

DOCUMENT RESUME

ED 403 251

SP 037 111

TITLE Illinois Noncertified Salary Study, 1995-1996.  
 INSTITUTION Illinois State Board of Education, Springfield. Dept. of Policy, Planning and Resource Management.  
 PUB DATE May 96  
 NOTE 165p.; For related documents, see SP 037 109-110.  
 PUB TYPE Statistical Data (110)

EDRS PRICE MF01/PC07 Plus Postage.  
 DESCRIPTORS \*Compensation (Remuneration); Elementary Secondary Education; Fringe Benefits; \*Nonprofessional Personnel; \*Paraprofessional School Personnel; \*Professional Personnel; \*Public Schools; \*Salaries; School Districts; Surveys; Tables (Data)

IDENTIFIERS \*Illinois

ABSTRACT

Two hundred thirty-two Illinois school districts and special education cooperatives were selected to participate in this survey. Public school districts and special education cooperatives in Illinois reporting 50 or more full-time noncertified staff were chosen for the survey, and additional districts and co-ops were chosen from the remaining 716 districts/cooperatives to be representative of the distribution of the remaining noncertified staff. Data include part-time versus full-time status, membership in an employees' organization or union, beginning salary, maximum salary, insurance benefits, and eligibility for sick leave, retirement, and other benefits. Where applicable, staff categories include: architects, attendance officers, attorneys, bookkeepers, bus drivers, other transportation, clerks, cooks, other food service, custodians, engineers, health aides, health assistants, library aides, maintenance workers, mechanics, playground supervisors, secretaries, security, teacher aides, teacher assistants, and other educational support staff. Data are provided by district and a key is given for equivalent county name. The survey form is included. (JLS)

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# Illinois Noncertified Salary Study

1995-96

## Illinois State Board of Education Policy, Planning and Resource Management Research and Policy

May, 1996

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**ILLINOIS NONCERTIFIED SALARY STUDY**

**1995-96**

**POLICY, PLANNING AND RESOURCE MANAGEMENT  
RESEARCH AND POLICY**

**May, 1996**

**MICHAEL W. SKARR, CHAIRPERSON  
STATE BOARD OF EDUCATION**

**JOSEPH A. SPAGNOLO  
STATE SUPERINTENDENT OF EDUCATION**

**FOREWORD**

The Illinois Noncertified Salary Study was first completed during the 1992-93 school year, and is conducted according to Section 2-3.103 of the School Code (105 ILCS 5/2-3.103).

This year's study was the responsibility of Karol K. Chaska, Principal Consultant, Research and Policy, State Board of Education. Inquiries regarding this publication should be directed to the State Board of Education. The interpretations and conclusions expressed herein have been prepared by staff and do not necessarily reflect the position or policy of the State Board of Education.



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## INTRODUCTION

The adoption of a salary schedule or policy is often the result of formal negotiations or meetings between representatives of the local board of education and the representatives of the noncertified staff. Bargaining for salaries is usually conducted annually, biennially, or triennially. Participants in the process of developing a salary schedule/policy or negotiated agreement require timely information concerning trends in noncertified salary schedules/policies and fringe benefits. Therefore, the purpose of this study is to provide school board members, noncertified staff, administrators, and the general public with accurate noncertified salary schedule/policy and fringe benefits information.

Regular scheduled salaries and salaries with longevity pay are included. Scheduled salaries with longevity include that which is paid beyond the schedule's/policy's last annual regular increase. Some districts pay longevity every few years rather than annually. Therefore, longevity pay/years does not necessarily mean that noncertified staff receive an annual longevity step increase for each year between the last regularly scheduled increase and the maximum longevity pay/year.

Two hundred thirty two (232) school districts and special education cooperatives were selected to participate in this survey that is conducted according to Section 2-3.103 of the School Code (105 ILCS 5/2-3.1-3). Those public school districts and special education co-ops which reported 50 or more fulltime noncertified staff on the Public District Fall Enrollment/Housing Report (ISBE 87-02) were chosen for the survey. These districts were chosen since it was more likely that they would have a negotiated salary schedule for the noncertified staff. Additional districts/co-ops were chosen from the remaining 716 district/co-ops to be representative of the distribution of remaining noncertified staff.

## LIMITATIONS

There are several limitations that must be considered in using the data presented in this publication.

- \*Some personnel within a given position may be paid on an hourly basis while others may be paid on a yearly basis, therefore an hourly wage is indicated as the beginning salary and a yearly salary is indicated as the maximum salary.
- \*Some personnel are paid on an hourly basis but longevity is a given dollar amount; therefore, years to reach the highest longevity are reported but the dollar amount is not reported.
- \*Some part-time personnel do not receive the same or proportional fringe benefits as full-time personnel within the same position.
- \*Some personnel within the same position work 12, 11, 10, 9 or fewer months; the salaries presented are the range for the position regardless of the months employed.
- \*Several general positions include more than one classification; e.g., secretaries I, II, III, etc. are all combined as secretaries. The salaries presented reflect the lowest and highest salaries within the general position.
- \*Salaries for a given position in one district may not be comparable to another district because the duties and responsibilities assigned to that position may not be identical.
- \*Some districts have settled on salaries for certain positions but may still be negotiating the salaries for other positions.

**NONCERTIFIED SALARY POLICIES AND FRINGE BENEFITS****Key to Salary Policies and Fringe Benefits**

- A = Board Paid Retirement  
2 = Full Board Paid Retirement  
3 = Partial Board Paid Retirement  
B = Direct Educational Reimbursement paid by the board  
C = Early Retirement paid by the board  
D = Fair Share clause in the negotiated contract  
E = Merit Pay  
F = Severance Pay  
G = Sick Leave Bank  
H = Sick Leave Beyond 180 Days  
I = Personal, business, emergency leave with pay  
J = Employees' Affiliation  
1 = AFSCME  
2 = IFT-AFT  
3 = IEA-NEA  
4 = Teamsters  
5 = Service Employees  
6 = Other



## COUNTY NAMES AND CODE NUMBERS

001	Adams	027	Ford	053	Livingston	079	Randolph
002	Alexander	028	Franklin	054	Logan	080	Richland
003	Bond	029	Fulton	055	Macon	081	Rock Island
004	Boone	030	Gallatin	056	Macoupin	082	St. Clair
005	Brown	031	Greene	057	Madison	083	Saline
006	Bureau	032	Grundy	058	Marion	084	Sangamon
007	Calhoun	033	Hamilton	059	Marshall	085	Schuyler
008	Carroll	034	Hancock	060	Mason	086	Scott
009	Cass	035	Hardin	061	Massac	087	Shelby
010	Champaign	036	Henderson	062	McDonough	088	Stark
011	Christian	037	Henry	063	McHenry	089	Stephenson
012	Clark	038	Iroquois	064	McLean	090	Tazewell
013	Clay	039	Jackson	065	Menard	091	Union
014	Clinton	040	Jasper	066	Mercer	092	Vermilion
015	Coles	041	Jefferson	067	Monroe	093	Wabash
016	Cook	042	Jersey	068	Montgomery	094	Warren
017	Crawford	043	Jo Daviess	069	Morgan	095	Washington
018	Cumberland	044	Johnson	070	Moultrie	096	Wayne
019	DeKalb	045	Kane	071	Ogle	097	White
020	DeWitt	046	Kankakee	072	Peoria	098	Whiteside
021	Douglas	047	Kendall	073	Perry	099	Will
022	DuPage	048	Knox	074	Piatt	100	Williamson
023	Edgar	049	Lake	075	Pike	101	Winnebago
024	Edwards	050	LaSalle	076	Pope	102	Woodford
025	Effingham	051	Lawrence	077	Pulaski	108	State Operated
026	Fayette	052	Lee	078	Putnam		

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NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	** MAX SALARY	** D	PG	HIGH. LONG.	** D	% PAID	MEMBER INSUR.	% PAID	FAMILY INSUR.	% PAID	BO	POLICIES PROVISION
001 QUINCY SCHOOL DISTRICT 172																	
BODKKEEPERS	3	3		13.12	H	15.91	H					1,212	99				11
BUS DRIVERS	74	74		9.00	H	14.86	H	25	25			1,212	99				1 113
OTHER TRANSPORTATION	2	2		9.80	H	29.05	H					1,212	99				11
COOKS	65	55	10	6.16	H	11.10	H	25	25			1,212	98				11
OTHER FOOD SERVICE	3	3		8.70	H	13.80	H	25	25			1,212	99				11
CUSTODIANS	49	49		8.86	H	12.81	H	15	8			1,212	99				1 113
HEALTH AIDES	9	9		9.15	H	12.92	H					1,212	99				11
LIBRARY AIDES	3	3		7.42	H	10.32	H	17	17			1,212	99				11
MAINTENANCE WORKERS	11	11		13.65	H	21.00	H					1,212	99				11
MECHANICS	6	6		11.28	H	21.55	H					1,212	99				11
SECRETARIES	64	62	2	6.90	H	13.00	H	17	8			1,212	99				11
SECURITY	3	3		7.76	H	15.59	H					1,212	99				11
TEACHER AIDES	78	71	7	6.56	H	14.72	H	21	21			1,212	98				11
TEACHER ASSISTANTS	34	34		6.56	H	9.81	H	21	21			1,212	99				11
OTHER ED SUPPORT STAFF	3	2	1	15.88	H	19.13	H					1,212	99				11
TOTAL	407	387	20														
009 BEARDSTOWN C U SCH DIST 15																	
BODKKEEPERS	2	2		21,907	Y	28,878	Y					1,100	55	3,616			31 1111
BUS DRIVERS	6	6		7,189	Y							1,100	55	3,616			31 1 1111
CLERKS	1	1		7,00	H	7,75	H	4	4			1,100	55	3,616			31 1 1113
COOKS	9	9		7.10	H	7.85	H	4	4	7.90	H	20					31 1 1113
CUSTODIANS	8	7	1	8.28	H	9.14	H	4	4	8.00	H	20					31 1 1113
LIBRARY AIDES	1	1		7.00	H	7.75	H	4	4	9.28	H	20					31 1 1113
MAINTENANCE WORKERS	1	1		13.20	H	14.05	H	4	4	7.90	H	20					31 1 1113
PLAYGROUND SUPERVISORS				9.25	H	10.00	H	4	4	14.20	H	20					31 1 1113
SECRETARIES	8	7	1	7.05	H	7.75	H	4	4	10.15	H	20					1 1 1113
TEACHER AIDES	16	16		7.00	H	7.75	H	4	4	8.10	H	20					31 1 1113
TEACHER ASSISTANTS	1	1		7.00	H	7.75	H	4	4	7.90	H	20					31 1 1113
TOTAL	53	51	9									1,100	55	3,616			31 1 1113
010 MAHOMET-SEYMOUR C U SCH DIST 3																	
BODKKEEPERS	1	1		29,000	Y							1,800	100	2,798			100 3 11
BUS DRIVERS	13	1	20	6.36	H	12.38	H					1,800	100	2,798			100 3 11
OTHER TRANSPORTATION	2	2		9,093	Y	11,876	Y	12				1,800	100	2,798			12 3 1 1113
CLERKS	16	1	15	4.50	H	12.38	H					1,800	100	2,798			12 3 1 11
COOKS	3	3		4.50	H	8.06	H					1,800	100	2,798			12 3 1 11
OTHER FOOD SERVICE	14	14		6.00	H	12.38	H					1,800	100	2,798			12 3 1 11
CUSTODIANS	1	1		18,000	Y	23,790	Y					1,800	100	2,798			12 3 1 11
HEALTH AIDES	3	3		9,521	Y	12,304	Y	12				1,800	100	2,798			12 3 1 113
LIBRARY AIDES	1	1		34,715	Y							1,800	100	2,798			12 3 1 11
MAINTENANCE WORKERS	1	1										1,800	100	2,798			12 3 1 11

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
\*\* D=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

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NONCERTIFIED STAFF SALARY STUDY 1985-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	** D YR PG	HIGH. LONG. O YR	** PAID INSUR.	% MEMBER BD	FAMILY INSUR. PAID	% BD	POLICIES PROVISION
MAHOMET-SEYMOUR C U SCH DIST 3 (CONT.)												
MECHANICS	1	1		8.00 H	14.88 H				100	2,798	12	3
PLAYGROUND SUPERVISORS	1		9	4.25 H	7.74 H							11
SECRETARIES	15	15		8.00 H	14.25 H				100	2,798	12	3
TEACHER AIDES	25	21	4	9.093 Y	14,979 Y	12			100	2,798	12	3
OTHER ED SUPPORT STAFF	3	2	1		7.25 H				100	2,798	12	3
TOTAL	100	63	54									11
URBANA SCHOOL DIST 116												
ATTENDANCE OFFICERS	1				13.64 H				100	2,452		111
BOOKKEEPERS	6	6		8.81 H	15.24 H				100	2,452		111
CLERKS	8	6	4	7.50 H	9.55 H				100	2,452		11
CUSTODIANS	1	1			8.50 H				100	2,452		111
LIBRARY AIDES	2	1	2	8.75 H	9.11 H	8	3		100	2,452		113
MAINTENANCE WORKERS	16	16		12.94 H	21.54 H				100	2,452		111
PLAYGROUND SUPERVISORS	10	2	41	5.93 H	9.81 H				100	2,452		11
SECRETARIES	35	30	5	7.00 H	14.95 H				100	2,452		111
TEACHER AIDES	4	4	5	8.27 H	9.11 H	8	3		100	2,452		113
TEACHER ASSISTANTS	90	8	93	8.27 H	9.11 H	8	3		100	2,452		113
OTHER ED SUPPORT STAFF	35	21	21	5.75 H	20.65 H				100	2,452		113
TOTAL	208	92	171									111
011 TAYLORVILLE C U SCH DIST 3												
BOOKKEEPERS	4	4		16,207 Y	21,398 Y			21,798 Y	12	2,258	98	2,884
COOKS	33	6	37	7.24 H	14,647 Y							113
CUSTODIANS	24	19	5	7.98 H	23,688 Y	19	19	23,988 Y	20	2,258	98	2,884
LIBRARY AIDES	2		8	7.72 H	8.40 H							113
MAINTENANCE WORKERS	1	1			28,240 Y					2,258	98	2,884
PLAYGROUND SUPERVISORS	19	12	7	8.40 H	20,537 Y			20,837 Y	12	2,258	98	2,884
SECRETARIES	71	60	13	7,929 Y	11,225 Y	16	16	11,525 Y	17	2,258	98	2,884
TEACHER AIDES	12	12	8		8.12 H							113
TEACHER ASSISTANTS	168	114	97									113
TOTAL												
013 FLORA COMM UNIT SCH DIST 35												
BOOKKEEPERS	1	1			24,202 Y	24			42	4,498	70	3
BUS DRIVERS	19	17	2		.54 D	8			42	4,498	70	3
OTHER TRANSPORTATION	1	1			28,035 Y	20			42	4,498	70	3
CLERKS	1	1			19,827 Y	18			42	4,498	70	3
COOKS	7	7		5.98 H	9.52 H	8			42	4,498	70	3
CUSTODIANS	12	11	1	5.80 H	11.68 H	8			42	4,498	70	3
HEALTH ASSISTANTS	1	1		8,125 Y	10,090 Y	8	8		42	4,958	70	3
LIBRARY AIDES	2	2		8,125 Y	10,090 Y	8	8		42	4,958	70	3

