

EXHIBIT A

2022-2023

LAY ELEMENTARY TEACHERS

Lane 1: State Licensed Teachers		Column						
		A	B-1	B-2	C-1	C-2	D	E
*Years of Service	Step	Bachelor's Degree	Bachelor's Degree + 15 GCs and/or Bachelor's Degree + 250 CPDUs	Bachelor's Degree + 24 GCs	Master's Degree	Master's Degree + 15 GCs and/or Master's Degree +250 CPDUs	2nd Master's Degree or 1/2 Ph.D.	Ph.D.
1	1	\$33,575	\$34,370	\$34,827	\$35,634	\$36,128	\$37,229	\$38,354
2	2	\$34,024	\$34,908	\$35,300	\$35,998	\$36,485	\$37,580	\$38,742
3	3	\$34,425	\$35,398	\$35,724	\$36,312	\$36,792	\$37,879	\$39,076
4	4	\$34,878	\$35,952	\$36,274	\$36,736	\$37,232	\$38,392	\$39,627
5	5	\$35,358	\$36,502	\$36,806	\$37,364	\$37,814	\$39,024	\$40,296
6	6	\$35,915	\$37,110	\$37,366	\$38,036	\$38,500	\$39,743	\$41,045
7	7	\$36,401	\$37,642	\$37,902	\$38,603	\$39,063	\$40,358	\$41,681
8	8	\$36,997	\$38,332	\$38,609	\$39,304	\$39,758	\$41,175	\$42,339
9	9	\$37,558	\$38,909	\$39,237	\$39,966	\$40,419	\$41,951	\$43,137
10	10	\$38,060	\$39,440	\$39,919	\$40,699	\$41,174	\$42,816	\$44,027
11	11	\$38,263	\$39,643	\$40,529	\$41,453	\$41,947	\$43,770	\$45,007
12	12	\$38,626	\$39,977	\$40,818	\$42,002	\$42,503	\$44,458	\$45,715
13	13	\$39,203	\$40,605	\$41,419	\$42,741	\$43,253	\$45,310	\$46,591
14	14	\$39,823	\$41,291	\$42,162	\$43,501	\$44,003	\$46,185	\$47,492
15	15	\$40,488	\$41,999	\$42,901	\$44,231	\$44,759	\$47,062	\$48,372
16	16	\$41,078	\$42,741	\$43,626	\$44,963	\$45,497	\$47,910	\$49,266
17	17	\$41,718	\$43,461	\$44,362	\$45,716	\$46,262	\$48,807	\$50,187
18	18	\$42,374	\$44,146	\$45,069	\$46,479	\$47,032	\$49,687	\$51,092
19	19	\$43,017	\$44,835	\$45,756	\$47,215	\$47,801	\$50,593	\$52,013
20	20	\$43,573	\$45,465	\$46,410	\$47,894	\$48,465	\$51,380	\$52,832
21	21	\$44,214	\$46,223	\$47,172	\$48,695	\$49,249	\$52,304	\$53,783
22	22	\$44,858	\$46,971	\$47,938	\$49,491	\$50,055	\$53,232	\$54,739
23	23	\$45,504	\$47,700	\$48,697	\$50,295	\$50,869	\$54,159	\$55,690
24	24	\$46,148	\$48,442	\$49,456	\$51,100	\$51,682	\$55,081	\$56,639
25	25	\$46,767	\$49,172	\$50,186	\$51,865	\$52,467	\$55,987	\$57,570
26	26	\$47,389	\$49,901	\$50,906	\$52,627	\$53,248	\$56,889	\$58,497
27	27	\$47,975	\$50,564	\$51,574	\$53,336	\$53,970	\$57,728	\$59,361
28	28	\$48,594	\$51,251	\$52,293	\$54,093	\$54,738	\$58,613	\$60,271
29	29	\$49,198	\$51,931	\$53,006	\$54,855	\$55,504	\$59,511	\$61,193
30	30	\$49,794	\$52,613	\$53,712	\$55,612	\$56,274	\$60,379	\$62,086

Legend on following page

Legend:**Lane 1 Codes for Salary Scale**

Column A	Bachelor's Degree
Column B-1	Bachelor's Degree plus 15 or more GCs and/or 250 CPDUs
Column B-2	Bachelor's Degree plus 24 or more GCs
Column C-1	Master's Degree
Column C-2	Master's Degree plus 15 or more GCs and/or 250 CPDUs
Column D	Second Master's Degree or half a Ph.D.
Column E	Ph.D.
Licensed	Licensed Teacher with Illinois Professional Educator License (PEL) and/or Out of State Educator License
GCs	Graduate Credits
CPDUs	Continuing Professional Development Units
*Years of Service	Years Credited for Teaching
Public and/or Nonpublic Accredited Schools Credit	5 Year Maximum (Combined) Credit
Archdiocese of Chicago Catholic Schools	Year for Year Credit (refer to Verification of Eligibility for Teachers Guide for credit criteria)
Other Catholic Schools	Year for Year Credit given for Licensed Teachers

Additional Pay for Catechetical Certification (2022-2023):

Level I	Initial Catechist Certification: One-time payment of \$150 added to salary in year following completion
Level II - Year 1	Permanent Catechist Certification: One-time payment of \$350 added to salary in year following completion
Level II - Year 2	Permanent Catechist Certification: One-time payment of \$500 added to salary in year following completion
Level III	Ongoing Formation: Eligible for an annual payment of \$500 contingent upon maintenance of Level III certification and completion of annual program requirements

Licensed Teachers:

Step 31 and beyond (Column B-E) 4.75% increase of their 2021-2022 salary

Non-Licensed Teachers

Non-licensed teachers will receive 95% of this Licensed Teacher Salary Scale
 Non-licensed teachers above 95% of the Licensed Scale will receive a 4.0% increase to their 2021-2022 salary