

2025 Benefits Summary					
Paid Time Off					
# of days shown below are for full school year; prorated after school start date					
Employee Type	Sick	Personal	Vacation	Bereavement	Holiday
12 Month Employees 0-13 Years	12	3	10	3	18
12 Month Employees 14+ Years	15	3	10	3	18
9 Month Employees 0-13 Years	12	3	0	3	0
9 Month Employees 14+ Years	15	3	0	3	0
Teachers 0-13 Years	12	3	0	3	0
Teachers 14+ Years	15	3	0	3	0
Teacher Assistants 0-13 Years	12	3	0	3	14
Teacher Assistants 14+ Years	15	3	0	3	14
Maintenance Technicians	12	3	10	2	18
Custodians	12	3	.5/mth then 10	2	18
Bus Drivers/Aides	12	3	0	3	Attendance Based
Voluntary Medical Insurance					
Offered to employees/positions who work 30 hours or more/week					
District pays a portion of the premiums as noted below.					
Medical Plan	PPO \$500	PPO \$1,000	HSA		
Employee	\$9,550	\$9,550	\$8,550		
Employee+Spouse	\$14,500	\$14,500	\$12,500		
Employee+Child(ren)	\$14,400	\$14,400	\$12,400		
Family	\$16,600	\$16,600	\$14,600		
Voluntary Dental Insurance					
Offered to employees/positions who work 30 hours or more/week					
District pays a portion of the premiums as noted below.					
Dental Contributions	High Plan	Low Plan			
Employee	\$151.44	\$151.44			
Family	\$151.44	\$151.44			
Voluntary Vision Insurance					
Offered to employees/positions who work 30 hours or more/week					
Life Insurance and AD&D					
Benefit given to all employees working 20 or more hours/week					
Term life insurance with coverage of \$15,000.					
TRS Participating Employer					
District pays employees portion of TRS benefits.					
District pays employees portion of THIS benefits.					
IMRF Participating Employer					
District pays the employer rate (established by IMRF annually)					
Flexible Spending Account					
Health Care FSA, Limited Care FSA, and Dependent Care FSA					
403B Options					
Payroll deductions sent directly to the providers					
Employee Assistance Program					
District funded employee assistance plan					



Bourbonnais Elementary School District No. 53

281 West John Casey Road • Bourbonnais, IL 60914-1395
www.besd53.org • (815) 929-5100 • Fax (815) 939-0481

Dr. Adam Ehrman
 Superintendent
EhrmanA@besd53.org

Hourly and Substitute Pay Rates for the 2024-25 School Year

Hourly Pay Rates

Bus Aide	\$17.00
Bus Driver	\$26.00
Bus Driver – Trips	\$20.00
Coach/Sponsor	\$18.00
Crossing Guard	\$16.00
Homebound Instructor	\$33.60
Recess Supervisor	\$16.00

Hourly Substitute Pay Rates

Sub Administration	\$350.00/day
Sub Bus Driver	\$26.00
Sub Case Manager	\$33.60
Sub Custodian	\$18.50
Sub Year Long Custodian	\$19.00
Sub ESY Teacher	\$22.50
Sub Nurse	\$26.50
Sub Recess Supervisor	\$16.00
Sub Retired Social worker	\$67.00
Sub Secretary	\$17.50
Sub Sign Language Interpreter	\$26.00
Sub Teacher Assistant	\$17.75

Daily Substitute Pay Rates

Sub Teacher	\$130.00
Long Term Sub Teacher	\$233.28
Year Long Sub Teacher	\$233.28

As well, as allow the District to make necessary adjustments in accordance with area market trends for the 2024-25 school year.

The mission of Bourbonnais School District #53 is to:

- Collaborate with staff students, families, and community;
- Provide a safe learning environment with innovative instructional practices; and
- Inspire all students to reach their unique potential as globally conscious learners.