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
\*\* O=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

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NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. LONG.	** D	MEMBER PAID	BO PAID	FAMILY INSUR.	BD PAID	POLICIES PROVISION
<b>FLORA COMM UNIT SCH DIST 35</b>															
MECHANICS	1	1		17,289	Y	22,208	Y	8	8		2,292	42	4,958	70	3
SECRETARIES	9	8	1	9,862	Y	18,648	Y	8	8		2,292	42	4,958	70	3
TEACHER AIDES	15	15		8,125	Y	10,090	Y	8	8		2,292	42	4,958	70	3
OTHER ED SUPPORT STAFF	1	1		6,05	H	8.05	H	8	8		2,292	42	4,958	70	3
TOTAL	70	65	5												
<b>015 CHARLESTON C U SCHOOL DIST 1</b>															
CUSTODIANS	19	19		10.23	H	14.28	H	3			2,374	100	2,575		1
MAINTENANCE WORKERS	4	3	1	12.58	H	14.28	H	3			2,374	100	2,575		1
SECRETARIES	28	10	18	7.32	H	14.10	H	5			2,374	100	2,575		1
TEACHER AIDES	38	30	8			8.00	H				2,374	100	2,575		1
TOTAL	88	62	28												
<b>MATTOON C U SCHOOL DIST 2</b>															
BOOKKEEPERS	1	1		9.48	H				1,203	H	14	2,305	91	2,684	
BUS DRIVERS	22	23		9.15	H				949	H	7	2,305	77	2,684	1
OTHER TRANSPORTATION	1	1		28,700	Y						2,305	91	2,684		1
COOKS	30	35		7.54	H	8.52	H		8.82	H	3	2,305	77	2,684	1
OTHER FOOD SERVICE	1	1		10.70	H						2,305	77	2,684		1
CUSTODIANS	24	22	2	9.98	H				1,108	H	7	2,305	77	2,684	1
LIBRARY AIDES	8	2	6	7.74	H				919	H	16	2,305	77	2,684	1
MAINTENANCE WORKERS	3	3		11.51	H	11.76	H	1			2,305	77	2,684		1
MECHANICS	1	1		11.78	H						2,305	77	2,684		1
PLAYGROUND SUPERVISORS	5	5		5.75	H	6.95	H				2,305	77	2,684		1
SECRETARIES	28	25	1	9.10	H	9.78	H		12.23	H	16	2,305	77	2,684	1
TEACHER AIDES	59	37	22	7.55	H	7.74	H		9.19	H	16	2,305	77	2,684	1
TOTAL	181	93	120												
<b>EASTERN ILL AREA OF SPEC EDUC</b>															
SECRETARIES	12	10	2	7.15	H	9.99	H	8	8		2,292	61	2,684		1
TEACHER AIDES	81	73	8	6.15	H	8.35	H	8	8		2,292	61	2,684		1
OTHER ED SUPPORT STAFF	6	4	2	9.24	H	18.17	H	15	3		2,292	61	2,684		1
TOTAL	99	87	12												
<b>016 PALATINE C C SCHOOL DIST 15</b>															
BOOKKEEPERS	1	1		11.15	H	12.58	H	4	1		3,235	100	3,440	42	3
BUS DRIVERS	120	120	10	9.25	H	12.34	H	5	1		3,180	100	3,440	42	3
OTHER TRANSPORTATION	26	26		7.00	H	8.77	H	5	1		3,180	100	3,440	42	3
CLERKS	23	23		7.57	H	8.51	H	4	1		3,036	100	3,440	42	3
COOKS	1	1		10.00	H	15.00	H		0		3,036	100	3,440	42	3
OTHER FOOD SERVICE	44	44	8	6.20	H	6.50	H	4	3		3,036	100	3,440	42	3
CUSTODIANS	70	70	18	11.54	H	14.68	H	7	7		3,245	100	3,440	42	3

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
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NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	D	MAX SALARY	D	**	YR	PG	HIGH. LONG.	** D	MEMBER INSUR.	BD PAID	%	FAMILY INSUR.	BD PAID	%	POLICIES PROVISION
<b>PALATINE C C SCHOOL DIST 15</b>																			
HEALTH AIDES	13	13	1	14.40	H	14.80	H		1		10.75	H	10	3,038	100	3,440	42	3	11
LIBRARY AIDES	19	19	18	7.57	H	8.51	H	3	3		22.98	H	7	3,038	100	3,440	42	3	115
MAINTENANCE WORKERS	11	11		15.87	H	18.27	H	4	4		21.75	H	8	3,265	100	3,440	42	3	115
MECHANICS	5	5		11.54	H	14.66	H	7	7			0		3,245	100	3,440	42	3	115
PLAYGROUND SUPERVISORS			11	7.42	H	9.92	H	6	6										
SECRETARIES	58	58		9.07	H	12.56	H	8	8		17.85	H	10	3,230	100	3,440	42	3	115
SECURITY	1	1		15.87	H	18.27	H	5	5		18.98	H	6	3,265	100	3,440	59	3	115
TEACHER AIDES	186	186	46	7.88	H	8.41	H	4	4		12.11	H	5	3,038	100	3,440	42	3	115
OTHER ED SUPPORT STAFF	10	10		28,500	Y	44,000	Y					0		3,264	100	3,440	42	3	11
TOTAL	586	541	137																
<b>WHEELING C C SCHOOL DIST 21</b>																			
BOOKKEEPERS	1	1		9.94	H	18.48	H	25	25		7.54	Y	21	2,150	100	4,135	80	21	111
CLERKS	8	8		11.70	H	13.58	H	25	25		1,040	Y	26	2,150	100	4,135	80	21	111
CUSTODIANS	41	41		9.27	H	10.63	H	25	25					2,150	100	4,135	80	21	113
HEALTH ASSISTANTS	12	12		9.37	H	10.63	H	25	25					2,150	100	4,135	80	21	113
LIBRARY AIDES	12	12		15.55	H	18.375	Y	3	3		624	Y	15	2,150	100	4,135	80	21	113
MAINTENANCE WORKERS	13	13		9.37	H	10.63	H	25	25		8.75	Y	24	2,150	100	4,135	80	21	113
SECRETARIES	26	24	2	10.68	H	15.34	H	3	3					2,150	100	4,135	80	21	113
TEACHER ASSISTANTS	27	27		10.14	H	39,322	Y	25	25		1,040	Y	25	2,150	100	4,135	80	21	113
OTHER ED SUPPORT STAFF	5	5																	
TOTAL	145	143	2																
<b>ARLINGTON HEIGHTS SCH DIST 25</b>																			
BOOKKEEPERS	1	1		30,228	Y	34,782	Y	4	4					2,625	100	6,398	71	3	111
COOKS	3	3	3	11.75	H	12.50	H	5	5										
OTHER FOOD SERVICE	11	19	19	7.60	H	11.50	H	5	5										
CUSTODIANS	21	21	19	29,213	Y	38,960	Y	5	2		400	Y	15	2,625	100	6,398	71	31	1115
MAINTENANCE WORKERS	8	8		33,432	Y	44,469	Y	2	2		400	Y	15	2,625	100	6,398	71	31	1115
PLAYGROUND SUPERVISORS			28	10.30	H	11.10	H	2	2										
SECRETARIES	28	28		23,019	Y	34,782	Y	4	4					2,625	100	6,398	71	3	111
TEACHER ASSISTANTS	36	33	28	11.10	H	12.95	H	3	3										
OTHER ED SUPPORT STAFF	8	4	20	8.00	H	11.10	H												
TOTAL	116	95	118																
<b>RIVER TRAILS SCHOOL DIST 26</b>																			
BOOKKEEPERS	2	2		10.00	H	19.00	H				384.20	Y	13	3,334	100	4,378	14		11
BUS DRIVERS	14	14	14	8.50	H	9.75	H												
CLERKS	1	1		8.00	H	12.00	H												
COOKS	6	6		8.00	H	11.30	H												
OTHER FOOD SERVICE	3	1	2	8.00	H	25,750	Y												
CUSTODIANS	12	12		10.00	H	17.00	H												

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
\*\* D=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

05/20/88  
NSS95002

ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-86 \*

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CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	D	MAX SALARY	D	**	D	YR	PG	HIGH. LONG.	**	D	YR	INSUR.	MEMBER	BD PAID	%	FAMILY INSUR.	BD PAID	%	POLICIES										
																							PROVISION	ABC	DEF	GHI	J	K	L	M	N	O	P
<b>RIVER TRAILS SCHOOL DIST 28</b>																																	
HEALTH AIDES	3	3		8.00	H	10.00	H										2,778	100		3,648	14		11										
LIBRARY AIDES	3	3		8.00	H	12.00	H										2,778	100		3,648	14		11										
MAINTENANCE WORKERS	4	4		10.00	H	21.00	H										3,334	100		4,378	14		11										
PLAYGROUND SUPERVISORS			9	8.00	H	11.30	H																										
SECRETARIES	7	7		9.00	H	38.420	Y										3,334	100		4,378	14		11										
TEACHER AIDES	13	13		8.00	H	12.00	H										2,778	100		3,648	14		11										
TOTAL	68	52	25																														
<b>NORTHBROOK ELEM SCHOOL DIST 27</b>																																	
BOOKKEEPERS	1	1		18,700	Y	38,665	Y	20	1								3,657	96		4,615			11										
CLERKS	10	10		8,750	Y	11,875	Y	10	1								1,533	100					11										
CUSTODIANS	12	10	2	20,700	Y	41,614	Y	20	3								3,657	96		4,615			11										
HEALTH AIDES	3	3		12,950	Y	25,007	Y	20	1								3,208	98		4,135			11										
SECRETARIES	9	9		14,100	Y	48,784	Y	20	4								3,657	98		4,615			11										
TEACHER AIDES	21	21		9,880	Y	20,157	Y	20	2								3,208	98		4,135			11										
TOTAL	58	54	2																														
<b>GLENNVIEW C C SCHOOL DIST 34</b>																																	
BOOKKEEPERS	2	2		30,300	Y												3,757	100					11										
OTHER TRANSPORTATION	1	1		26,000	Y												3,757	100					11										
CLERKS	2	2		22,450	Y												3,757	100					11										
COOKS	16	16		7,350	Y					5	5	13,355	Y	22			3,757	100					11										
OTHER FOOD SERVICE	1	1		48,250	Y												3,757	100					11										
CUSTODIANS	21	21		24,950	Y					6	6	38,659	Y	20			3,757	100					11										
HEALTH AIDES	7	7		10,850	Y					10	10	17,795	Y	19			3,757	100					11										
LIBRARY AIDES	6	6	6	10,150	Y					10	10	13,842	Y	13			3,757	100					11										
MAINTENANCE WORKERS	2	2		28,825	Y					6	6	38,222	Y	7			3,757	100		4,701	100		11										
SECRETARIES	13	13		18,000	Y												3,757	100					11										
TEACHER AIDES	51	44	21	9,300	Y					10	10	13,578	Y	14			3,757	100					11										
OTHER ED SUPPORT STAFF	5	5		31,000	Y												3,757	100					11										
TOTAL	127	120	28																														
<b>WINNETKA SCHOOL DIST 38</b>																																	
BOOKKEEPERS	3	2	1	12,500	H												2,702	70		6,751			5										
CLERKS	1	1		8,268	H																												
CUSTODIANS	13	13		15,838	H												2,702	70		6,751													
HEALTH AIDES	3	2	2	13,000	H																												
LIBRARY AIDES	15	12	6	8,418	H																												
MAINTENANCE WORKERS	3	3		20,378	H												2,702	70		6,751													
SECRETARIES	11	10	1	10,048	H												2,702	70		6,751													
SECURITY	5	2	5	8,418	H												2,702	70		6,751													
TEACHER AIDES	39	38	3	8,268	H																												

