



**AGREEMENT**

**BETWEEN**

**DISTRICT U-46**

**EDUCATIONAL ASSISTANTS**

**AND THE**

**BOARD OF EDUCATION**

**DISTRICT U-46**

**2025 – 2029**

### **13.3 DUEA POSITION CLASSIFICATION SCHEDULE**

#### **Lane A**

- General Ed Paraeducator
- Special Ed Paraeducator (including Cross-Cat ELL and IIP)
- Secondary Library Paraeducators

#### **Lane B**

- Elementary Library Paraeducator
- Self-Contained Special Education Paraeducator (not including Cross-Cat ELL)
- Special Skills Paraeducator (Performing Lifting, Toileting, Braille)
- Home School Liaison
- Intervention (PIT) Paraeducator
- Central School Program Paraeducator
- Transition Paraeducator
- Early Childhood Paraeducator
- ESY Paraeducator

### **APPENDIX D**

### **DUEA SALARY SCHEDULES FOR BARGAINING UNIT MEMBERS ON THE 13.3 CLASSIFICATION CATEGORIES - FY 26 THROUGH FY 29**

2025-2026			2026-2027			2027-2028			2028-2029		
	A	B		A	B		A	B		A	B
1	\$20.23	\$21.13	1	\$22.48	\$23.38	1	\$23.73	\$24.63	1	\$24.73	\$25.63
2	\$21.05	\$21.98	2	\$23.30	\$24.23	2	\$24.55	\$25.48	2	\$25.55	\$26.48
3	\$21.84	\$22.83	3	\$24.09	\$25.08	3	\$25.34	\$26.33	3	\$26.34	\$27.33
4	\$22.65	\$23.67	4	\$24.90	\$25.92	4	\$26.15	\$27.17	4	\$27.15	\$28.17
5	\$23.46	\$24.52	5	\$25.71	\$26.77	5	\$26.96	\$28.02	5	\$27.96	\$29.02
6	\$24.26	\$25.36	6	\$26.51	\$27.61	6	\$27.76	\$28.86	6	\$28.76	\$29.86
7	\$25.06	\$26.20	7	\$27.31	\$28.45	7	\$28.56	\$29.70	7	\$29.56	\$30.70
8	\$25.87	\$27.05	8	\$28.12	\$29.30	8	\$29.37	\$30.55	8	\$30.37	\$31.55
9	\$26.67	\$27.90	9	\$28.92	\$30.15	9	\$30.17	\$31.40	9	\$31.17	\$32.40
10	\$27.48	\$28.74	10	\$29.73	\$30.99	10	\$30.98	\$32.24	10	\$31.98	\$33.24
11	\$28.28	\$29.58	11	\$30.53	\$31.83	11	\$31.78	\$33.08	11	\$32.78	\$34.08

**Note: Steps do not equal years of service.**

## **ARTICLE XIII**

### **COMPENSATION**

#### **13.1 DUEA SALARY INCREASES FY26-FY29 3-FY25:**

##### **13.1.1 Bargaining Unit Members on the 13.3 Classification Categories**

For FY 26, all bargaining unit members will be assigned into Categories according to Article 13.3 of this Agreement and will be paid according to the pay design that is attached hereto and incorporated herein as Appendix D at their current step and move down one (1) step.<sup>1</sup> All bargaining unit members on the schedule will receive a \$2.25 increase on the base. All bargaining unit members who remain on Step 11 will receive the \$2.25 increase on the base and a \$2,500 off-schedule stipend to be paid on the first payroll of the school year. For any bargaining unit member who remains in Category B but did not have any additional lane movement, and for FY26 only, this bargaining unit member will receive a one-time stipend of \$1,250, also to be paid on the first payroll of the school year.

For FY 27, all bargaining unit members on the schedule will receive a \$2.25 increase on the base and move down one (1) step. All bargaining unit members who remain on Step 11 will receive the \$2.25 increase on the base and a \$2,500 off-schedule stipend to be paid on the first payroll of the school year.

For FY 28, all bargaining unit members on the schedule will receive a \$1.25 increase on the base and move down one (1) step. All bargaining unit members who remain on Step 11 will receive the \$1.25 increase on the base and a \$2,500 off-schedule stipend to be paid on the first payroll of the school year.

