

# MORTON 709

## SUPPORT STAFF COMPENSATION

Tier 1	Tier 2	Tier 3
Bus Aide	Attendance Clerk (PowerSchool)	1 to 1 Aide (Difficult Assignment)
Clerical Support	Crossing Guards	ECE Aide
K-6 Elementary Class Support	ELL/Multilingual Learners	Morton Academy Aide
Library Assistant	Job Coach	ACES/RISE/Life Academy Aide
Playground Support	Librarian	Social Emotional
Study Hall	Resource Aide	Supportive Study Hall - Junior High
	Rtl - MTSS	PAES Lab Aide
	Special Education Aide	
	Study Hall - High School/CAP	
	Technology	

Tier	BASE	MAX (Experience and Education)
1	\$16.75	\$17.25
2	\$17.50	\$18.00
3	\$18.00	\$18.50

Non-Tier Positions	FY 26
Admin Assistants	\$17.50
Bus Drivers	\$23.53
Bus Drivers-Extra Trips	\$23.10
Custodians	\$17.51
Food Service	\$17.00
Food Head Cook	\$20.09
Maintenance	\$20.60
Nurse Staff	\$21.16
Technology-Videographer	\$16.71
Technology	\$23.72
Building Tech	\$19.22
Daily Sub Teacher/Aide	\$18.54
CNA/Paraprofessional	\$20.55
Long-term Daily with TRS	\$288.46
Long-term Daily	\$262.50

Substitute Positions	Hourly Rate
Teacher subbing for a Teacher	\$35.33
Substitute Teacher	\$18.75
Substitute Teacher at Morton Academy	\$20.00
Substitute Aide	\$16.75
Substitute Aide at Morton Academy	\$18.00
Substitute Long term Teacher (10+ days in a row)	\$37.50
Substitute Long term, Aide (10+ days in a row)	\$17.25
Aide who does have AIDE position	Own Rate
Homebound Teacher Tutoring (External)	\$27.25
Homebound Tutoring (Internal)	\$35.33
Substitute RN	\$28.00
Substitute LPN	\$23.50
Substitute CNA	\$19.75
Substitute Custodians	\$16.75
Substitute Bus Aides	\$16.75
Substitute Bus Drivers	\$21.25
Substitute Bus Driver-Extra Trips	\$21.25
Substitute Food Service Worker	\$16.75

Note: Related Services Long-term is calculated at 1.5 times the daily rate for teachers.

TRS – Teachers’ Retirement System: Currently Morton School District’s Board of Education funds 100% of the Member TRS retirement contribution up to 9.0% (9.8901% compounded) and 0.9% of the professional staff member’s salary for the Member THIS fund contribution. Any additional contributions required of the professional staff member in excess of the 0.9% shall be paid 50/50 by the Board and the professional staff member.

## **SUPPORT STAFF BENEFITS**

### **Part Time Support Staff Employee Benefits**

#### **Illinois Municipal Retirement Plan:**

Employees scheduled to work 600 hours per year (3.5 hours per day for 10 month employees) are enrolled in the Illinois Municipal Retirement Fund (IMRF). Employees enrolled in IMRF with ten years of service credit are automatically vested and guaranteed a lifetime annuity when eligible for retirement. Enrollment in IMRF also entitles the employee to receive 10 sick days on an annual basis. Members may also participate in the Voluntary Additional Contributions Program (VAC) and contribute up to 10% of their IMRF earnings on an after-tax basis, currently earning 7.25% interest.

#### **403 (b) Retirement Plan:**

Eligible employees may elect to participate in a 403(b) retirement plan, which provides an opportunity to invest pre-tax dollars in a tax deferred savings plan or in a ROTH after tax savings plan.

### **Full Time Support Staff Employee Benefits**

#### **Illinois Municipal Retirement Plan:**

Eligible employees are enrolled in the Illinois Municipal Retirement Fund (IMRF). Employees enrolled in IMRF with ten years of service credit are automatically vested and guaranteed a lifetime annuity when eligible for retirement. Members may also participate in the Voluntary Additional Contributions Program (VAC) and contribute up to 10% of their IMRF earnings on an after-tax basis, currently earning 7.25% interest.

#### **403 (b) Retirement Plan:**

Eligible employees may elect to participate in a 403(b) retirement plan, which provides an opportunity to invest pre-tax dollars in a tax deferred savings plan or in a ROTH after tax savings plan.

#### **Health, Dental, Vision, Life Insurance and Flexible Benefits Plans**

Eligible employees may participate in the health, dental, vision and life insurance currently offered by BCBS of Illinois. Eligible employees may also participate in the Flexible Benefits Plans for unreimbursed medical and dependent care expenses.

#### **Paid Time Off**

10 Month Full Time Employees are eligible for paid sick and personal leave.

12 Month Full Time Employees are eligible for paid sick, personal and vacation leave as well as holiday pay.