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CITY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	** MAX SALARY	D	YR	PG	HIGH. LONG.	** D YR	MEMBER INSUR.	% PAID	BD	FAMILY INSUR.	% PAID	POLICIES			
WINNETKA SCHOOL DIST 36																				
OTHER ED SUPPORT STAFF	1	80	33	11.45	H							2,702	70		6,751					
TOTAL	93																			
WILMETTE SCHOOL DIST 39																				
BUS DRIVERS	14		14	9.50	H	20.68	H										1	1112		
OTHER TRANSPORTATION	2	2		16.11	H	23.36	H													
COOKS	15	15	1	9.25	H	17.26	H										1	1112		
CUSTODIANS	24	22	2	9.50	H	23.27	H										1	1112		
HEALTH ASSISTANTS	7	6	1	10.93	H	11.40	H										1	1112		
LIBRARY AIDES	6	6				11.12	H										1	1112		
MAINTENANCE WORKERS	2	2		23.65	H	39.36	H										1	1112		
SECRETARIES	21	20	1	11.23	H	21.41	H										1	1112		
TEACHER AIDES	36	35	4	10.93	H	13.80	H										1	1112		
TEACHER ASSISTANTS	4	2	2	10.93	H	13.64	H										1	1112		
OTHER ED SUPPORT STAFF	8	5	3	10.93	H	13.23	H										1	1112		
TOTAL	139	115	28																	
SCHAUMBURG C C SCHOOL DIST 54																				
CUSTODIANS	99	99	15	21,500	Y	39,500	Y	28				3,332	100		7,494		55	2	1	1
HEALTH ASSISTANTS	15			13,50	H	14,00	H	2			0				7,494		55	1	1	1
LIBRARY AIDES	28	28		13,142	Y	22,235	Y	17			0				7,494		64	2	1	1
MAINTENANCE WORKERS	34	34		30,000	Y	43,250	Y	20			0				7,494		64	2	1	1
MECHANICS	9	9		22,100	Y	34,580	Y	20			0				7,494		64	2	1	1
PLAYGROUND SUPERVISORS	5	5		48,500	Y	57,300	Y	24			0				7,494		64	2	1	1
SECRETARIES	120	108	14	16,835	Y	36,470	Y	24			0				7,494		64	2	1	1
SECURITY	12	12		32,565	Y	78,337	Y	18			0				7,494		64	2	1	1
TEACHER ASSISTANTS	191	178	13	10,492	Y	17,939	Y	19			0				7,494		55	1	1	1
OTHER ED SUPPORT STAFF	15	15		28,234	Y	58,275	Y	19			0				7,494		64	2	1	1
TOTAL	528	486	42																	
COMM CONS SCH DIST 59																				
OTHER TRANSPORTATION	3	3		13,00	H	17,08	H					3,048	100		5,093		65			
CLERKS	21	21	4	9,20	H	13,59	H	10	10			3,048	100		5,093		65			
OTHER FOOD SERVICE	42	42	73	8,35	H	9,05	H													
CUSTODIANS	9	9		11,19	H	18,22	H	10	10						5,093		65			
HEALTH AIDES	31	25	6	9,40	H	13,04	H	8	8						5,094		65			
LIBRARY AIDES	1	1		8,78	H	13,59	H	10	10						5,084		65			
MAINTENANCE WORKERS	12	12		9,40	H	13,04	H	10	10						5,094		65			
SECRETARIES	37	37	4	11,19	H	20,87	H	10	10						5,084		65			
TEACHER ASSISTANTS	77	75	2	10,49	H	16,27	H	10	10						5,094		65			
OTHER ED SUPPORT STAFF	8	8		9,40	H	13,04	H	10	10						5,084		65			
TOTAL	241	233	89			58,710	Y													

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	D	MAX SALARY	D	**	YR	PG	HIGH. LONG.	** D	YR	INSUR.	MEMBER PAID	BD	FAMILY PAID	INSUR.	% POLICIES						
																			3,525	100	5,525	66	3,540	100	5,525
<b>DES PLAINES C C SCH DIST 62</b>																									
BOOKKEEPERS	5	5		23,037	Y	47,986	Y																		
CLERKS	1		1			7.25	H				8.60	H													
CUSTODIANS	31	28	3	19,024	Y	37,954	Y	5	5																
ENGINEERS	1	1				64,780	Y	1	3																
HEALTH ASSISTANTS	11		11			10.38	H																		
LIBRARY AIDES	14	14																							
MAINTENANCE WORKERS	8	8		40,388	Y	43,588	Y	3	3																
PLAYGROUND SUPERVISORS			3			27.00	H																		
SECRETARIES	32	26	7	18,431	Y	47,896	Y		8																
TEACHER AIDES	57	54	19																						
OTHER ED SUPPORT STAFF	29	6	40	7.25	H	50,777	Y		18																
TOTAL	189	142	84																						
<b>EAST MAINE SCHOOL DIST 63</b>																									
BOOKKEEPERS	1	1				17.49	H																		
CLERKS	2	2		10.27	H	10.93	H	1	1																
CUSTODIANS	22	21	1	13.45	H	15.60	H	4	4		15.90	H	20	2,218	100	6,453	38	1	1	1	1				
HEALTH AIDES	5	5		10.27	H	10.93	H	1																	
LIBRARY AIDES	5	5		10.27	H	10.93	H	1																	
MAINTENANCE WORKERS	4	3	1	14.78	H	16.92	H	5	5		17.22	H	20	2,218	100	6,453	39	1	1	1	1				
PLAYGROUND SUPERVISORS			32			13.20	H																		
SECRETARIES	31	27	4	9.48	H	20.98	H																		
TEACHER AIDES	25	25	13	10,925	Y	16,862	Y	6	6		17,462	Y	12	2,218	88	6,453	23	1	1	1	1				
OTHER ED SUPPORT STAFF	95	89	51			3,818	Y																		
TOTAL																									
<b>PARK RIDGE C C SCHOOL DIST 64</b>																									
CUSTODIANS	22	21	1	11.28	H	16.82	H	8	1		18.39	H	20	2,492	100	4,304	28	1	1	1	1				
HEALTH ASSISTANTS	5	3	2	9.20	H	14.12	H	19	1		19.01	H	20	2,492	100	4,304	28	1	1	1	1				
LIBRARY AIDES	12	10	2	9.20	H	14.12	H	19	1		19.01	H	20	2,492	100	4,304	28	1	1	1	1				
MAINTENANCE WORKERS	6	6		18.67	H	20.36	H	3	1		22.27	H	20	2,492	100	4,304	28	1	1	1	1				
SECRETARIES	31	22	9	7.88	H	17.44	H	14	5		19.01	H	20	2,492	100	4,304	28	1	1	1	1				
TEACHER ASSISTANTS	55	47	8	9.20	H	14.12	H	19	1		15.38	H	20	2,492	100	4,304	28	1	1	1	1				
OTHER ED SUPPORT STAFF	8	7	1	13.94	H	74,256	Y																		
TOTAL	139	116	23																						
<b>EVANSTON C C SCHOOL DIST 65</b>																									
BOOKKEEPERS	3	3		13.27	H	16.92	H	12			24.96	H		2,722	100	7,699	35	3	1	1	1				
CLERKS	4	3	1	9.09	H	16.92	H	12	7					2,722	100	7,699	35	3	1	1	1				
COOKS	3	3		8.26	H	11.15	H	8	2					2,722	100	7,699	35	3	1	1	1				
OTHER FOOD SERVICE	32	3	41	6.88	H	15.65	H	8	5					2,722	100	7,699	35	3	1	1	1				
CUSTODIANS	52	52		21,568	Y	38,651	Y	14	5					2,722	100	7,699	35	3	1	1	1				
TOTAL																									

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ILLINOIS STATE BOARD OF EDUCATION  
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NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	MAX SALARY	D YR PG	HIGH. LONG. D YR	MEMBER INSUR.	% PAID	FAMILY INSUR.	% PAID	BD	POLICIES											
													PROVISION	A	B	C	D	E	F	G	H	I	J	
<b>EVANSTON C C SCHOOL DIST 65</b>																								
HEALTH AIDES	15	2	13	10.36 H	13.81 H	9 1		2,722	100	7,699	35	3	1	1113										
LIBRARY AIDES	4	4		10.36 H	13.21 H	12 1		2,722	100	7,699	35	3	1	1113										
MAINTENANCE WORKERS	9	9		28,040 Y	41,805 Y	14 1		2,722	100	7,699	35	3	1	1113										
PLAYGROUND SUPERVISORS			140	10.00 H	10.00 H																			
SECRETARIES	56	52	4	8.08 H	23.18 H	12 8		2,722	100	7,699	35	3	1	1113										
TEACHER ASSISTANTS	84	84		10.00 H	13.87 H	10 1		2,722	100	7,699	35	3	1	1113										
OTHER ED SUPPORT STAFF	7	7		18.91 H	24.20 H			2,722	100	7,699	35	3	1	111										
<b>TOTAL</b>	<b>266</b>	<b>219</b>	<b>199</b>																					
<b>SKOKIE SCHDOL DIST 68</b>																								
BOOKKEEPERS	2	2		13.95 H	20.30 H	8 2		7,480	70	13,984	70	1	1	11										
BUS DRIVERS	13	11	2	10.53 H	12.85 H	5 2		7,480	70	13,984	70	1	1	11										
CLERKS	8	8	1	9.43 H	14.20 H	6 1		7,480	70	13,984	70	1	1	11										
COOKS	5	3	3	10.69 H	11.80 H	5 1		7,480	70	13,984	70	1	1	11										
OTHER FOOD SERVICE			5	8.53 H	9.02 H	3 1		7,480	30	13,984	30	1	1	11										
CUSTODIANS	19	16	3	8.51 H	24.02 H	8 5		7,480	70	13,984	70	1	1	11										
HEALTH AIDES	4	3	1	14.48 H	20.79 H	8 2		7,480	70	13,984	70	1	1	11										
LIBRARY AIDES	5	2	3	12.66 H	15.17 H	6 1		7,480	70	13,984	70	1	1	11										
MAINTENANCE WORKERS	2	2		18.97 H	25.43 H	8 2		7,480	70	13,984	70	1	1	11										
PLAYGROUND SUPERVISORS			1	12.66 H	15.17 H	6 1		7,480	30	13,984	30	1	1	11										
SECRETARIES	11	11		12.47 H	21.75 H	8 4		7,480	70	13,984	70	1	1	11										
TEACHER AIDES	38	26	15	12.66 H	20.79 H	8 5		7,480	70	13,984	70	1	1	11										
<b>TOTAL</b>	<b>107</b>	<b>84</b>	<b>34</b>																					
<b>LINCOLNWOOD SCHOOL DIST 74</b>																								
BOOKKEEPERS	1	1			23.10 H			2,940	75	6,780	75			11										
COOKS	6	6		8.42 H	10.87 H			2,940	75	6,780	75			11										
CUSTODIANS	6	6		10.00 H	12.87 H			2,940	75	6,780	75			11										
LIBRARY AIDES	3	3		8.65 H	11.00 H			2,940	75	6,780	75			11										
PLAYGROUND SUPERVISORS	8		8	8.65 H	10.50 H																			
SECRETARIES	7	7		11.55 H	16.10 H			2,940	75	6,780	75			11										
TEACHER AIDES	17	17		8.65 H	11.00 H			2,940	75	6,780	75			11										
<b>TOTAL</b>	<b>48</b>	<b>40</b>	<b>8</b>																					
<b>MANNHEIM SCHOOL DIST 83</b>																								
BOOKKEEPERS	2	2		12.25 H	17.25 H	6 6		2,687	93	4,710	93	3		11										
BUS DRIVERS	9		20	13.37 H	14.10 H	2 2																		
CLERKS	30	30		10.47 H	14.74 H	6 6		2,687	93	4,710	93	3		11										
COOKS	16	16		7.93 H	11.08 H	3 3		2,687	93	4,710	93	3		11										
CUSTODIANS	19	18	1	12.20 H	16.76 H	5 5		2,687	93	4,710	93	3		11										
MAINTENANCE WORKERS	8	8		13.78 H	18.52 H	5 5		2,687	93	4,710	93	3		11										
MECHANICS	1	1		13.79 H	18.52 H	5 5		2,687	93	4,710	93	3		11										

