

August 5, 2025

East Aurora School District 131 has the following opening(s) for the 2025-2026 school year and will accept applications from candidates who may be interested in the position(s) listed below. Medical, dental, vision, and term life insurance policies are available.

VACANCY NOTICE

POSITION TITLE: Guidance Counselor (Anticipated)

BUILDING(S): East Aurora High School

TERMS OF EMPLOYMENT: Days and salary as per the Collective Bargaining Agreement. Starting at \$48,920/ year (See page 4 of the posting for salary schedule)

IMMEDIATE SUPERVISOR: Building Principal or Designee

EVALUATION PROCEDURES: Per the Collective Bargaining Agreement

START DATE: August 18, 2025

JOB ID: 4808

QUALIFICATIONS:

1. Applicants must hold a Master's Degree from an accredited college or university and be properly certified to meet Illinois Teaching License Standards. A Professional Educator License (PEL) with School Counselor endorsement required. Bilingual (English/Spanish) preferred.
2. Knowledge of Special Education programming, laws and procedures.
3. Works effectively and productively as a member of a team.
4. Counseling experience preferred.
5. Displays quality work through accuracy and attention to detail.
6. Committed to continuous improvement and data based decision-making.
7. Knowledge of PBIS and RtI.
8. Effective written, verbal and technology based communication skills.
9. Ability to work with a linguistically and culturally diverse public.
10. Demonstrates knowledge and understanding of child growth and development, effective instructional strategies, classroom management, diagnostic tools, learning assessment and diagnosis, and research related to learning.

JOB DESCRIPTION / RESPONSIBILITIES:

1. Develops, implements, teaches, and revises curriculum related to the competencies of the developmental counseling model.

2. Monitor student academic progress, provide resources and advocate for interventions as needed.
3. Advocate for students with all stakeholders, as needed.
4. Provide professional development in DCFS procedures and other identified topics utilizing district prepared resources during contractual hours.
5. Develops, plans, adapts/modifies and sequences a variety of research-based or therapeutic activities to meet the students' individual goals/objectives on a regular basis based on ISBE social/emotional standards.
6. Works cooperatively with all staff to deliver educational services relating to the instruction of students.
7. Assist in the coordination of specific educational options for students.
8. Provide individual and/or group counseling to identified students in the areas of academics, social/emotional behaviors and/or career development as needed.
9. Maintains a high level of ethical behavior and confidentiality that is student focused.
10. Communicate with parents, administrators and all other applicable school personnel the student's academic, social/emotional progress and career development.
11. Participate in program development, and in the selection of materials and equipment to support and supplement instruction.
12. Direct, redirect and supervise students, implement MTSS and maintain and document discipline across all school settings during the assigned workday.
13. Provides crisis intervention services including but not limited to serving on district crisis team.
14. Evaluates, documents and follows-up on suicidal/homicidal ideations or self-harm reports and assesses if further interventions are warranted.
15. Complete and submit paperwork and reports in a timely fashion to ensure compliance to all district, local, state and federal guidelines.
16. Evaluate student transcripts and progress toward graduation requirements.
17. Meet with each senior to discuss career and post-secondary plans.
18. Assist in the course selection and the scheduling of all students. Coordinate and carry out student schedule changes.
19. Assist with the registration of students for summer school.
20. Assist in the area of college applications, scholarship applications, financial aid and letter of recommendation.
21. Exhibit legal and ethical behavior in professional practice; follow and implement all district rules, regulations, practices and policies.
22. Continuously improve professional practices, model lifelong learning, and exhibit leadership in the school and professional community.
23. Develop and submit lesson plans, as required.
24. Assist with the administration of state, district and local assessments, as required. Assist in administration of the testing assigned to the counseling department.
25. Submit reports/ forms to the appropriate person(s), as required.
26. Encourage students to think independently and express original and creative ideas and identify emotions, triggers and appropriate responses.
27. Participate in / attend building and district meetings, as required and including

- PLC team meetings.
28. Serves as liaison with community agencies and assists in fostering communication between schools, parents/guardians and community organizations.
 29. Maintain professional competence through in-service education activities provided by the district and/or in self-selected professional growth activities.
 30. Takes all necessary and reasonable precautions to protect students, equipment, materials and facilities. Provides appropriate safety instruction as needed.
 31. Perform any other duties and responsibilities related to the department as may be requested by the Principal or designee.

APPLICATION PROCEDURE:

Applications should be completed online at <https://www.d131.org>. Position(s) will remain open until filled. East Aurora School District 131 is an Equal Opportunity Employer.

BENEFITS:

TRS/IMRF Pension
403b
Medical
Dental
Vision
Flexible Spending Program
Basic Life and AD&D
Disability Coverage
Employee Assistance
Pet Insurance
Identity Theft Protection

Appendix A-5

2025-2026 Licensed Salary Schedule							
Step	BS	BS16	BS32	MS	MS16	MS32	MS48/PHD
1	48,920	49,749		54,931	57,004	59,077	60,321
2	49,898	51,242		56,579	58,714	60,849	62,281
3	50,522	52,523		58,164	60,358	62,675	64,305
4	51,154	53,836		59,792	62,048	64,555	66,395
5	51,793	55,182		61,466	63,786	66,492	68,553
6	52,440	56,423		63,187	65,572	68,487	70,781
7	53,096	57,693		64,957	67,408	70,541	73,082
8	53,760	58,991		66,775	69,295	72,657	75,457
9	54,432	60,318		68,645	71,235	74,837	77,909
10	55,112	61,675		70,567	73,230	77,082	80,441
11	55,801	63,063		72,508	75,244	79,395	82,854
12	56,499	64,482		74,502	77,313	81,777	85,340
13	57,205	65,933		76,550	79,439	84,230	87,900
14	57,920	67,416		78,656	81,624	86,757	90,537
15	58,644	68,933		80,819	83,664	89,143	93,027
16	59,377	70,312		83,041	85,756	91,594	95,585
17	60,119	71,718		85,117	87,900	94,113	98,214
18	60,871	73,152		87,245	90,097	96,466	100,915
19	61,631	74,615	-	89,426	92,350	98,877	103,438
20	62,402	76,108	-	91,662	94,659	101,349	106,023
21	63,182	77,630	-	93,953	97,025	103,883	108,674
22	63,972	79,182	-	96,302	99,451	106,480	111,391
23	64,771	80,766	84,442	98,710	101,937	109,142	114,176
24**	68,071	84,266	88,142	102,610	106,037	113,442	117,030
25	68,071	84,266	88,142	102,610	106,037	113,442	122,030
26	68,071	84,266	88,142	102,610	106,037	113,442	122,030
27	68,071	84,266	88,142	102,610	106,037	113,442	122,030
28	68,071	84,266	88,142	102,610	106,037	113,442	122,030
29**	69,071	85,266	89,142	103,610	107,037	114,442	123,030
30	69,071	85,266	89,142	103,610	107,037	114,442	123,030
31	69,071	85,266	89,142	103,610	107,037	114,442	123,030
32	69,071	85,266	89,142	103,610	107,037	114,442	123,030
33				103,610	107,037	114,442	123,030
34				103,610	107,037	114,442	123,030
35				103,610	107,037	114,442	123,030
Long A**	3,300	3,500	3,700	3,900	4,100	4,300	5,000
Long B**	4,300	4,500	4,700	4,900	5,100	5,300	6,000

**Longevity is already included in salary schedule amounts for each year