2025 Benefits Summary					
Paid Time Off					
# of days shown below are for ful	l school yea	r; prorated aft	er school start d	ate	
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 Base
Voluntary Medical Insurance					
Offered to employees/position		c 30 hours or	more/week		
District pays a portion of the p	remiums a	s noted belo	W.		
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		
ranniy	\$10,000	\$10,000	\$14,000		
Voluntary Dental Insurance					
Offered to employees/position	s who work	k 30 hours or	more/week		
District pays a portion of the p					
Dictrict paye a portion or the p	romiamo a				
Dental Contributions	High Plan	Low Plan			
Employee	\$151,44	\$151,44			
Family	\$151.44	\$151.44			
ranny	\$151,44	ф151.44			
Voluntary Vision Insurance					
Offered to employees/position	s who worl	k 30 hours oi	more/week		
Life Insurance and AD&D					
Benefit given to all employees	working 2	0 or more ho	urs/week		
Term life insurance with cover	age of \$15	,000.			
TDC Dardiele Man Francisco					
TRS Participating Employer					
District pays employees portio					
District pays employees portion	n of THIS	benefits.			
IMRF Participating Employe	г				
District pays the employer rate		ed by IMRF	annually)		
Flexible Spending Account	- 504	 D=m a : 1 = 1	0 504		-
Health Care FSA, Limited Car	e FSA, and	Dependent	Care FSA		
403B Options					
Payroll deductions sent directl	y to the pro	oviders			
Employee Assistance Progr	am				