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ILLINOIS STATE BOARD OF EDUCATION  
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NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	** D YR PG	HIGH. LONG. D YR	** D YR	MEMBER INSUR. PAID	% BD PAID	FAMILY INSUR. PAID	% BD PAID	POLICIES PROVISION
(CONT.)													
MANNHEIM SCHOOL DIST 83			25										
PLAYGROUND SUPERVISORS	9	9		10.91 H	15.27 H	6	6	6	2,687	93	4,710	93	3
SECRETARIES	27	27		10.47 H	14.74 H	6	6	6	2,687	93	4,710	93	3
TEACHER AIDES			4		10.80 H	1	1						
OTHER ED SUPPORT STAFF	121	111	77										
TOTAL													
BERKELEY SCHOOL DIST 87													
BOOKKEEPERS	2	2		10.00 H	13.95 H	2	2	2	2,458	100	3,388	100	14
CLERKS	2	2		7.50 H	8.77 H	5	5	5	2,458	83	3,388	83	14
COOKS	2	2		8.84 H	10.62 H	5	5	5	2,458	83	3,388	83	14
OTHER FOOD SERVICE	11	7	4	7.54 H	8.66 H	5	5	5	2,458	83	3,388	83	3
CUSTODIANS	18	18		10.59 H	15.84 H	10	10	10	2,458	100	3,388	100	3
HEALTH AIDES	6	6		7.54 H	11.58 H	9	9	9	2,458	100	3,388	100	3
LIBRARY AIDES	6	6		7.54 H	11.58 H	9	9	9	2,458	100	3,388	100	3
MAINTENANCE WORKERS	2	2		11.58 H	13.75 H	4	4	4	2,458	100	3,388	100	3
SECRETARIES	11	11		8.35 H	17.51 H	8	8	8	2,458	100	3,388	100	3
TEACHER AIDES	19	18	1	7.54 H	11.58 H	9	9	9	2,458	100	3,388	100	3
OTHER ED SUPPORT STAFF	1	1			28,120 Y				600 Y 15	2,458	3,388	100	
TOTAL	81	78	5										
BELLWOOD SCHOOL DIST 88													
BOOKKEEPERS	1	1			30,084 Y				2,268	100	3,936	100	31
BUS DRIVERS	13	4	10	7,218 Y	18,744 Y				2,268	100	3,936	100	31
OTHER TRANSPORTATION	7			4,450 Y	7,188 Y								1
COOKS	1		1		9,277 Y								1
OTHER FOOD SERVICE	33	1	32	4,450 Y	25,600 Y				2,268	100	3,936	100	31
CUSTODIANS	21	21		35,360 Y					2,268	100	3,936	100	31
LIBRARY AIDES	6		6	6,577 Y	7,960 Y	12	13	14,583 Y					31
MAINTENANCE WORKERS	2	2			35,360 Y				2,268	100	3,936	100	31
PLAYGROUND SUPERVISORS			9		10,21 H								3
SECRETARIES	21	21		13,591 Y	23,451 Y	12	12	13,367 Y	2,268				31
TEACHER ASSISTANTS			28	6,029 Y	7,297 Y	12	12						31
TOTAL	105	50	93										111
MAYWOOD-MELRDSE PARK-BROADVIEW-89													
CLERKS	4	4		6.45 H	10.92 H	12	1						2
CUSTODIANS	26	26		21,255 Y	30,688 Y	15	2	40,488 Y	3,503	98	9,874	98	1
HEALTH ASSISTANTS	6	6		7,816 Y	13,192 Y	12	1	13,892 Y	3,503	98	9,874	98	1
LIBRARY AIDES	11	10	1	8,239 Y	14,081 Y	12	2	14,781 Y	3,503	98	9,874	98	1
MAINTENANCE WORKERS	4	4		32,374 Y	44,495 Y	11	1	45,295 Y	3,503	98	9,874	98	1
SECRETARIES	20	20		12,111 Y	31,308 Y	12	2	32,109 Y	3,503	96	9,874	96	1
TEACHER AIDES	1	1		6.50 H	10.97 H	12	1		3,503	98	9,874	98	2

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** H	D	YR	PG	HIGH. LONG. D	** YR	MEMBER PAID INSUR.	BO PAID	FAMILY INSUR.	BO PAID	POLICIES PROVISION
<b>MAYWOOD-MELROSE PARK-BROADVIEW-89 (CONT.)</b>																	
TEACHER ASSISTANTS	58		58	6.45	H	10.92	H	12	1								2
OTHER EO SUPPORT STAFF	1	1				5,000	Y						3,503	96	9,874	88	2 1 11
TOTAL	131	71	80														
<b>OAK PARK ELEM SCHOOL OIST 97</b>																	
CUSTODIANS	28	26		31,048	Y	34,680	Y						2,285	100	6,502	85	111 14
ENGINEERS	7	7		38,748	Y	39,792	Y						2,285	100	6,502	85	111 14
MAINTENANCE WDRKRS	12	12		38,748	Y	39,792	Y						2,285	100	6,502	85	111 14
PLAYGROUND SUPERVISORS			24														
SECRETARIES	33	33	5	15,073	Y	23,665	Y						2,285	100	6,502	80	1 1 13
TEACHER ASSISTANTS	98	98	19	6,980	Y	10,880	Y						2,285	45	6,502	16	1 11 13
TOTAL	178	178	48														
<b>CICERO SCHOOL DISTRICT 89</b>																	
ATTENDANCE OFFICERS	1	1	1			14.15	H										1 1
BOOKKEEPERS	1	1		21,830	Y	39,286	Y	5	5	5	40,071	Y	25				1 1
BUS DRIVERS	30	30	4	9.30	H	9.70	H			3							1 1
OTHER TRANSPORTATION	1	1	20			7.05	H										1 1
CLERKS	20	20	11	6.05	H	18.00	H	5	5								1 12
OTHER FOOD SERVICE			23	8.40	H	9.40	H										
CUSTODIANS	39	39	4	21,330	Y	32,288	Y	5	6	6	40,008	Y	25				1 1 14
LIBRARY AIDES	3	3	6	8.45	H	10.65	H	13	5								3 1 12
MAINTENANCE WORKERS	3	3				41,792	Y	25	5				42,577	Y	28		3 1 14
MECHANICS	3	3				41,192	Y	25	5				45,255	Y	26		3 1 1
PLAYGROUND SUPERVISORS			143	21,830	Y	7.80	H										
SECRETARIES	20	20		16,340	Y	36,830	Y	5	5								3 1 1 12
TEACHER AIDES	141	125	16	8.45	H	11.30	H	13	5								3 1 1 12
OTHER ED SUPPORT STAFF	2	2		24,980	Y	42,500	Y	5	5								3 1 1
TOTAL	264	247	228														
<b>BERWYN SOUTH SCHOOL DISTRICT 100</b>																	
BUS DRIVERS	6	1	5	9.05	H	11.90	H						2,879	35	7,500	12	
OTHER TRANSPORTATION	1	1	1			8.25	H										
CLERKS	1	1		8.25	H	7.00	H										
CUSTODIANS	14	14		13.07	H	15.48	H	5	5				2,879	100	7,500	38	1 3
LIBRARY AIDES	4	2	2	7.70	H	9.65	H						2,879	45	7,500	17	1 1
MAINTENANCE WORKERS	1	1		14.23	H	15.98	H	5	5				2,879	100	7,500	38	1 3
SECRETARIES	13	13		7.88	H	18.26	H						2,879	100	7,500	38	1 1
TEACHER ASSISTANTS	20	18	2	7.18	H	13.47	H	8	8				2,879	45	7,500	17	1 1 3
TOTAL	60	50	10														

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLD, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-88 \*

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CITY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	**	MAX SALARY D	**	YR	PG	HIGH. LONG. D	**	MEMBER INSUR. PAID	% BD PAID	FAMILY INSUR. PAID	% BD PAID	POLICIES PROVISION	
																	AB
<b>LA GRANGE SCHOOL DIST 102</b>																	
BOOKKEEPERS	1	1		13.13	H	17.72	H					2,670	97	6,606	97	3	11
BUS DRIVERS	1	1		8.59	H	11.69	H					2,670	97	6,606	97	3	11
OTHER TRANSPORTATION			1			7.50	H										
CLERKS	4		4	7.58	H	10.23	H									3	11
CUSTODIANS	19		1	8.59	H	17.73	H					2,670	97	6,606	97	3	11
HEALTH AIDES	5		5	8.33	H	11.25	H									3	11
LIBRARY AIDES	7		2	7.58	H	11.69	H									3	11
MAINTENANCE WORKERS	1		1	12.12	H	16.36	H					2,670	97	6,606	97	3	11
PLAYGROUND SUPERVISORS			16			12.00	H										
SECRETARIES	11		11	7.07	H	13.64	H					2,670	97	6,606	97	3	11
TEACHER AIDES	31		23	7.07	H	10.91	H									3	11
OTHER ED SUPPORT STAFF	21		8														
TOTAL	101		74													3	11
<b>BURBANK SCHOOL DISTRICT 111</b>																	
ATTENDANCE OFFICERS	1		1	7,000	Y	8,400	Y	5	5	10,900	Y	1,819	100	4,714	98	111	112
BOOKKEEPERS	1		1	19,600	Y	22,800	Y	5	5	28,800	Y	1,818	100	4,714	98	111	112
CUSTODIANS	15		15	11.46	H	13.34	H	7	7	15.22	H	1,819	100	4,714	98	11	111
HEALTH AIDES	1		1	7.25	H	9.25	H	9	8			1,819	100	4,714	98	1	11
LIBRARY AIDES	7		7	14,000	Y	16,800	Y	6	6	21,800	Y	1,819	100	4,714	98	1	112
MAINTENANCE WORKERS	3		3	12.66	H	14.54	H	7	7	16.42	H	1,819	100	4,714	98	11	111
SECRETARIES	7		7	16,200	Y	19,000	Y	6	6	24,000	Y	1,819	100	4,714	98	111	112
TEACHER AIDES	9		8	6.50	H	8.50	H	9	9			1,819	100	4,714	98	1	112
TEACHER ASSISTANTS	12		12	7.50	H	9.75	H	9	9			1,819	100	4,714	98	1	112
OTHER ED SUPPORT STAFF	44		44			5.75	H					1,819	100	4,714	98	1	112
TOTAL	100		55													3	11
<b>PALD COMM CONS SCHOOL DIST 118</b>																	
BOOKKEEPERS	1		1	16.82	H							2,175	99	7,026	99		111
BUS DRIVERS	15		26	8.17	H	15.68	H	10	10	119.17	Y	2,175	99	2,126	30		11
OTHER TRANSPORTATION	2		1	6.17	H	18.75	H					2,187	100	7,067	100		111
CLERKS	3		1	6.12	H	12.58	H	10	10	215.75	Y	2,175	99	7,026	99		111
OTHER FOOD SERVICE			3	5.75	H												
CUSTODIANS	15		12	7.15	H	15.94	H	10	10	331.55	Y	2,175	99	7,026	99		111
HEALTH AIDES	3		3	6.12	H	11.77	H	10	10	168.08	Y	2,175	99	7,026	4		111
LIBRARY AIDES	6		4	6.12	H	11.77	H	10	10	168.08	Y	2,175	99	7,026	4		111
MAINTENANCE WORKERS	2		2	14.99	H	16.11	H					2,175	99	7,026	4		111
MECHANICS	1		1			18.54	H					2,175	99	7,026	99		111
PLAYGROUND SUPERVISDRS	4		4	6.17	H	11.79	H	10	10	114.36	Y	2,175	99	3,706	52		111
SECRETARIES	8		8	8.63	H	19.41	H	10	10	332.88	Y	2,175	99	7,026	99		111
TEACHER AIDES	7		4	7.68	H	16.00	H	10	10	168.08	Y	2,175	99	7,026	99		111
OTHER ED SUPPORT STAFF	1		1			28.89	H					2,187	100	7,067	100		111
TOTAL	68		67													3	11

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	**	D	YR	PG	HIGH. LONG.	**	D	YR	MEMBER INSUR.	BD PAID	%	FAMILY INSUR.	BD PAID	%	POLICIES PROVISION	
																						ABCDEF
OAK LAWN-HOMETOWN SCH DIST 123																						
BOOKKEEPERS	1	1				14.55	H								3,378	100	100	8,447	100	2	115	
BUS DRIVERS	1		3	5.75	H	11.25	H														115	
CLERKS	6		6	5.50	H	6.75	H														115	
OTHER FOOD SERVICE			54	5.30	H	6.50	H														5	
CUSTODIANS	19	19		9.47	H	14.33	H								3,378	100	100	8,447	90		1112	
HEALTH AIDES	3	3		12.75	H	17.00	H								3,378	100	100	8,447	45		115	
LIBRARY AIDES	2	2		7.00	H	9.00	H														115	
MAINTENANCE WORKERS	6	6		10.43	H	16.89	H								3,378	100	100	8,447	100		1112	
SECRETARIES	13	13		9.65	H	14.24	H								3,378	100	100	8,447	100		115	
TEACHER AIDES	30	28	2	7.00	H	11.00	H														115	
OTHER ED SUPPORT STAFF	3	3		16.95	H	18.91	H								3,378	100	100	8,447	100	2	5	
TOTAL	84	75	65																			
COOK COUNTY SCHOOL DIST 130																						
BOOKKEEPERS	2	2		7.82	H	13.49	H	20							3,570	100	100	4,128	100		1113	
BUS DRIVERS	7		7	6.70	H	11.18	H	19							3,570	100	100	4,128	100		1113	
OTHER TRANSPORTATION	1	1		8.98	H	8.22	H	19							3,570	100	100	4,128	100		1113	
CLERKS	1	1		12.03	H	13.49	H	13							3,570	100	100	4,128	100		1113	
CUSTODIANS	28	28		7.45	H	15.59	H								3,570	100	100	4,128	100	1	1115	
HEALTH AIDES	1	1		4.45	H	8.22	H	16							3,570	100	100	4,128	100		1113	
MAINTENANCE WORKERS	3	3		11.70	H	13.00	H								3,570	100	100	4,128	100	1	1115	
SECRETARIES	22	20	2	6.98	H	36.580	Y	20							3,570	100	100	4,128	100		1113	
TEACHER AIDES	57	57		4.45	H	11.85	H	19							3,570	100	100	4,128	100		1113	
OTHER ED SUPPORT STAFF	6	6		18.00	H	48.230	Y								3,570	100	100	4,128	100		111	
TOTAL	128	117	9																			
CALLUMET PUBLIC SCHOOLS DIST 132																						
COOKS	2	1	1	7.00	H	13.98	H								2,612	100	100				116	
OTHER FOOD SERVICE	6		6	5.00	H	10.68	H														116	
CUSTODIANS	12	7	5	5.25	H	10.82	H								2,612	100	100				116	
HEALTH AIDES	2	2		13.59	H	15.00	H								2,612	100	100			1	116	
LIBRARY AIDES	2	2		8.685	Y	10.000	Y				47,000	Y			2,612	100	100		2		116	
MAINTENANCE WORKERS	1	1		21,528	Y	33,000	Y								2,612	100	100				116	
PLAYGROUND SUPERVISORS	9		9	7.00	H	12.07	H														6	
SECRETARIES	10	10		15,381	Y	30,723	Y				31,000	Y			2,612	100	100			1	116	
SECURITY	1		1	7.00	H	7.68	H								2,612	100	100				116	
TEACHER AIDES	13	13		8,337	Y	18,411	Y								2,612	100	100			1	113	
TEACHER ASSISTANTS	4	4		9,057	Y	12,072	Y								2,612	100	100			1	113	
OTHER ED SUPPORT STAFF	1	1		54,000	Y	71,000	Y				81,000	Y			2,758	100	100	4,045	100	21	116	
TOTAL	63	41	22																			

