMMUNITY CONSOLIDATED SCHOOL DISTRICT 65  
 (1.5% Base Increase Plus Step)\*\*\*

STEP	TRACK I				TRACK II				TRACK III				TRACK IV				TRACK V			
	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL
1	1.00	47,930	4,168	52,098	1.09	52,244	4,543	56,787	1.18	56,557	4,918	61,476								
2	1.02	48,889	4,251	53,140	1.11	53,202	4,626	57,829	1.20	57,516	5,001	62,518								
3	1.05	50,327	4,376	54,703	1.15	55,120	4,793	59,913	1.23	58,954	5,126	64,080	1.30	62,309	5,418	67,727				
4	1.10	52,723	4,585	57,308	1.19	57,037	4,960	61,997	1.28	61,351	5,335	66,685	1.36	65,185	5,668	70,853				
5	1.15	55,120	4,793	59,913	1.24	59,433	5,168	64,601	1.34	64,226	5,585	69,811	1.42	68,061	5,918	73,980				
6	1.19	57,037	4,960	61,997	1.30	62,309	5,418	67,727	1.39	66,623	5,793	72,416	1.48	70,937	6,168	77,105	1.56	74,771	6,502	81,273
7	1.23	58,954	5,126	64,080	1.36	65,185	5,668	70,853	1.44	69,019	6,002	75,022	1.54	73,812	6,418	80,231	1.62	77,647	6,752	84,399
8	1.27	60,871	5,293	66,164	1.42	68,061	5,918	73,980	1.50	71,895	6,252	78,147	1.60	76,688	6,669	83,357	1.68	80,523	7,002	87,525
9	1.30	62,309	5,418	67,727	1.48	70,937	6,168	77,105	1.55	74,292	6,460	80,752	1.66	79,564	6,919	86,483	1.74	83,398	7,252	90,651
10	1.34	64,226	5,585	69,811	1.55	74,292	6,460	80,752	1.61	77,167	6,710	83,878	1.72	82,440	7,169	89,609	1.80	86,274	7,502	93,777
11	1.38	66,144	5,752	71,895	1.59	76,209	6,627	82,836	1.67	80,043	6,960	87,004	1.78	85,316	7,419	92,735	1.86	89,150	7,752	96,903
12	1.40	67,102	5,835	72,938	1.62	77,647	6,752	84,399	1.72	82,440	7,169	89,609	1.84	88,191	7,669	95,861	1.92	92,026	8,002	100,029
13	1.42	68,061	5,918	73,980	1.64	78,605	6,835	85,441	1.76	84,357	7,335	91,693	1.89	90,588	7,877	98,466	1.98	94,902	8,252	103,154
14	1.44	69,019	6,002	75,022	1.66	79,564	6,919	86,483	1.79	85,795	7,460	93,256	1.91	91,546	7,961	99,508	2.04	97,777	8,502	106,280
15					1.68	80,523	7,002	87,525	1.81	86,753	7,544	94,298	1.93	92,505	8,044	100,550	2.10	100,653	8,752	109,406
16					1.70	81,481	7,085	88,567	1.83	87,712	7,627	95,340	1.95	93,464	8,127	101,591	2.13	102,091	8,878	110,969
17									1.85	88,671	7,711	96,382	1.97	94,422	8,211	102,633	2.15	103,050	8,961	112,011
18									1.88	90,109	7,836	97,945	1.99	95,381	8,294	103,675	2.17	104,008	9,044	113,053
19													2.01	96,339	8,377	104,717	2.19	104,967	9,128	114,094
20													2.04	97,777	8,502	106,280	2.21	105,925	9,211	115,136
21																	2.23	106,884	9,294	116,178
22																	2.26	108,322	9,419	117,741

Due to rounding in formula calculations, some totals may be off by one dollar (\$1.00).

