

Semester Hours are Reflected				KANE COUNTY SCHOOL DISTRICT								
Reflects 5.0% COLA Plus ESA Increase of \$1,446				CERTIFIED								
SALARY SCHEDULE - (184 Days)												
				2025-2026								
LANE	1		2		3		4		5		6	
STEP	INDEX	DEGREE	INDEX	20 HOURS	INDEX	37 HOURS	INDEX	DEGREE	INDEX	MASTERS PLUS 30	INDEX	PHD/MASTER PLUS 40**
1	116%	\$67,150	120%	\$69,004	124%	\$70,858	128%	\$72,711	132%	\$74,565	136%	\$76,419
2	116%	\$67,150	120%	\$69,004	124%	\$70,858	128%	\$72,711	132%	\$74,565	136%	\$76,419
3	116%	\$67,150	120%	\$69,004	124%	\$70,858	128%	\$72,711	132%	\$74,565	136%	\$76,419
4	116%	\$67,150	120%	\$69,004	124%	\$70,858	128%	\$72,711	132%	\$74,565	136%	\$76,419
5	116%	\$67,150	120%	\$69,004	124%	\$70,858	128%	\$72,711	132%	\$74,565	136%	\$76,419
6	120%	\$69,004	124%	\$70,858	128%	\$72,711	132%	\$74,565	136%	\$76,419	140%	\$78,272
7	124%	\$70,858	128%	\$72,711	132%	\$74,565	136%	\$76,419	140%	\$78,272	144%	\$80,126
8	129%	\$73,175	133%	\$75,028	137%	\$76,882	141%	\$78,736	145%	\$80,589	149%	\$82,443
9	134%	\$75,492	138%	\$77,345	142%	\$79,199	146%	\$81,053	150%	\$82,906	154%	\$84,760
10	139%	\$77,809	143%	\$79,662	147%	\$81,516	151%	\$83,370	155%	\$85,223	159%	\$87,077
11	146%	\$81,053	148%	\$81,979	152%	\$83,833	156%	\$85,687	160%	\$87,540	164%	\$89,394
12			155%	\$85,223	157%	\$86,150	161%	\$88,004	165%	\$89,857	169%	\$91,711
13					164%	\$89,394	168%	\$91,248	170%	\$92,174	174%	\$94,028
14									177%	\$95,418	181%	\$97,272
15			159%	\$87,077	168%	\$91,248	174%	\$94,028	181%	\$97,272	185%	\$99,125
20					176%	\$93,101	178%	\$94,955	183%	\$98,199	187%	\$100,052
25			163%	\$88,931	172%	\$93,101	178%	\$95,882	185%	\$99,125	189%	\$100,979

All full time professional employees and their dependents are covered by an insurance group plan. Coverage includes health, accident, life, dental and disability. Partial reimbursement for unused sick leave shall be paid at the rate of \$40.00 per day up to 120 days, and \$20.00 for each day in excess of 120 days. This reimbursement shall be made at time of retirement. Actual sick leave is accumulated with no ceiling. A sabbatical leave plan is available by application to the Board. The State Retirement Plan is fully funded. Personal leave is two days per year cumulative to five days. The days not used will be paid at the substitute rate at year end, when above five are accumulated. Employees earn 10 days sick leave per year. An employee can elect to use two sick leave days each year for non-sick leave (only after all "personal leave" days are used) .

The early retirement plan allows for payment of 80% of the yearly salary last received to be paid over a five year period,

at the rate specified in the District Policy. An emergency sick leave pool is in place.

All employees are required to use direct deposit for payroll.

Employees who buy up in insurance coverage will be required to do so through the Flex program.

** The ten hours between the Masters Plus 30 and Masters Plus 40 must be graduate credit in an assigned area of teaching, graduate college courses leading to an advanced degree in education, or graduate courses which are approved by the Superintendent prior to taking them for this purpose.