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	D	MAX SALARY	D	**	YR PG	HGH. LONG.	** D YR	MEMBER INSUR.	% BD PAID		POLICIES PROVISION		
													INSUR.	PAID	FAMILY INSUR.	BD PAID	ABC
<b>ORLAND SCHOOL DISTRICT 135</b>																	
ARCHITECTS	1	1		60,783	Y							2,088	100	3,002	100		1
BOOKKEEPERS	5	5		19.18	H	5	5	5	9.84	Y	15	2,088	100	3,002	90	1	1 12
CLERKS	10	7	3	10.00	H	5	5	5	9.84	Y	15	2,088	100	3,002	90	1	1 12
COOKS	5		5	9.94	H				8.00	Y	15	2,088	100	3,002			1
OTHER FOOD SERVICE	9		10	7.80	H				8.00	Y	15	2,088	100	3,002			1
CUSTODIANS	27	13	63	4.50	H	5	5	5	9.84	Y	15	2,088	100	3,002	90	1	1 12
HEALTH AIDES	2		2	10.00	H	5	5	5	9.84	Y	15	2,088	100	3,002	90	1	1 12
HEALTH ASSISTANTS	3	3		18.14	H	5	5	5	9.84	Y	15	2,088	100	3,002	90	1	1 12
LIBRARY AIDES	9	8	1	11.71	H	5	5	5	9.84	Y	15	2,088	100	3,002	90	1	1 12
MAINTENANCE WDRKRS	4	4		18.14	H	5	5	5	9.84	Y	15	2,088	100	3,002	90	1	1 12
PLAYGROUND SUPERVISORS			61	5.15	H												
SECRETARIES	18	18		12.01	H	5	5	5	9.84	Y	15	2,088	100	3,002	90	1	1 12
TEACHER AIDES	84	84	2	8.93	H	5	5	5	9.84	Y	15	2,088	100	3,002	90	1	1 12
OTHER ED SUPPORT STAFF	6	6		9.88	H				984	Y	15	2,088	100	3,002	90	1	1 12
<b>TOTAL</b>	<b>183</b>	<b>149</b>	<b>147</b>														
<b>KIRBY SCHOOL DIST 140</b>																	
BOOKKEEPERS	1	1		17.50	H							2,301	89	6,051	67	1	11
BUS DRIVERS	23	23		13.00	H							2,301	99				11
OTHER TRANSPORTATION	1	1		15.87	H							2,301	100	6,051	100	1	11
CLERKS	10	10		6.25	H							2,301	99	6,051	67	1	11
CUSTODIANS	30	30		8.65	H							2,301	100	6,051	62	1	15
HEALTH AIDES	7	7		6.25	H							2,301		6,051			1
LIBRARY AIDES	7	7		9.50	H							2,301		6,051			1
MAINTENANCE WORKERS	2	2		5.50	H							2,301	99	6,051	67	1	11
SECRETARIES	19	19		15.00	H							2,301		6,051			1
TEACHER AIDES	31	31	2	8.00	H							2,301		6,051			11
TEACHER ASSISTANTS	7	7	20	6.75	H							2,301		6,051			1
OTHER ED SUPPORT STAFF	1	1		5.00	H							2,301		6,051			1
<b>TOTAL</b>	<b>139</b>	<b>139</b>	<b>22</b>														
<b>POSEN-ROBBINS EL SCH DIST 143-5</b>																	
BOOKKEEPERS	3	3		19,735	Y							3,421	100	5,269			111
CUSTODIANS	13	13	3	16,513	Y	12	12	12	27,536	Y	12	3,421	100	5,269		1	1112
HEALTH AIDES	2	2		10,040	Y							3,421	100	5,269			11
LIBRARY AIDES	4	4		7.17	H							3,421	100	5,269			11
MAINTENANCE WORKERS	2	2		20,353	Y							3,421	100	5,269			111
SECRETARIES	9	9		10,120	Y	23	23	23				3,421	100	5,269			111
TEACHER AIDES	34	34		7.17	H												11
<b>TOTAL</b>	<b>67</b>	<b>67</b>	<b>3</b>														

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION  
NONCERTIFIED STAFF SALARY STUDY 1985-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	**	MAX SALARY D	**	D YR	PG	HIGH. LONG. D YR	**	MEMBER INSUR. PAID	% BD PAID	FAMILY INSUR. PAID	% BD PAID	POLICIES PROVISION
<b>PRAIRIE-HILLS ELEM SCH DIST 144</b>																
BOOKKEEPERS	1	1				37,310	Y	21						3,479	52	
COOKS	10	8	2	5.50	H	8.85	H	15						3,479	52	
OTHER FOOD SERVICE	21		21	4.50	H	5.05	H	3								
CUSTODIANS	17	18	1	8.24	H	13.59	H	15	15					3,479	52	
HEALTH ASSISTANTS	1	1														
LIBRARY AIDES	8	6		6.99	H	10.95	H	15	15					3,479	52	
MAINTENANCE WDRKRS	2	2		10.35	H	15.95	H	15	15					3,479	52	
SECRETARIES	21	2	19	7.88	H	31.72	H	15	15					3,479	52	
TEACHER AIDES	18	1	18	6.19	H	10.93	H	15	15					3,479	52	
TOTAL	98	37	61											3,479	52	
<b>TINLEY PARK COMM SCH DIST 148</b>																
CLERKS	5	5	3	22,724	Y	34,081	Y							7,344	75	3
OTHER FOOD SERVICE						7,000	H									
CUSTODIANS	15	15		19,509	Y	31,112	Y							7,344	75	3
ENGINEERS	1	1				58,000	Y							7,344	75	3
HEALTH ASSISTANTS	5	5		11.87	H	19.86	H							7,344	75	3
LIBRARY AIDES	3	3	4			5,000	H							7,344	75	3
MAINTENANCE WORKERS	2	2		28,571	Y	35,949	Y							7,344	75	3
SECRETARIES	11	9	2	22,724	Y	41,311	Y							7,344	75	3
TEACHER AIDES	38	38	20	12,881	Y	17,427	Y							7,344	75	3
OTHER ED SUPPORT STAFF			20	8.71	H	11.32	H							7,344	75	3
TOTAL	80	78	44											7,344	75	3
<b>DOLTON SCHOOL DISTRICT 149</b>																
BDDKKEEPERS	1	1				32,015	Y							1,884	35	1
CLERKS	8	8		9,934	Y	18,538	Y	14	14					1,884	35	1
CUSTODIANS	18	18	1	14,537	Y	32,932	Y	18	18					1,884	35	1
MAINTENANCE WORKERS	1	1		18,700	Y	32,932	Y	18	18					1,884	35	1
PLAYGROUND SUPERVISORS			26	12,000	D	20,000	D							1,884	35	1
SECRETARIES	13	13		11,985	Y	37,500	Y	18	18					1,884	35	1
TEACHER AIDES	12	12		9,804	Y	18,224	Y	14	14					1,884	35	1
OTHER ED SUPPORT STAFF	1	1				47,050	Y							4,813	100	1
TOTAL	54	54	27											4,813	100	1
<b>HARVEY SCHOOL DISTRICT 152</b>																
ATTENDANCE OFFICERS	1	1		15,380	Y	18,428	Y	10						3,360	100	1
BOOKKEEPERS	1	1		20,000	Y	30,000	Y	18						3,360	100	1
CLERKS	1	1				18,000	Y							3,360	100	1
COOKS	2	2				12,716	Y							3,360	100	1
OTHER FOOD SERVICE	24	2	27			5,147	Y							3,360	100	1
CUSTODIANS	21	15	14			15,131	Y							3,360	100	1

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-86 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	**	D	YR	PG	HIGH. LONG.	**	D	YR	MEMBER INSUR.	BD PAID	FAMILY INSUR.	% PAID	BD PAID	POLICIES PROVISION	
																					AB
HARVEY SCHOOL DISTRICT 152																					
HEALTH AIDES	1			9,608 Y		12,481 Y	10								2,664	100	3,360	100		1 1 3	
HEALTH ASSISTANTS	1		1	15,304 Y		18,265 Y	10								2,664	100	3,360	100		1 1 3	
LIBRARY AIDES	7			9,115 Y		10,860 Y	10								2,664	100	3,360	100		1 1 3	
MAINTENANCE WORKERS	4			18,364 Y		18,364 Y	10	3			36,257 Y	11			2,664	100	3,360	100		1 1 5	
SECRETARIES	18			12,548 Y		14,957 Y	10				19,787 Y	18			2,664	100	3,360	100		1 1 3	
SECURITY	2					15,000 Y									2,664	100	3,360	100		1 1 3	
TEACHER AIDES	25			9,608 Y		13,525 Y	17								2,664	100	3,360	100		1 1 3	
TEACHER ASSISTANTS			2			8,000 Y															
OTHER ED SUPPORT STAFF	8	9	20	16,088 Y		18,000 Y	10								2,664	100	3,360	100		1 1 3	
TOTAL	115	87	64																		
HOMEWOOD SCHOOL DISTRICT 153																					
ATTENDANCE OFFICERS	1			24,800 Y		24,800 Y	15				25,550 Y	15			3,700	100	5,300	100		11 11	
BOOKKEEPERS	1			23,200 Y		23,200 Y	15				23,950 Y	15			3,700	100	5,300	100		11 11	
BUS DRIVERS	3		3	9.94 H		10.15 H									3,700	100	5,300	100		13 13	
OTHER TRANSPORTATION	3		7	6.00 H		7.46 H									3,700	100	5,300	100		13 13	
CLERKS	1			17,700 Y		17,700 Y	15				18,450 Y	15			3,700	100	5,300	100		11 11	
COOKS	12		1	6.00 H		9.60 H									3,700	100	5,300	100		1 1	
OTHER FOOD SERVICE	1			27,400 Y		27,400 Y	10								3,700	100	5,300	100		11 11	
CUSTODIANS	13		13	15,868 Y		24,564 Y	10	10			25,314 Y	15			3,700	100	5,300	100		11 11	
HEALTH AIDES	1			23,205 Y		24,603 Y	10	7			25,353 Y	15			3,700	100	5,300	100		113 113	
HEALTH ASSISTANTS	1			9,515 Y		11,288 Y	8	8							3,700	100	5,300	100		113 113	
LIBRARY AIDES	11		11	9,515 Y		11,288 Y	8	8							3,700	100	5,300	100		113 113	
MAINTENANCE WORKERS	2		2	21,544 Y		27,074 Y					27,824 Y	15			3,700	100	5,300	100		113 113	
PLAYGROUND SUPERVISORS	1		16	6.00 H		7.34 H									3,700	100	5,300	100		113 113	
SECRETARIES	9	6	3	13,563 Y		27,550 Y	10	4			28,300 Y	15			3,700	100	5,300	100		113 113	
TEACHER AIDES	15	15		9,515 Y		11,288 Y	8	8							3,700	100	5,300	100		113 113	
OTHER ED SUPPORT STAFF	2	2	2	45,500 Y		67,700 Y									3,700	100	5,300	100		11 11	
TOTAL	77	56	53																		
LANSING SCHOOL DISTRICT 158																					
BOOKKEEPERS	1		1	34,967 Y		34,967 Y	17								2,539	100	5,974	100		11 11	
CLERKS	4		4	13,462 Y		16,083 Y	22								2,539	100	5,974	100		11 11	
OTHER FOOD SERVICE			1	4,528 Y		4,528 Y	2														
CUSTODIANS	9	9	1	27,266 Y		34,301 Y	21								2,539	100	5,974	100		11 11	
HEALTH AIDES	2	2	1	10,685 Y		10,685 Y	2								2,539	100	5,974	100		11 11	
MAINTENANCE WORKERS	1		1	44,703 Y		44,703 Y	12								2,539	100	5,974	100		11 11	
PLAYGROUND SUPERVISORS			11	2,999 Y		2,999 Y															
SECRETARIES	7	7	4	15,600 Y		28,579 Y	8								2,539	100	5,974	100		11 11	
TEACHER AIDES	6	6	6	13,755 Y		13,755 Y	21								2,539	100	5,974	100		11 11	
OTHER ED SUPPORT STAFF	1	1	1	53,636 Y		53,636 Y	2								2,539	100	5,974	100		11 11	
TOTAL	31	31	18																		

