

February 26, 2020

**AMEND BOARD REPORT 17-1206-PO3
AMEND BOARD REPORT 08-0123-PO1
COMPENSATION AND PAY PLAN POLICY**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Chicago Board of Education ("Board") amend Board Report 17-1206-PO3 Compensation and Pay Plan Policy.

PURPOSE: On December 17, 2017, the policy was amended to establish policies with respect to

creation and use of Board employees and to comply with Board Rules 4.4.4 and 4.00 which were

3. "Lane" means the horizontal position upon the salary schedule at which a teacher is placed, based upon the training and education of such teacher.
4. "Licensed professional" as used in this section means an employee licensed or professionally certified in the following fields: occupational therapy, physical therapy, orientation mobility specialty, and audiology.
5. "Original appointment" as used in this section means the first full-time appointment of a teacher to the Chicago Public Schools system with a valid and acceptable license issued by the State

Illinois which has been registered with the Illinois State Board of Education

coursework for graduate credit must have been successfully completed at a college or university fully accredited by a regional accrediting association except:

- a. *Alternative Lane Placement Credit for Master Degree and Successful Completion of CPS-offered Courses.* Effective September 1, 1990, Lane III, IV, and V credit may also be granted to those teachers who hold a master's degree, or who subsequently receive a master's degree for successful completion of all such courses offered by bureaus and

departments within the Chicago Public Schools authorized and approved in advance by the Talent Office to a maximum of four (4) semester hours per course.

b. *Alternative Lane Placement Credit for Master Degree and Successful Completion of CPS-offered Courses.*

- g. *Special Rules for Lane III, IV and V Placement or Adjustment for Special Education Teachers.* Regularly appointed teachers assigned to Special Education classes designed to enable the teachers to meet state licensure requirements may apply successfully completed undergraduate courses toward Lane III, IV and V placement or advancement, provided that:

1) the courses were used to fulfill requirements for a Bachelor's or Master's degree; 2) the college or university where the course was taken submits a letter that indicates the names and numbers of courses taken in excess of Bachelor's or Master's degree; 3) the courses were successfully completed at a college or university fully accredited by a regional accrediting association; and, 4) the teacher did not receive remuneration for taking the course(s).

4. *Lane VI Placement.* Lane VI requires a Ph.D., or an Ed.D. All graduate credits mentioned in this and the aforementioned paragraphs must have been successfully completed at a college or university fully accredited by a regional accrediting association and must be in a field for which a state teaching license is offered by the State of Illinois. Lane VI placement is not

F. *Step Placement Adjustments Based on Outside and Inside Service - Procedures for Claiming*

Adjustment A teacher seeking step placement credit based on outside or inside service under

~~8. Trade practical nursing teachers. A teacher of trade practical nursing shall be allowed credit~~

for service and experience outside of the Chicago Public Schools system as a registered nurse employed full time by an agency recognized by the appropriate state authority satisfactory to the Talent Office, provided that such service and experience occurred

G Credit for Inside Service with the Chicago Public Schools at Initial Placement At his/her initial

appointment or assignment as an appointed teacher or a temporarily assigned teacher, who has registered his/her initial or standard State license certificate with the Talent Office, an appointed teacher or temporarily assigned teacher shall receive step placement credit for the following service with the Board:

1. *Prior teaching service with the Chicago Public Schools. Effective March 1, 2020, A teacher shall receive step placement credit for all teaching service in the Chicago Public Schools*

system, except evening school and/or summer school service, provided however that in no

service as a substitute teacher as provided in this Subsection will be computed from the date of termination of the most recent previous appointment.

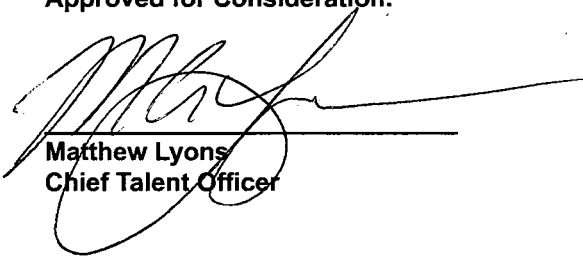
- J. Service Credit - Transfer from Administrative or Supervisory Position. A regularly appointed principal or teacher who is transferred from a teacher licensed administrative or supervisory

date of hire is within one (1) year of the termination of such prior teaching service. The salary adjustment shall be made only once. The full burden of responsibility for submitting such claim for salary adjustment and filing documentary proof to substantiate such claim rests upon the employee.

D. Step Placement Credit on Reinstatement. A former PSRP/ESP employee in the Chicago Public Schools system who returns to service after a separation of not more than one year, which

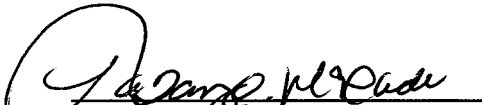
separation was not due to resignation or discharge for cause, shall be placed at the same grade and year of the then-current salary schedule which the former employee had attained at the time

Approved for Consideration:



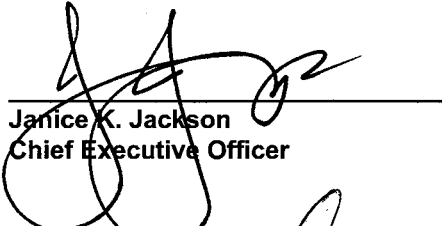
Matthew Lyons
Chief Talent Officer

Approved for Consideration:



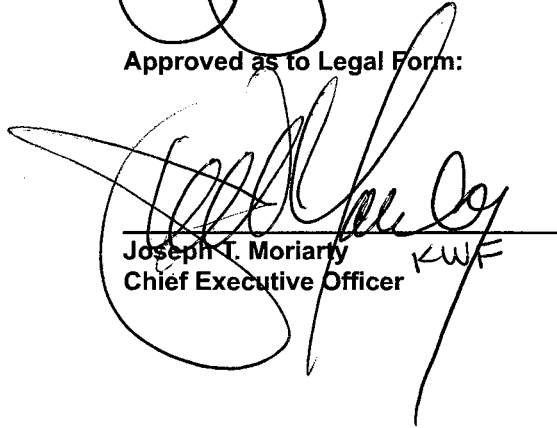
LaTanya D. McDade
Chief Education Officer

Approved:



Janice K. Jackson
Chief Executive Officer

Approved as to Legal Form:



Joseph T. Moriarty
Chief Executive Officer

KWF