FY26	BA-0	BA-0 w/TRS	BA-8	BA-8 w/TRS	BA-16	BA-16 w/TRS	MA-0	MA-0 w/TRS	MA-8	MA-8 w/TRS	MA-16	MA-16 w/TRS	MA-24	MA-24 w/TRS	MA-32	MA-32 w/TRS
1	\$43,671	\$47,990	\$44,559	\$48,966	\$45,447	\$49,941	\$46,334	\$50,917	\$47,222	\$51,892	\$48,109	\$52,867	\$48,997	\$53,843	\$49,884	\$54,818
2	\$44,091	\$48,451	\$44,988	\$49,437	\$45,884	\$50,422	\$46,780	\$51,406	\$47,676	\$52,391	\$48,572	\$53,376	\$49,468	\$54,360	\$50,364	\$55,345
3	\$44,514	\$48,917	\$45,420	\$49,912	\$46,325	\$50,906	\$47,230	\$51,901	\$48,134	\$52,895	\$49,039	\$53,889	\$49,944	\$54,883	\$50,848	\$55,877
4	\$44,942	\$49,387	\$45,857	\$50,392	\$46,770	\$51,396	\$47,684	\$52,400	\$48,597	\$53,403	\$49,510	\$54,407	\$50,424	\$55,411	\$51,337	\$56,414
5	\$45,607	\$50,117	\$46,534	\$51,136	\$47,461	\$52,155	\$48,388	\$53,173	\$49,315	\$54,192	\$50,242	\$55,211	\$51,169	\$56,230	\$52,097	\$57,249
6	\$46,392	\$50,980	\$47,334	\$52,015	\$48,278	\$53,052	\$49,220	\$54,088	\$50,163	\$55,125	\$51,106	\$56,160	\$52,049	\$57,197	\$52,993	\$58,234
7	\$47,245	\$51,918	\$48,206	\$52,973	\$49,165	\$54,028	\$50,126	\$55,084	\$51,086	\$56,138	\$52,047	\$57,194	\$53,008	\$58,250	\$53,967	\$59,305
8	\$48,142	\$52,903	\$49,102	\$53,958	\$50,063	\$55,014	\$51,022	\$56,068	\$51,983	\$57,124	\$52,943	\$58,179	\$53,904	\$59,235	\$54,863	\$60,289
9	\$48,654	\$53,466	\$49,615	\$54,522	\$50,574	\$55,576	\$51,535	\$56,632	\$52,495	\$57,687	\$53,456	\$58,742	\$54,415	\$59,797	\$55,376	\$60,853
10	\$49,486	\$54,380	\$50,446	\$55,435	\$51,407	\$56,491	\$52,366	\$57,545	\$53,327	\$58,601	\$54,288	\$59,657	\$55,248	\$60,712	\$56,208	\$61,768
11	\$50,766	\$55,787	\$51,726	\$56,842	\$52,687	\$57,898	\$53,648	\$58,954	\$54,607	\$60,008	\$55,568	\$61,064	\$56,528	\$62,119	\$57,489	\$63,174
12	\$51,407	\$56,491	\$52,366	\$57,545	\$53,327	\$58,601	\$54,288	\$59,657	\$55,248	\$60,712	\$56,208	\$61,768	\$57,168	\$62,822	\$58,129	\$63,878
13	\$52,057	\$57,206	\$53,024	\$58,268	\$54,014	\$59,356	\$55,027	\$60,469	\$56,061	\$61,606	\$57,123	\$62,772	\$58,209	\$63,966	\$59,320	\$65,187
14	\$53,280	\$58,549	\$54,269	\$59,637	\$55,282	\$60,750	\$56,318	\$61,888	\$57,380	\$63,055	\$58,466	\$64,248	\$59,577	\$65,469	\$60,714	\$66,719
15	\$54,269	\$59,637	\$55,282	\$60,750	\$56,318	\$61,888	\$57,380	\$63,055	\$58,466	\$64,248	\$59,577	\$65,469	\$60,714	\$66,719	\$61,877	\$67,997
16	\$55,282	\$60,750	\$56,318	\$61,888	\$57,380	\$63,055	\$58,466	\$64,248	\$59,577	\$65,469	\$60,714	\$66,719	\$61,877	\$67,997	\$63,070	\$69,307
17	\$56,318	\$61,888	\$57,380	\$63,055	\$58,466	\$64,248	\$59,577	\$65,469	\$60,714	\$66,719	\$61,877	\$67,997	\$63,070	\$69,307	\$64,289	\$70,647
18	\$57,507	\$63,195	\$58,593	\$64,388	\$59,705	\$65,609	\$60,841	\$66,859	\$62,006	\$68,138	\$63,197	\$69,447	\$64,416	\$70,787	\$65,665	\$72,159
19	\$58,849	\$64,669	\$59,960	\$65,890	\$61,097	\$67,140	\$62,262	\$68,419	\$63,454	\$69,730	\$64,673	\$71,069	\$65,921	\$72,441	\$67,198	\$73,844
20	\$59,960	\$65,890	\$61,097	\$67,140	\$62,262	\$68,419	\$63,454	\$69,730	\$64,673	\$71,069	\$65,921	\$72,441	\$67,198	\$73,844	\$68,505	\$75,280
21	\$61,097	\$67,140	\$62,262	\$68,419	\$63,454	\$69,730	\$64,673	\$71,069	\$65,921	\$72,441	\$67,198	\$73,844	\$68,505	\$75,280	\$69,843	\$76,750
22	\$62,262	\$68,419	\$63,454	\$69,730	\$64,673	\$71,069	\$65,921	\$72,441	\$67,198	\$73,844	\$68,505	\$75,280	\$69,843	\$76,750	\$71,212	\$78,255
23	\$63,454	\$69,730	\$64,673	\$71,069	\$65,921	\$72,441	\$67,198	\$73,844	\$68,505	\$75,280	\$69,843	\$76,750	\$71,212	\$78,255	\$72,613	\$79,795
24	\$64,673	\$71,069	\$65,921	\$72,441	\$67,198	\$73,844	\$68,505	\$75,280	\$69,843	\$76,750	\$71,212	\$78,255	\$72,613	\$79,795	\$74,047	\$81,371
25	\$65,921	\$72,441	\$67,198	\$73,844	\$68,505	\$75,280	\$69,843	\$76,750	\$71,212	\$78,255	\$72,613	\$79,795	\$74,047	\$81,371	\$75,515	\$82,984
26	\$67,198	\$73,844	\$68,505	\$75,280	\$69,843	\$76,750	\$71,212	\$78,255	\$72,613	\$79,795	\$74,047	\$81,371	\$75,515	\$82,984	\$77,019	\$84,636
27	\$68,505	\$75,280	\$69,843	\$76,750	\$71,212	\$78,255	\$72,613	\$79,795	\$74,047	\$81,371	\$75,515	\$82,984	\$77,019	\$84,636	\$78,556	\$86,326
28	\$69,843	\$76,750	\$71,212	\$78,255	\$72,613	\$79,795	\$74,047	\$81,371	\$75,515	\$82,984	\$77,019	\$84,636	\$78,556	\$86,326	\$80,131	\$88,056
29	\$71,341	\$78,397	\$72,742	\$79,936	\$74,175	\$81,511	\$75,644	\$83,125	\$77,148	\$84,778	\$78,685	\$86,467	\$80,258	\$88,196	\$81,870	\$89,966
30	\$72,998	\$80,217	\$74,432	\$81,793	\$75,900	\$83,406	\$77,403	\$85,059	\$78,941	\$86,748	\$80,514	\$88,477	\$82,125	\$90,248	\$83,774	\$92,059
31	\$74,432	\$81,793	\$75,900	\$83,406	\$77,403	\$85,059	\$78,941	\$86,748	\$80,514	\$88,477	\$82,125	\$90,248	\$83,774	\$92,059	\$85,462	\$93,914
32	\$75,900	\$83,406	\$77,403	\$85,059	\$78,941	\$86,748	\$80,514	\$88,477	\$82,125	\$90,248	\$83,774	\$92,059	\$85,462	\$93,914	\$87,189	\$95,812