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	MAX SALARY	D YR PG	HIGH. LONG. D YR	% MEMBER BD PAID INSUR.		% FAMILY BD PAID INSUR.		% POLICIES PROVISION	
								**	**	**	**	**	**
<b>MATTESON ELEM SCHOOL DIST 162</b>													
ATTENDANCE OFFICERS	1	1		10,000 Y	17,200 Y				2,519	98	2,378	93	31
BOOKKEEPERS	1	1		14,500 Y	20,800 Y				2,519	98	2,378	93	31
OTHER TRANSPORTATION			1		15.00 H								
CLERKS	1	1		9,370 Y	20,516 Y				2,519	98	2,378	93	31
OTHER FOOD SERVICE			1		7.75 H								
CUSTODIANS	13	13		14,600 Y	27,324 Y				2,519	98	2,378	93	31
HEALTH AIDES	3	3	3	5.50 H	11.98 H				2,519	98	2,378	93	31
LIBRARY AIDES	5	5		10,300 Y	17,400 Y				2,519	98	2,378	93	31
MAINTENANCE WORKERS	4	4		23,100 Y	35,631 Y				2,519	98	2,378	93	31
PLAYGROUND SUPERVISORS			16		7.50 H								
SECRETARIES	10	10		16,100 Y	28,359 Y				2,519	98	2,378	93	31
TEACHER AIDES	22	22		10,300 Y	20,500 Y				2,519	98	2,378	93	31
OTHER ED SUPPORT STAFF	5	5		16,800 Y	33,638 Y				2,519	98	2,378	93	31
TOTAL	65	65	21										
<b>PARK FOREST SCHOOL DIST 163</b>													
BOOKKEEPERS	1	1		9.89 H	12.71 H	10			2,142	100	3,858	18	31
BUS DRIVERS	2	2		9.89 H	10.35 H	3			2,142	100	3,858	18	31
OTHER FOOD SERVICE	9		9	6.30 H	7.25 H								
CUSTODIANS	14	14		6.71 H	11.16 H	15	4		2,142	100	3,858	18	3
HEALTH AIDES	5	5		9.89 H	10.74 H	3	3		2,142	100	3,858	6	31
LIBRARY AIDES	5	5		9.89 H	10.48 H	3	3		2,142	100	3,858	6	31
MAINTENANCE WORKERS	4	4		11.23 H	16.15 H	5	5		2,142	100	3,858	4	31
SECRETARIES	13	12	1	9.89 H	10.35 H	3	3		2,142	100	3,858	6	31
TEACHER AIDES	26	26		9.63 H	10.87 H	3	3		2,142	100	3,858	3	31
OTHER ED SUPPORT STAFF	3	3		28,572 Y	50,628 Y	20			2,142	100	3,858	100	31
TOTAL	82	72	10										
<b>FORD HEIGHTS SCHDDL DISTRICT 169</b>													
ATTENDANCE OFFICERS	3	3		14,460 Y			25	14,960 Y	2,448	100	4,050		111
BOOKKEEPERS	3	3		28,562 Y			25	27,082 Y	2,448	100	4,050		111
BUS DRIVERS			4		8.00 H								
CLERKS	6	6		14,250 Y	15,732 Y			16,232 Y	2,448	100	4,050		111
COOKS	6	6		10,230 Y	15,263 Y			15,763 Y	2,448	100	4,050		111
OTHER FOOD SERVICE	1	1		35,936 Y				36,436 Y	2,448	100	4,050		111
CUSTODIANS	14	14		16,673 Y	26,799 Y			27,299 Y	2,448	100	4,050		111
LIBRARY AIDES	3	3		10,345 Y	12,310 Y	5		12,810 Y	2,448	100	4,050		111
MAINTENANCE WORKERS	1	1		42,198 Y				42,690 Y	2,448	100	4,050		111
SECRETARIES	1	1		29,567 Y				30,067 Y	2,448	100	4,050		111
TEACHER AIDES	20	20		10,345 Y	12,310 Y	5		12,810 Y	2,448	100	4,050		111
OTHER ED SUPPORT STAFF	1	1		28,673 Y				30,073 Y	2,448	100	4,050		111
TOTAL	59	59	4										

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	**	MAX SALARY D	**	PG	LONG. D YR	HIGH. **	MEMBER D YR	INSUR. PAID	BD	FAMILY INSUR. PAID	BD	PROVISION	POLICIES

CHICAGO HEIGHTS SCHOOL DIST 170

ATTENDANCE OFFICERS	1	1				23,521 Y												
BOOKKEEPERS	2	2		24,041 Y		33,278 Y												
BUS DRIVERS	13	13		8.30 H		9.54 H												
OTHER TRANSPORTATION	1	1		20,000 Y		20,000 Y												
CLERKS	2	2		13,132 Y		13,132 Y												
COOKS	38	38		5.35 H		8.20 H		5	8.50	H	25							
OTHER FOOD SERVICE	2	2		29,671 Y		44,189 Y												
CUSTODIANS	26	26		32,855 Y		32,855 Y		3										
HEALTH AIDES	2	2		11,053 Y		11,053 Y												
LIBRARY AIDES	8	7	1	8,623 Y		10,616 Y		4	12,873	Y	21							
MAINTENANCE WORKERS	6	6		33,067 Y		35,190 Y		3	37,822	Y	17							
SECRETARIES	19	19		12,130 Y		32,708 Y		11		0								
SECURITY	2	2		U		2,834 Y												
TEACHER AIDES	40	40		8,623 Y		10,616 Y		4	13,670	Y	12							
OTHER ED SUPPORT STAFF	1	1		10,471 Y		10,471 Y												
TOTAL	161	160	1															

OAK PARK & RIVER FOREST DIST 200

BOOKKEEPERS	2	2		49,802 Y		63,187 Y												
CLERKS	10	10		9.33 H		17.19 H		20	5									
COOKS	4	4		8.48 H		10.13 H												
OTHER FOOD SERVICE	9	9		8.00 H		9.25 H												
CUSTODIANS	29	29		15.01 H		15.01 H												
ENGINEERS	8	8		18.38 H		19.45 H												
HEALTH ASSISTANTS	2	1	1	19,428 Y		32,564 Y												
LIBRARY AIDES	4	4		9.33 H		15.59 H		20	2									
MAINTENANCE WORKERS	7	7		16.74 H		16.74 H												
SECRETARIES	38	38		9.33 H		16.37 H		20	3									
SECURITY	10	10		16,478 Y		45,450 Y												
TEACHER ASSISTANTS	20	20		9.33 H		15.59 H		20	2									
OTHER ED SUPPORT STAFF	17	17		8.93 H		17.19 H												
TOTAL	158	157	20															

J S MORTON H S DISTRICT 201

BOOKKEEPERS	2	2		19,360 Y		31,728 Y												
CLERKS	26	26		17,904 Y		38,298 Y												
COOKS	4	4		11.84 H		13.18 H												
OTHER FOOD SERVICE	48	12	36	7.25 H		9.18 H												
CUSTODIANS	33	33		25,025 Y		33,219 Y		20										
ENGINEERS	1	1		58,520 Y		58,520 Y												
HEALTH AIDES	4	4		15.53 H		15.85 H												
MAINTENANCE WORKERS	28	28		27,246 Y		37,536 Y		20										

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLD, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-86 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	D	**	YR	PG	HIGH. LONG.	**	D	YR	MEMBER INSUR.	BD PAID	FAMILY INSUR.	BD PAID	POLICIES PROVISION
<b>J S MORTON H S DISTRICT 201</b>																			
SECRETARIES	37	37		17,904	Y	32,419	Y	51			33,619	Y	51		1,987	100	5,411	95	2 1 1 112
SECURITY	35	35		6,55	H	13,48	H								1,987	100	5,411	95	2 1 1 113
TEACHER AIDES	36	36		6,55	H	13,48	H								1,987	100	5,411	95	2 1 1 113
OTHER ED SUPPORT STAFF	9	9													1,987	100	5,411	95	1 1 1 11
TOTAL	281	221	40																
<b>EVANSTON TWP H S DIST 202</b>																			
OTHER FOOD SERVICE	23	2	21	9.12	H	11.02	H	1	1						4,080	100	10,822	81	3 1 15
CUSTODIANS	34	34		14.48	H	17.97	H	1	1		18.70	H	30		4,080	100	10,822	81	3 1 115
ENGINEERS	9	9		22.75	H	26.93	H	1	1		27.08	H	20		4,080	100	10,822	81	3 1 115
LIBRARY AIDES	7	7		1,727	M	3,292	M	13	13		1,500	Y	25		4,080	100	10,822	81	3 1 13
MAINTENANCE WORKERS	4	4		15.93	H	23.93	H	1	1		24.57	H	25		4,080	100	10,822	81	3 1 1
SECRETARIES	38	35	4	1,880	M	2,986	M	10	10		1,500	Y	25		4,080	100	10,822	81	3 1 13
SECURITY	27	23	4	2,129	M	2,780	M	11	11		875	Y	22		4,080	100	10,822	81	3 1 13
TEACHER AIDES	36	33	3	1,727	M	3,292	M	10	10		1,500	Y	25		4,080	100	10,822	81	3 1 13
OTHER ED SUPPORT STAFF	49	48	3	1,415	M	3,883	M	17	17		1,500	Y	25		4,080	100	10,822	81	3 1 13
TOTAL	228	193	35																
<b>NEW TRIER TWP H S DIST 203</b>																			
BOOKKEEPERS	6	6		10.62	H	15.62	H	11	3		15.93	H	12		2,702	80	6,751	80	31 1 13
CLERKS	19	19		8.56	H	13.56	H	11	3		13.83	H	12		2,702	90	6,751	80	31 1 13
CUSTODIANS	41	41		10.58	H	17.26	H	15	2		15.93	H	12		2,702	80	6,751	80	31 1 13
HEALTH ASSISTANTS	2	2		12.68	H	15.62	H	11	2		15.93	H	12		2,702	90	6,751	80	31 1 13
LIBRARY AIDES	8	8		10.62	H	15.62	H	11	3		15.93	H	12		2,702	80	6,751	80	31 1 13
MAINTENANCE WORKERS	12	12		14.89	H	23.98	H	7	6		15.93	H	12		2,702	90	6,751	80	31 1 13
SECRETARIES	33	33		11.65	H	15.62	H	11	2		15.93	H	12		2,702	80	6,751	80	31 1 13
SECURITY	22	17	5	9.59	H	12.53	H	11	1		12.78	H	12		2,702	90	6,751	80	31 1 13
TEACHER AIDES	17	17		9.59	H	14.59	H	11	3		14.88	H	12		2,702	90	6,751	80	31 1 13
OTHER ED SUPPORT STAFF	8	8		10.62	H	15.62	H	11	3		15.93	H	12		2,702	90	6,751	80	31 1 13
TOTAL	188	183	5																
<b>LYONS TWP H S DIST 204</b>																			
BOOKKEEPERS	1	1		9.45	H	13.03	H	14							2,853	82	6,573	78	1 1
CUSTODIANS	36	36		10.46	H	15.34	H	5	5						2,853	82	6,573	78	1 1 114
HEALTH AIDES	2	2		7.60	H	11.94	H	15	15						2,853	98	6,573	66	1 1 13
LIBRARY AIDES	2	2		7.60	H	11.94	H	15	15						2,853	98	6,573	66	1 1 13
MAINTENANCE WORKERS	14	14		12.36	H	17.25	H	5	5						2,853	82	6,573	78	1 1 114
SECRETARIES	57	57		6.53	H	15.49	H	14							2,853	62	6,573	78	1 1
SECURITY	13	12	11	6.53	H	8.99	H	14							2,853	82	6,573	78	1 1
TEACHER AIDES	47	47	2	7.60	H	11.94	H	15	15						2,853	82	6,573	78	1 1 1
OTHER ED SUPPORT STAFF	33	33	1	6.53	H	17.54	H	14							2,853	98	6,573	66	1 1 13
TOTAL	205	204	14																

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLD, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

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CTY NAME DF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. LONG. D	** YR	MEMBER INSUR.	% PAID	BD INSUR.	FAMILY PAID	% BO PAID	POLICIES PROVISION											
																A	B	C	D	E	F	G	H	I	J	K	L
<b>THORNTON TWP H S DIST 205</b>																											
MAINTENANCE WDRKRS	16	16		13.60	H	15.15	H				2,390	100	100	4,063	100	3	1	113									
SECRETARIES	86	86		305	W	700	W	20	3		2,390	100	100	4,063	100	3	1	111									
TEACHER AIDES	55	54	1	15,850	Y	20,575	Y	10	3		2,390	100	100	4,063	100	3	1	1113									
OTHER ED SUPPORT STAFF	13	13		27,825	Y	57,125	Y				2,390	100	100	4,063	100	3		11									
TOTAL	170	169	1																								
<b>BLOOM TWP HIGH SCH DIST 206</b>																											
ATTENDANCE OFFICERS	1	1		7.61	H	23	H	23		11.21	H	23		7,273	100	33		1113									
BODKKEEPERS	5	5		9.49	H	15.48	H	26	26		2,407	100	100	7,273	100	93		1113									
CODKS	3	3		7.82	H						2,407	100	100	7,273	100	87		1115									
OTHER FOOD SERVICE	30	25	5	7.24	H	16.23	H				2,407	100	100	7,273	100	87		1115									
CUSTODIANS	41	41	2	29,481	Y						1,888	100	100	5,137	100			1115									
ENGINEERS	2	2		32,263	Y													1115									
HEALTH AIDES	1	1		27,438	Y	33,228	Y	21	20		2,407	100	100	7,273	100	60		3									
LIBRARY AIDES	2	2		11,380	Y	22,360	Y	14	13		2,407	100	100	7,273	100	33		3									
SECRETARIES	27	27		7.61	H	13.70	H	26	26		2,407	100	100	7,273	100	33		3									
SECURITY	23	4	19	8.25	H	12.00	H				2,407	100	100	7,273	100	33		3									
TEACHER AIDES	19	19		11,380	Y	22,360	Y	14	13		2,407	100	100	7,273	100	60		3									
OTHER ED SUPPORT STAFF	11	9	2	6.00	H	53,000	Y																				
TOTAL	165	139	28																								
<b>MAINE TOWNSHIP H S DIST 207</b>																											
ARCHITECTS	1	1		92,050	Y						3,272	100	100	9,386	100	2	1	1111									
BODKKEEPERS	3	3		1,920	M	2,540	M			2,600	M			9,386	80	3		1111									
CLERKS	28	28		1,700	M	2,760	M			2,820	M			9,386	80	3		1111									
CUSTODIANS	110	110		1,889	M	3,281	M	9	9		3,272	95	95	9,386	80	3		1111									
SECRETARIES	83	83		1,920	M	3,740	M			3,800	M	20	20	9,386	80	3		1111									
SECURITY	6	6		1,733	M	2,934	M			2,993	M	20	20	9,386	80	3		1111									
TEACHER AIDES	31	31		13,870	Y	20,720	Y	8	8		3,272	95	95	9,386	80	3		1113									
OTHER ED SUPPORT STAFF	62	62		1,700	M	2,760	M			2,820	M	20	20	9,386	80	3		1111									
TOTAL	324	324																									
<b>PROVID TWP H S DIST 208</b>																											
ATTENDANCE OFFICERS	2	2		31,282	Y						2,525	100	100	4,295	100			5									
BUS DRIVERS	1	1		36,468	Y	5				36,468	Y	5		4,295	100	1		5									
CUSTODIANS	54	54		25,544	Y	27,351	Y	1	1		2,525	100	100	4,295	100	1		5									
HEALTH AIDES	2	2		23,179	Y						2,525	100	100	4,295	100			5									
HEALTH ASSISTANTS	2	2		9.69	H	11.51	H	4	4		2,525	100	100	4,295	100			5									
LIBRARY AIDES	3	3		15,998	Y	25,993	Y	1	4		2,525	100	100	4,295	100			5									
MAINTENANCE WORKERS	14	14		28,933	Y	40,251	Y	5	5		2,525	100	100	4,295	100	1		5									
SECRETARIES	55	55		15,998	Y	25,993	Y	1	4		2,525	100	100	4,295	100			5									
SECURITY	44	33	11	9.69	H	11.51	H	4	4		2,525	100	100	4,295	100			5									