District funded employee assistance plan

TEACHER SALARY SCHEDULE 2025-2026

\$95,812	\$87,189	\$13,914	235,462	592,059	SS 3 774	596,248	552 126	588 477	77 L	536,744	£8.42>	285,059	575 AC	283,406	000 PTS	ď
\$93,914	報の表	\$92,650	341,774	\$50,248	\$50,000	28X,477	\$30,014	\$46,748	\$13,441	4503.85	500,753	383.465	\$15.900	S81,795	554,432	4.0
650,098	\$33,773	34£ 70£5	\$82,125	\$88,477	\$48.574	\$86,748	\$28,543	585,059	1357	587,406	CE175/5	581,795	\$74.433	111,082	8987228	36
559,966	241.12	388.196	\$86,258	356,267	\$73,535	\$64,778	\$177.14	\$33,125	\$75,044	\$81,511	574,175	279,036	217,742	THE RIE	371,341	28
\$88,036	\$80,537	5%,326	935,862	36-636	6767255	\$82,914	575 \$12	S80,270	\$74,347	579,795	572,613	\$78.255	2177.15	6627925	505,543	101
07.4 085	20 70 85 86 86 85 86 86 85 86	\$84,636	5.22,0.3	287.9E	\$13,815	1,11165	146 745 146 745	570,795	\$73,613	\$78,255	X21.312	\$78,750	\$64,843	08075.08	568,505	13.
\$34,636	577,012	\$82,984	5754	120185	\$74.047	\$62.665	£1972.55	\$55,555	21212	576,750	538 398	\$75,244	568,505	S73 844	\$67,190	26
FR0.283	\$25.515	\$81,373	\$14,047	S42,928	\$72,613	\$75,365	10	576,759	Son Sas	481,355	568,505	\$75,844	361,193	372,441	365,921	1%
\$81,371	\$14,047	\$79,795	572,5-3	\$28,735	215.175	\$20(25)	Sch.Man	\$75,280	35 × 10.5	577,344	\$61,508	572 441	Eo 598	570,069	25/1,673	124
579 795	\$12,03	\$28,255	C. C. 14.5	\$76,750	559,633	\$75,280	\$68,839	\$73.844	861.198	\$72,441	\$48,921	\$71,065	544 : 73	\$69.730	\$65,454	E.
SSERIE	877,212	\$26,250	NOS. 24.1	\$75.280	Sec.505	577.57	867,748	\$72,447	355,401	S-1/191/	\$64,373	369,730	563,455	865,419	862,262	33.
\$76,750	269 842	\$75,230	\$65,503	371,544	\$67,196	13.41	363,921	871.069	364,673	569,730	563,454	568,415	\$62,262	\$67,140	\$61,093	#
575,389	502703	\$75,844	\$61,198	\$27,441	\$43,921	690'145	263,613	00 00S	2CF (2)S	368,419	S62,264	\$57,140	\$6 607	368,890	296,813	8
THYSES	8<1.295	114,523	365,823	\$21,069	555,673	\$69,730	¥55.454	568-119	852,262	\$57,140	551,097	345,890	\$24.960	\$64,660	NE 8 343	15
\$77,150	365 cc5	\$20,757	204414	369 447	565,197	368 38	\$57,005	265.859	1387895	\$65,629	\$49,765	364,388	359 793	5617.03	N57,307	187
\$70,647	364.239	\$69,307	107.070	205 C 4S	361,817	\$\$5,719	361714	\$65,460	559077	854.143	S5% 466	\$63,955	\$57,189	298,198	556.518	17
369,307	Sez DTO	367,947	S61 377	\$16,219	500/714	\$65,469	319,575	SFC 248	558,000	数3.55	\$5 380	361,888	\$5.5.21X	560,750	\$55,382	01
\$57,947	\$51.877	\$16,5319	78112 NSS	365,46"	\$59,577	\$64,248	State Con	\$65,955	35",380	\$65,E34	885,388	\$50,750	\$55,252	259,632	554,200	G,
366.719	560,714	£65,469	539,577	M. 1948	394 855	\$63,055	2542.812	\$61 888	\$51,778	\$66,753	555,167	\$59.677	\$54,709	558,544	903,289	ī,
\$65,183	888 328	\$113,960	\$58,209	\$62,772	X57,129	351,006	556,041	\$60,469	\$55,027	\$59,356	N54 004	202,362	443 524	\$57,206	256,552	107
S12,7.59.	358 129	施拉	857.168	897,768	\$55, 768	\$55.712	505,249	259 852	\$54,245	\$58.631	\$\$1.557	\$57,545	NA. 366	165,953	\$55,407	25.
\$65,174	157,457	367,119	\$54,823	364,364	\$55,568	\$50,008	\$54,537	\$58,658	\$53,648	\$69,722	280,232	\$56,342	\$51,735	\$55,747	SSC, 55	11
\$67,738	\$30,000	\$40,712	255 D #6	500,657	\$51,288	109 855	\$59,327	\$55.653	882.88	\$\$6,4° !	\$51,407	\$55,405	18,44	554.390	194,440	ő
\$50,850	285,176	182,865	728	1000	\$35,456	\$57,637	132,495	51,672	\$51,538	858,576	115,0c2	\$\$4,502	549 418	\$55,466	348.554	40
582,082	354,863	\$59,235	PARTES	\$61,855	352,943	\$57,124	WE 1,083	-\$56,068	\$51,022	855,014	V25 800 3	855,958	201, 102	106753	548, 142	96
\$59,305	\$53,967	05,77855	\$53,460	\$57,194	SS2 p47	855,138	50 00 00 00 00 00 00 00 00 00 00 00 00 0	555,084	\$50,125	554,023	549,165	555.973	548,264	\$16155	\$10,000	1
\$58,234	5.66 E538	261,753	\$52,849	224,360	\$51,156	255,125	\$50,043	\$55,084	248,000 000	353,032	548,278	552,015	547,734	076,055	265 ters	24
\$57,240	150,057	556,230	\$51.160	\$52211	202 555	261 458	\$19,175	\$53,173	\$44,083	882,188	347,467	851,138	\$45,534	250,117	509 648	Vħ
X56,414	52.33.7	\$55,400	\$50,424	\$24.407	\$40 × 10	\$400	1412 845	\$52,400	347,694	361,396	346,770	550,342	\$45,357	285.085	URE 54.5	4
11 \$55,877	848,038	554,831	traffes	SŽ3 869	545,039	558,215	×	105153	S17,230	\$50,905	S46.723	\$49,012	\$41,420	548 917	846,374	امناد
355345	\$50,344	254,3(N)	800 008	163314	\$48,472	\$\$2,391	327,075	\$01,408	240,783	250,422	S40,8394	\$49.437	386 p#5	548,451	150 225	84
818 kgs.	4687585	553,843	(1947)395	198.63	601 553	288,1882	\$47,225	550,017	346,334	119765	\$45,447	548,906	841.859	0c6_2#\$	843,621	+
#/TRS	741 A-32	WIRS	MA-24	w/TRS	MA-16	SKLVA	MA-8	w/TRS	Ma-6	W/TRS	BA-16	WITES .	BA-S	#VTRS	8.40	97.A.E

			TA 2025-20)26		
81.75	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
44	\$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	\$33,33.1	\$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



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

Indian Competence	JILLED
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 Interp	reter \$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.