

**District 21 Education Association  
2013-2014 ESP Salary Schedule**

APPENDIX 300C

with IMRF 4.712%							with IMRF 4.712%		
	Without IMRF	Part-Time Lane 1	Health Assistants Lane 2	LMC Assistants Lane 3	Elementary Secretaries Lane 4	Middle School Secretaries Lane 5	Without IMRF	T.A. - Elementary Lane 6	T.A. - Middle School Lane 7
Step									
20	30.90	32.36	32.36	32.36	32.36	32.36			
19	29.03	30.40	30.40	30.40	30.40	30.40			
18	27.78	29.09	29.09	29.09	29.09	29.09			
17	26.54	27.79	27.79	27.79	27.79	27.79			
16	25.60	26.81	26.81	26.81	26.81	26.81			
15	24.68	25.84	25.84	25.84	25.84	25.84			
14	23.74	24.86	24.86	24.86	24.86	24.86			
13	22.80	23.87	23.87	23.87	23.87	23.87			
12	21.88	22.91	22.91	22.91	22.91	22.91			
11	20.94	21.93	21.93	21.93	21.93	21.93			
10	20.32	21.28	21.28	21.28	21.28	21.28			
9	19.71	20.64	20.64	20.64	20.64	20.64			
8	19.09	19.99	19.99	19.99	19.99	19.99			
7	18.66	19.54	19.54	19.54	19.54	19.54			
6	18.35	19.21	19.21	19.21	19.21	19.21			
5	18.03	18.88	18.88	18.88	18.88	18.88			
4	17.71	18.54	18.54	18.54	18.54	18.54			
3	17.40	18.22	18.22	18.22	18.22	18.22	26.98	28.25	28.25
2	17.08	17.88	17.88	17.88	17.88	17.88	22.95	24.03	24.03
1	16.77	17.56	17.56	17.56	17.56	17.56	18.92	19.81	19.81

**For ESPs that achieve Tier II status as per Section 306.1 of the agreement, their hourly amount shall be increased by \$1.00 over and above their placement on the above salary schedule.**