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
\*\* D=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-88 \*

CTY NAME OF OISTRIC	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% PAID	BD	FAMILY INSUR.	% PAID	BD	POLICIES PROVISION
PROVISO TWP H S DIST 209																		
TEACHER AIDES	13	13				9.69	H	1	4	11.51	H	4	2,525	100	4,295	100		5
OTHER ED SUPPORT STAFF	6	6				26,588	Y			59,912	Y		2,525	100	4,295	100		
TOTAL	198	183	13															
TOWNSHIP H S DIST 211																		
ATTENDANCE OFFICERS	12	12		9.20	Y	12.90	H						2,417	100	6,118	100		31
BOOKKEEPERS	15	15		21,600	Y	45,284	Y						2,417	100	6,118	100		31
BUS DRIVERS	111	38	73	11.00	H	14.50	Y	5					2,417	100	6,118	100		31
CLERKS	78	75	1	8.14	H	15.03	H						2,417	100	6,118	100		31
COOKS	5	5		9.55	H	14.25	H						2,417	100	6,118	100		31
OTHER FOOD SERVICE	87	27	80	7.25	H	13.10	H						2,417	100	6,118	100		31
CUSTODIANS	88	85	3	10.94	H	16.74	H	4	2				2,417	100	6,118	100		31
HEALTH AIDES	5	5		10.42	H	15.03	H						2,417	100	6,118	100		31
LIBRARY AIDES	27	24	3	13.64	H	24.31	H	4	6				2,417	100	6,118	100		31
MAINTENANCE WORKERS	68	68		13.64	H	15.03	H						2,417	100	6,118	100		31
MECHANICS	11	11		25,718	Y	52,752	Y						2,417	100	6,118	100		31
SECRETARIES	55	55		21,600	Y	45,284	Y						2,417	100	6,118	100		31
TEACHER ASSISTANTS	81	79	2	10.41	H	16.07	H	17					2,417	100	6,118	100		31
OTHER ED SUPPORT STAFF	114	81	33	19,104	Y	71,352	Y						2,417	100	6,118	100		31
TOTAL	755	580	175															11
LEYDEN COMM H S DIST 212																		
ATTENDANCE OFFICERS	4	2	2	9.70	H	13.80	H	10	11				2,745	100	4,058	100		11112
BOOKKEEPERS	2	2		13.19	H	20.78	H	12	14				2,745	100	4,058	100		1111
BUS DRIVERS	25	25		11.60	H	15.66	H						2,745	100	4,058	100		111
OTHER TRANSPORTATION	5	4	1	9.15	H	18.22	H	3	3				2,745	100	4,058	100		11115
CLERKS	12	2	10	9.70	H	17.75	H	12	13				2,745	100	4,058	100		11112
COOKS	3	3		8.37	H	9.59	H	3	3				2,745	100	4,058	100		11112
OTHER FOOD SERVICE	23	1	22	7.65	H	9.22	H	3	3				2,745	100	4,058	100		11112
CUSTODIANS	25	25		13.51	H	16.64	H						2,745	100	4,058	100		11115
ENGINEERS	5	5											2,704	100	4,058	100		1111
HEALTH AIDES	2	2		26,454	Y	42,719	Y						2,745	100	4,058	100		1111
MAINTENANCE WORKERS	19	19		16.28	H	18.68	H	3	3				2,745	100	4,058	100		11115
MECHANICS	1	1		17.55	H	19.68	H	3	3				2,745	100	4,058	100		11115
SECRETARIES	20	17	3	11.08	H	22.48	H	13	14				2,745	100	4,058	100		11115
SECURITY	12	12		11.08	H	16.64	H	10	11				2,745	100	4,058	100		11112
TEACHER AIDES	11	11		11.08	H	15.80	H	10	11				2,745	100	4,058	100		11112
OTHER ED SUPPORT STAFF	34	18	22	9.75	H	24.38	H	13	14				2,745	100	4,058	100		11112
TOTAL	203	124	85															11112
TOWNSHIP HIGH SCHDOL DIST 214																		
ATTENDANCE OFFICERS	18	18		11.43	H	16.27	H	9	1				3,036	100	3,096	92	3	1

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLD, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-86 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	**	D YR	PG	HIGH. LONG. D YR	**	% MEMBER PAID INSUR.	% FAMILY INSUR.	% BO PAID	POLICIES PROVISION
TOWNSHIP HIGH SCHOOL DIST 214															
BOOKKEEPERS	1			12.37 H		17.60 H	9	1				3,038	100	3,098	92 3 1 1113
CLERKS	28	24	4	9.77 H		15.64 H	9	4				3,038	100	3,098	92 3 1 1113
COOKS	7	6	1	8.80 H		12.54 H		1				3,038	100	3,098	92 3 1 1 11
OTHER FOOD SERVICE	50	1	49	6.00 H		12.54 H	4	4				3,038	100	3,098	92 3 1 1 11
CUSTODIANS	78	78		13.14 H		17.45 H	5	2				3,038	100	3,098	87 3 1 1113
ENGINEERS	10	10		20.71 H		23.59 H	1	2				3,038	100	3,098	87 3 1 1113
LIBRARY AIDES	14	11	3	11.43 H		16.27 H	9	1				3,038	100	3,098	92 3 1 1113
MAINTENANCE WORKERS	43	43		16.72 H		23.79 H	1	4				3,038	100	3,098	87 3 1 1113
MECHANICS	1	1		21.49 H		23.59 H	1	1				3,038	100	3,098	87 3 1 1113
SECRETARIES	91	91		10.99 H		18.30 H	9	5				3,038	100	3,098	92 3 1 1113
SECURITY	66	53	13	11.43 H		16.27 H	9	1				3,038	100	3,098	92 3 1 1113
TEACHER AIDES	44	43	1	10.99 H		16.27 H	9	2				3,038	100	3,098	92 3 1 1113
TEACHER ASSISTANTS	108	91	15	11.43 H		16.92 H	9	2				3,038	100	3,098	92 3 1 1113
OTHER ED SUPPORT STAFF	39	38	1	11.43 H		18.30 H	9	4				3,038	100	3,098	92 3 1 1113
TOTAL	597	510	87												

THORNTON FRACTIONAL T H S D 215

ATTENDANCE OFFICERS	2	2		12.00 H		13.20 H	3					2,349	100	8,228	100 31 11
CLERKS	7	7	1	9.00 H		12.51 H	25			16.20 H	26	2,349	100	8,228	100 31 111
COOKS	2	2		9.50 H		15.12 H	6					2,349	100	8,228	100 31 11
OTHER FOOD SERVICE	1	1	26	5.50 H		10.00 H	14					2,349	100	8,228	100 31 11
CUSTODIANS	7	7	7	6.30 H		11.50 H	1					2,349	100	8,228	100 31 11
MAINTENANCE WORKERS	8	8		11.00 H		16.80 H	11					2,349	100	8,228	100 3 11
SECRETARIES	17	17		9.00 H		13.32 H	20					2,349	100	8,228	100 3 111
TEACHER AIDES	7	7		.62 D		.71 D	4					2,349	100	8,228	100 3 11
TOTAL	51	51	34												

COMMUNITY HIGH SCHOOL DIST 218

BOOKKEEPERS	3	3		22,194 Y		26,686 Y	12	5		27,136 Y	20	2,852	100	4,824	3 113
CUSTODIANS	53	53		11,73 H		14,32 H	1	3		13.83 H	3	2,852	100	4,824	75 3 113
ENGINEERS	3	3		37,785 Y		42,284 Y						2,852	100	4,824	75 3 11
MAINTENANCE WORKERS	8	8		12,13 H		14,32 H	1	3		0		2,852	100	4,824	75 3 113
SECRETARIES	55	54	1	16,216 Y		28,330 Y	12	5		28,780 Y	20	2,852	100	4,824	3 113
SECURITY	11	11		14,984 Y		36,362 Y						2,852	100	4,824	3 113
TEACHER ASSISTANTS	30	28	2	10,481 Y		13,705 Y	10	4		14,610 Y	16	2,852	100	4,824	3 113
OTHER ED SUPPORT STAFF	34	34										2,852	100	4,824	3 113
TOTAL	197	194	3												

NILES TWP COMM HIGH SCH DIST 219

BOOKKEEPERS	2	2		14,75 H		18.23 H	11					2,978	100	7,495	85 112
CLERKS	52	52		9.83 H		15.28 H	11	4				2,978	100	7,495	85 112
CUSTODIANS	21	21		13.35 H		19.40 H	4	2				2,978	100	7,495	85 112

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05/20/98  
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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

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CITY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	**	D YR	PG	HIGH. LONG.	**	D YR	MEMBER INSUR.	BD PAID	FAMILY INSUR.	BD PAID	POLICIES PROVISION	
																		AB
<b>RICH TWP H S DISTRICT 227</b>																		
CUSTODIANS	24	23	1	10.50	H	13.75	H	8	1	14.05	H	10	2,129	83	4,023	3	1	113
LIBRARY AIDES	6	6		8.44	H	10.05	H	8	1	10.35	H	10	2,139	70	4,023	3	1	113
MAINTENANCE WORKERS	9	9		10.80	H	14.05	H	8	1	14.35	H	10	2,139	83	4,023	79	3	113
MECHANICS	1	1		11.58	H	13.33	H	8	1	13.68	H	10	2,139	83	4,023	79	3	113
SECRETARIES	19	17	2	8.44	H	13.80	H	8	5	13.90	H	10	2,139	83	4,023	79	3	113
SECURITY	6	6		7.72	H	8.77	H	8	1	9.07	H	10	2,139	70	4,023	3	1	113
TEACHER AIDES	43	43		9.80	H	11.00	H	8	1	11.30	H	10	2,139	70	4,023	3	1	113
OTHER ED SUPPORT STAFF	18	18		17,000	Y	53,750	Y						2,168	89	4,023	89	3	1
TOTAL	185	160	25															
<b>BREMEN COMM H S DISTRICT 228</b>																		
BOOKKEEPERS	2	2		28,589	Y	37,137	Y	15	1	38,137	Y	25	2,800	95	8,577	95		11
CLERKS	2	2		17,980	Y	23,561	Y	15	1	24,561	Y	25	2,800	95	8,577	95		11
OTHER FOOD SERVICE	16	16		11.16	H	14.94	H	4	1									1
CUSTODIANS	34	34		23,221	Y	31,071	Y	4	2	32,071	Y	25	2,800	95	8,577	95		11
ENGINEERS	8	8		33,609	Y	46,149	Y	8	2	47,149	Y	25	2,800	95	8,577	95		11
LIBRARY AIDES	4	4		17,980	Y	23,561	Y	15	1	24,561	Y	25	2,800	95	8,577	95		11
MAINTENANCE WORKERS	9	9		25,887	Y	33,539	Y	4	1	34,539	Y	25	2,800	95	8,577	95		11
SECRETARIES	30	30		21,843	Y	28,904	Y	15	1	29,904	Y	25	2,800	95	8,577	95		11
OTHER ED SUPPORT STAFF	17	17		12,844	Y	42,179	Y	8	1	43,179	Y	25	2,800	95	8,577	95		11
TOTAL	122	106	16															
<b>OAK LAWN COMM H S DIST 229</b>																		
BOOKKEEPERS	2	2		7.00	H	17.25	H						2,419	100	9,732	80		11
CUSTODIANS	14	11	3	8.00	H	15.11	H			15.55	H		2,419	100	9,732	80		11
ENGINEERS	1	1		68,810	Y								2,419	100	9,732	80		11
HEALTH AIDES	2	2		6.50	H	13.00	H											11
LIBRARY AIDES	3	3		6.50	H	10.10	H											11
MAINTENANCE WORKERS	11	11		10.00	H	18.05	H						2,419	100	9,732	80		11
SECRETARIES	18	18		7.00	H	17.25	H						2,419	100	9,732	80		11
SECURITY	8	8		6.50	H	10.10	H											11
TEACHER AIDES	10	10		7.00	H	12.35	H						2,419	100	9,732	80		11
OTHER ED SUPPORT STAFF	6	6		7.00	H	61,770	Y						2,419	100	9,732	80		11
TOTAL	73	48	27															
<b>CONS HIGH SCHOOL DISTRICT 230</b>																		
BOOKKEEPERS	1	1		9.84	H	14.89	H	12	1	10.00	Y	17	3,406	64	8,421	69	1	1113
OTHER TRANSPORTATION	1	1		9.26	H	13.71	H	12	1	10.00	Y	17	3,406	64	8,421	69	1	1113
CLERKS	15	14	1	8.35	H	13.71	H	12	4	10.00	Y	17	3,406	64	8,421	69	1	1113
COOKS	3	3		8.38	H	11.07	H	6	1				3,406	87	8,421	87	1	115
OTHER FOOD SERVICE	44	16	28	7.57	H	10.31	H	6	2				3,406	87	8,421	87	1	115
CUSTODIANS	53	52	1	9.98	H	15.22	H	7	1				3,406	84	8,421	84	1	1113