TA 2025-2026						
\$1.75	Certified	Annual	Associates	Annual	Bachelor	Annual
1	\$19.45	\$26,471	\$19.70	\$26,812	\$19.95	\$27,152
2	\$19.70	\$26,812	\$19.95	\$27,152	\$20.20	\$27,492
3	\$19.95	\$27,152	\$20.20	\$27,492	\$20.45	\$27,832
4	\$20.20	\$27,492	\$20.45	\$27,832	\$20.70	\$28,173
5	\$20.45	\$27,832	\$20.70	\$28,173	\$20.95	\$28,513
6	\$21.20	\$28,853	\$21.45	\$29,193	\$21.70	\$29,534
7	\$21.55	\$29,330	\$21.80	\$29,670	\$22.05	\$30,010
8	\$21.90	\$29,806	\$22.15	\$30,146	\$22.40	\$30,486
9	\$22.13	\$30,119	\$22.38	\$30,459	\$22.63	\$30,799
10	\$22.33	\$30,391	\$22.61	\$30,772	\$22.86	\$31,112
11	\$22.59	\$30,745	\$22.84	\$31,085	\$23.09	\$31,425
12	\$23.16	\$31,521	\$23.40	\$31,847	\$23.66	\$32,201
13	\$23.68	\$32,228	\$23.93	\$32,569	\$24.18	\$32,909
14	\$24.24	\$32,991	\$24.49	\$33,331	\$24.74	\$33,671
15	\$24.58	\$33,453	\$24.83	\$33,794	\$25.08	\$34,134
16	\$24.93	\$33,930	\$25.18	\$34,270	\$25.43	\$34,610
17	\$25.28	\$34,406	\$25.53	\$34,746	\$25.78	\$35,087
18	\$25.53	\$34,746	\$25.78	\$35,087	\$26.03	\$35,427
19	\$25.97	\$35,345	\$26.22	\$35,685	\$26.47	\$36,026
20	\$26.32	\$35,822	\$26.57	\$36,162	\$26.82	\$36,502
21	\$26.67	\$36,298	\$26.92	\$36,638	\$27.17	\$36,978
22	\$27.01	\$36,761	\$27.26	\$37,101	\$27.51	\$37,441
23	\$27.36	\$37,237	\$27.61	\$37,577	\$27.86	\$37,917
24	\$27.71	\$37,713	\$27.96	\$38,054	\$28.21	\$38,394
25	\$28.06	\$38,190	\$28.31	\$38,530	\$28.56	\$38,870
26	\$28.40	\$38,652	\$28.65	\$38,993	\$28.90	\$39,333
27	\$28.75	\$39,129	\$29.00	\$39,469	\$29.25	\$39,809
28	\$29.10	\$39,605	\$29.35	\$39,945	\$29.60	\$40,286
29	\$29.45	\$40,081	\$29.70	\$40,422	\$29.95	\$40,762
30	\$29.80	\$40,558	\$30.05	\$40,898	\$30.30	\$41,238
31	\$30.15	\$41,034	\$30.40	\$41,374	\$30.65	\$41,715