For FY 29, all bargaining unit members on the schedule will receive a \$1.00 increase on the base and move down one (1) step. All bargaining unit members who remain on Step 11 will receive the \$1.00 increase on the base and a \$2,500 off-schedule stipend.

##### **13.1.2 Sign Language Interpreters**

For the first year of this Agreement, the starting rate for a Sign Language Interpreter with a provisional license or an Educational Interpreter Performance Assessment ("EIPA") License with a score of 3.0 to 3.4 will be \$30.00, and increases for the second year with this license are addressed in the salary schedule incorporated into this document as Appendix D. Following the second year with this license, the Sign Language Interpreter must obtain proper EIPA, BEI or NIC/RID Certification.<sup>2</sup> Sign Language Interpreters who obtain their proper

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<sup>1</sup> Note: For all references herein, steps do not equal years of service.

EIPA, BEI or NIC/RID Certification will thereafter move lanes and slide over to the appropriate step on the salary schedule.

For the first year of this Agreement, the starting rate for a Sign Language Interpreter with a standard license, an EIPA with a score of 3.5 or higher, BEI, or NIC/RID Certification will be \$31.50. A Sign Language Interpreter with this license will move down one step for each subsequent year of employment through Step 10. All Sign Language Interpreters who remain on Step 10 will receive a \$2,500 off-schedule stipend will be paid on the first payroll of the school year.

The Sign Language Interpreter salary schedule is incorporated into this document please see below.

### SLI SALARY SCHEDULES FOR FY26 THROUGH FY29

SLI Pay schedule 2025-2026			SLI Pay schedule 2026-2027			SLI Pay schedule 2027-2028			SLI Pay schedule 2028-2029		
	Provisional	Standard		Provisional	Standard		Provisional	Standard		Provisional	Standard
1	\$30.00	\$31.50	1	\$31.41	\$32.98	1	\$32.90	\$34.55	1	\$34.46	\$36.19
2	\$31.50	\$33.08	2	\$32.98	\$34.63	2	\$34.55	\$36.27	2	\$36.19	\$38.00
3	Must obtain proper EIPA, BEI or NIC/RID Certification	\$34.73	3	Must obtain proper EIPA, BEI or NIC/RID Certification	\$36.36	3	Must obtain proper EIPA, BEI or NIC/RID Certification	\$38.09	3	Must obtain proper EIPA, BEI or NIC/RID Certification	\$39.89
4		\$36.47	4		\$38.18	4		\$39.99	4		\$41.89
5		\$38.29	5		\$40.09	5		\$41.99	5		\$43.98
6		\$40.20	6		\$42.09	6		\$44.09	6		\$46.18
7		\$42.21	7		\$44.20	7		\$46.30	7		\$48.49
8		\$44.32	8		\$46.41	8		\$48.61	8		\$50.92
9		\$46.54	9		\$48.73	9		\$51.04	9		\$53.46
10		\$48.87	10		\$51.16	10		\$53.59	10		\$56.14

### 13.1.3 Piano Accompanists

Piano Accompanists will have a starting rate of \$30.00 per hour. For each subsequent year of this agreement, accompanists who return for a subsequent year of employment will receive a 4% increase on their hourly rate.

Salary for Accompanists includes daily classroom work and preparation, plus four curricular choir concerts and 2 special performances (currently madrigal dinners at EHS and BHS; student recitals at LHS; but generally, will be determined by building choral director). As salaried employees, accompanists are not required to punch in/out on timeclocks. Accompanists will be compensated for additional performances according to the chart attached hereto and incorporated herein as Exhibit E and submitted by the employee via timesheet. If an accompanist provides lessons at a school site to an individual student or a small group before or after school hours the accompanist must rent the space through Plant Operations.

<sup>1</sup>Note: For all references herein, steps do not equal years of service

<sup>2</sup> Educational Interpreter Performance Assessment ("EIPA"), Illinois Board for the Evaluation of Interpreters ("BEI") and Registry of Interpreters for the Deaf ("RID")

Accompanists will no longer be eligible for any additional stipends unless it is defined in this Agreement.

**Click the following link for additional details regarding salary and to view the entirety of the [DUEA contract](#).**