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The Board will pay each educator who completes 25 years of continuous service as an educator in the District a one-time, gross \$1,000 lump sum payment at the conclusion of the educator's 25th consecutive year in the District

\* TRS factor is 8.6957%

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\*\*\* 100% of CPI with a minimum of 1.5% and maximum of 2.5%

APPENDIX A-5  
 2023-2024 EDUCATOR SALARY SCHEDULE  
 COMMUNITY CONSOLIDATED SCHOOL DISTRICT 65  
 (1.5% Base Increase Plus Step)\*\*\*

STEP	TRACK I				TRACK II				TRACK III				TRACK IV				TRACK V			
	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL	INDEX	BASE	TRS	TOTAL
1	1.00	48,649	4,230	52,879	1.09	53,027	4,611	57,639	1.18	57,406	4,992	62,398								
2	1.02	49,622	4,315	53,937	1.11	54,000	4,696	58,696	1.20	58,379	5,076	63,455								
3	1.05	51,081	4,442	55,523	1.15	55,946	4,865	60,811	1.23	59,838	5,203	65,042	1.30	63,244	5,499	68,743				
4	1.10	53,514	4,653	58,167	1.19	57,892	5,034	62,926	1.28	62,271	5,415	67,686	1.36	66,163	5,753	71,916				
5	1.15	55,946	4,865	60,811	1.24	60,325	5,246	65,570	1.34	65,190	5,669	70,858	1.42	69,082	6,007	75,089				
6	1.19	57,892	5,034	62,926	1.30	63,244	5,499	68,743	1.39	67,622	5,880	73,502	1.48	72,001	6,261	78,262	1.56	75,892	6,599	82,492
7	1.23	59,838	5,203	65,042	1.36	66,163	5,753	71,916	1.44	70,055	6,092	76,147	1.54	74,920	6,515	81,435	1.62	78,811	6,853	85,665
8	1.27	61,784	5,373	67,157	1.42	69,082	6,007	75,089	1.50	72,974	6,346	79,320	1.60	77,838	6,769	84,608	1.68	81,730	7,107	88,838
9	1.30	63,244	5,499	68,743	1.48	72,001	6,261	78,262	1.55	75,406	6,557	81,964	1.66	80,757	7,022	87,780	1.74	84,649	7,361	92,011
10	1.34	65,190	5,669	70,858	1.55	75,406	6,557	81,964	1.61	78,325	6,811	85,136	1.72	83,676	7,276	90,953	1.80	87,568	7,615	95,183
11	1.38	67,136	5,838	72,974	1.59	77,352	6,726	84,079	1.67	81,244	7,065	88,309	1.78	86,595	7,530	94,126	1.86	90,487	7,868	98,356
12	1.40	68,109	5,923	74,032	1.62	78,811	6,853	85,665	1.72	83,676	7,276	90,953	1.84	89,514	7,784	97,299	1.92	93,406	8,122	101,529
13	1.42	69,082	6,007	75,089	1.64	79,784	6,938	86,723	1.76	85,622	7,445	93,068	1.89	91,947	7,995	99,943	1.98	96,325	8,376	104,702
14	1.44	70,055	6,092	76,147	1.66	80,757	7,022	87,780	1.79	87,082	7,572	94,655	1.91	92,920	8,080	101,000	2.04	99,244	8,630	107,874
15					1.68	81,730	7,107	88,838	1.81	88,055	7,657	95,712	1.93	93,893	8,165	102,058	2.10	102,163	8,884	111,047
16					1.70	82,703	7,192	89,895	1.83	89,028	7,742	96,770	1.95	94,866	8,249	103,115	2.13	103,622	9,011	112,633
17									1.85	90,001	7,826	97,827	1.97	95,839	8,334	104,173	2.15	104,595	9,095	113,691
18									1.88	91,460	7,953	99,414	1.99	96,812	8,418	105,231	2.17	105,568	9,180	114,748
19													2.01	97,785	8,503	106,288	2.19	106,541	9,265	115,806
20													2.04	99,244	8,630	107,874	2.21	107,514	9,349	116,863
21																	2.23	108,487	9,434	117,921
22																	2.26	109,947	9,561	119,507

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