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLLO, STATE SUPERINTENDENT OF EDUCATION  
NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CITY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	O SALARY	MAX SALARY	O YR	PG	HIGH. LONG.	** O YR	MEMBER INSUR.	% BO PAIO	FAMILY INSUR.	% BO PAIO	POLICIES PROVISION										
															A	B	C	D	E	F	G	H	I	J	K
<b>CONS HIGH SCHOOL DISTRICT 230</b>																									
MAINTENANCE WORKERS	27			10.31	H	19.30	H	7	3				84	8,421	84	1	1113								
SECRETARIES	54	47	7	8.35	H	18.99	H	12	8	10.00	Y	17	3,408	84	8,421	84	1	1113							
SECURITY	2		2			7.08	H										3								
TEACHER AIOES	30	28	2	8.35	H	13.71	H	12	4	10.00	Y	17	3,408	84	8,421	89	1	1113							
OTHER EO SUPPORT STAFF	49	39	10	8.81	H	34.88	H	12	4	10.00	Y	17	3,408	84	8,421	69	1	1113							
TOTAL	279	228	51																						
<b>HOMEWOOD FLOSSMOOR C H S O 233</b>																									
BOOKKEEPERS	3	3		8.80	H	17.00	H			18			860	100	2,400	25	31								
CLERKS	11	11		8.50	H	14.00	H			22			860	100	2,400	25	31								
HEALTH ASSISTANTS	1	1				13.00	H						860	100	2,400	12	31								
LIBRARY AIOES	1	1		8.50	H	12.00	H						860	100	2,400	25	31								
MAINTENANCE WORKERS	14	14		15.80	H	19.88	H						860	100	2,400	50	3								
SECRETARIES	21	21		7.50	H	17.00	H						860	100	2,400	25	31								
SECURITY	5	5		9.00	H	15.00	H						860	100	2,400	12	31								
TEACHER AIOES	12	12		8.00	H	16.00	H						860	100	2,400	12	31								
OTHER EO SUPPORT STAFF	10	8	1	8.50	H	16.50	H						860	100	2,400	25	31								
TOTAL	78	77	1																						
<b>CITY OF CHICAGO SCHOOL OIST 289</b>																									
ARCHITECTS	1			38,313	Y	53,939	Y	6	1				2,090	84	5,054	92	3								
ATTORNEYS	23			38,145	Y	80,018	Y	7	14				2,090	84	5,054	92	3								
BOOKKEEPERS	21			22,202	Y	33,120	Y	3	5	42,228	Y	20	2,090	84	5,054	92	3								
OTHER TRANSPORTATION	67					3,432	M			0			2,090	84	5,054	92	3								
CLERKS	1049			17,702	Y	22,554	Y	3	3	27,710	Y	20	2,090	84	5,054	92	3								
COOKS	405			7.84	H	9.87	H						2,090	84	5,054	92	3								
OTHER FOOD SERVICE	334			17,985	Y	28,972	Y						2,090	84	5,054	92	3								
CUSTOOIANS	1829			20,808	Y	23,158	Y						2,090	84	5,054	92	3								
ENGINEERS	720			42,427	Y	60,397	Y						2,090	84	5,054	92	3								
HEALTH AIOES	22			15,291	Y	16,902	Y	3	1	20,347	Y	20	2,090	84	5,054	92	3								
LIBRARY AIOES	37			19,501	Y	21,493	Y	3	1	26,351	Y	20	2,090	84	5,054	92	3								
SECRETARIES	55			23,280	Y	36,508	Y	3	5	46,545	Y	20	2,090	84	5,054	92	3								
SECURITY	589			14,598	Y	16,013	Y	3	1	19,430	Y	20	2,090	84	5,054	92	3								
TEACHER ASSISTANTS	1813			14,688	Y	16,182	Y	3	1	19,852	Y	20	2,090	84	5,054	92	3								
TOTAL	6965																								
<b>ELMWOOD PARK C U SCH OIST 401</b>																									
ATTENDANCE OFFICERS	1		1			7.31	H						2,990	90	9,504	60	111								
BOOKKEEPERS	3		3			12.10	H						2,990	90	9,504	60	111								
CLERKS	8		4			7.31	H						2,990	90	9,504	60	111								
CUSTOOIANS	16		3	13.25	H	14.53	H						2,990	90	9,504	65	1113								
HEALTH AIOES	2		2			18,000	Y						2,990	90	9,504	60	111								

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDEENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUOY 1985-98 \*

CTY NAME OF OISTRIC	IMRF	FULL TIME	PART TIME	BEG SALARY	MAX SALARY	O YR	PG	HIGH. LONG.	** D YR	MEMBER INSUR.	% BO PAIO	FAMILY INSUR.	% BO PAIO	POLICIES PROVISION											
														ABC	DEF	GHI	JKL	MNO	OPQ	RST	UVW	XYZ	1	2	3
<b>ELMWOOD PARK C U SCH DIST 401</b>																									
LIBRARY AIDES	4	2			7.86 H					2,990	90	9,504	60	111											
MAINTENANCE WORKERS	8	8		13.95 H	15.23 H					2,990	90	9,504	65	3											
SECRETARIES	8	8			12.04 H					2,990	90	9,504	60	111											
TEACHER AIDES	19	18								2,990	90	9,504	60	111											
OTHER ED SUPPORT STAFF	3	3			19,350 Y					2,990	90	9,504	60	111											
TOTAL	73	61	12																						
<b>PROVISO AREA EXCEPTIONAL CHILD</b>																									
BOOKKEEPERS	5	5		16,854 Y	31,142 Y	18		32,342 Y	19	2,522	100	4,441	85	111											
OTHER TRANSPORTATION	1		1		9.50 H									111											
COOKS	2	2		11.58 H	12.28 H					2,552	100	4,441	85	111											
CUSTODIANS	4	4		28,548 Y	36,735 Y					2,522	100	4,441	85	111											
HEALTH AIDES	2	1	1		12.28 H					2,522	100	4,441	85	111											
SECRETARIES	8	8		15,719 Y	28,210 Y	18		29,410 Y	19	2,522	100	4,441	85	111											
TEACHER AIDES	60	60			11,828 Y			13,028 Y	11	2,522	100	4,441	85	111											
OTHER ED SUPPORT STAFF	6	6		28,388 Y	48,458 Y	17		2,500 Y	26	2,522	100	4,441	85	111											
TOTAL	88	88	2											111											
<b>NW SUBURBAN SPEC EDUC ORG</b>																									
BOOKKEEPERS	4	3	1	10.02 H	26.17 H	24				3,403	100	3,524	111	111											
OTHER TRANSPORTATION	1	1		12.23 H	16.24 H	12				3,403	100	3,524	111	111											
CLERKS	8	6	2	9.47 H	18.77 H	18				3,403	100	3,524	111	111											
COOKS	1	1		7.48 H	16.86 H	20				3,403	100	3,524	111	111											
OTHER FOOD SERVICE	2	1	1	7.48 H	14.25 H	10				3,403	100	3,524	111	111											
CUSTODIANS	11	7	4	9.72 H	22.03 H	14				3,403	100	3,524	111	111											
HEALTH AIDES	1	1		7.48 H	8.36 H	3				3,403	100	3,524	111	111											
LIBRARY AIDES	1	1		7.48 H	13.79 H	4				3,403	100	3,524	111	111											
MAINTENANCE WORKERS	3	3		13.88 H	22.03 H	14				3,403	100	3,524	111	111											
SECRETARIES	20	19	1	9.90 H	20.92 H	15				3,403	100	3,524	111	111											
TEACHER AIDES	138	134	4	7.48 H	17.23 H	22				3,403	100	3,524	111	111											
TEACHER ASSISTANTS	148	45	3	11.71 H	23.34 H	25				3,403	100	3,524	111	111											
TOTAL	238	222	16											1113											
<b>018 SYCAMORE C U SCHOOL DIST 427</b>																									
ATTENDANCE OFFICERS	1	1			9.32 H	17				2,799	100	3,525	25	3											
BOOKKEEPERS	2	2		11.95 H	12.90 H	18				2,799	100	3,525	25	3											
BUS DRIVERS	24	24	10	15.00 H	16.00 H									11											
OTHER TRANSPORTATION	1	1		42,131 Y	24					2,799	100	3,525	25	3											
OTHER FOOD SERVICE	7	14	3	6.00 H	10.26 H	15				2,799	100	3,525	25	3											
CUSTODIANS	17	14	3	6.00 H	12.06 H	24				2,799	100	3,525	25	3											
HEALTH AIDES	3	3		5.82 H	6.49 H	5				2,799	100	3,525	25	3											
LIBRARY AIDES	5	5		6.30 H	9.96 H	17				2,799	100	3,525	25	3											

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. LONG. D	** YR	MEMBER INSUR.	BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION
<b>SYCAMORE C U SCHOOL DIST 427</b>															
MAINTENANCE WORKERS	2			10.28 H		12.97 H		21			2,799	100	3,525	25	3
MECHANICS	3			40,628 Y		45,000 Y					2,799	100	3,525	25	3
SECRETARIES	19			6.85 H		15.41 H		27			2,799	100	3,525	25	3
SECURITY	1					6.75 H		1			2,799	100	3,525	25	3
TEACHER AIDES	39		8	5.00 H		9.44 H		16			2,799	100	3,525	25	3
TEACHER ASSISTANTS	1		1			6.50 H		1			2,799	100	3,525	25	3
OTHER ED SUPPORT STAFF	4		4	19,418 Y		51,748 Y		23			2,799	100	3,525	25	3
TOTAL	122		109												
<b>DEKALB COMM UNIT SCH DIST 428</b>															
ATTENDANCE OFFICERS	1		1	7.10 H		8.70 H		5	10.00 Y	25	3,100	100	4,045	34	1
BOOKKEEPERS	3		3	9.20 H		11.40 H		5	10.00 Y	25	3,100	100	4,045	34	1
COOKS	12		12	6.79 H		9.08 H		5			3,100	100	4,045	100	1
OTHER FOOD SERVICE	17		17			6.48 H									
CUSTODIANS	30		22	7.80 H		12.81 H		5			3,100	100	4,045	100	1
HEALTH AIDES	8		7	6.35 H		10.42 H		17			3,100	100	4,045	1	1112
LIBRARY AIDES	8		7	6.81 H		10.67 H		17			3,100	100	4,045	1	1112
MAINTENANCE WORKERS	6		6	9.79 H		14.51 H		5		2	3,100	100	4,045	100	1
PLAYGROUND SUPERVISORS	9		9			5.75 H									
SECRETARIES	25		22	6.80 H		9.10 H		5	10.00 Y	25	3,100	100	4,045	34	1
SECURITY	2		1	6.81 H		10.67 H		17			3,100	100	4,045	1	1112
TEACHER AIDES	51		41	6.81 H		10.67 H		17			3,100	100	4,045	1	1112
OTHER ED SUPPORT STAFF	14		9	6.35 H		14.53 H			10.00 Y	25	3,100	100	4,045	100	11
TOTAL	188		131												
<b>020 CLINTON C U SCHOOL DIST 15</b>															
BOOKKEEPERS	1		1			14.01 H					2,492	100	2,855	3	1
BUS DRIVERS	8		22			58.00 D					2,492	100	2,855	3	1
OTHER TRANSPORTATION	1		4			15.28 H					2,492	100	2,855	3	1
CLERKS	6		6	31.00 D		10.45 H					2,492	100	2,855	3	1
COOKS	18		18	5.50 H		5.88 H					2,492	100	2,855	3	1
OTHER FOOD SERVICE	1		1			16.74 H					2,492	100	2,855	3	1
CUSTODIANS	21		19	8.44 H		12.25 H					2,492	100	2,855	3	1
LIBRARY AIDES	8		8	6.12 H		10.22 H					2,492	100	2,855	3	1
MAINTENANCE WORKERS	3		3	13.02 H		15.45 H					2,492	100	2,855	3	1
MECHANICS	1		1			19.37 H					2,492	100	2,855	3	1
SECRETARIES	15		15	6.74 H		14.19 H					2,492	100	2,855	3	1
TEACHER AIDES	37		28	6.00 H		12.34 H					2,492	100	2,855	3	1
OTHER ED SUPPORT STAFF	120		128	7.32 D		20.12 D					2,492	100	2,855	3	1
TOTAL			33												

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-86 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	** D YR PG	HIGH. LONG. D YR	**	MEMBER INSUR. PAID	% BD	FAMILY INSUR. PAID	% BO	POLICIES PROVISION
022 BENSENVILLE SCHODL DISTRICT 2													
BOOKKEEPERS	3	3		12.41 H	15.41 H				2,729	35	3,198	25	3
BUS DRIVERS	14	14	8	11.81 H	13.17 H								11
OTHER TRANSPORTATION	1	1		8.51 H	8.51 H								11
CLERKS	6	6		6.45 H	7.88 H				2,729	35	3,198	25	3
COOKS	9	1	8	6.08 H	11.08 H				2,729	35	3,198	25	113
OTHER FOOD SERVICE					5.75 H								11
CUSTODIANS	14	13	1	7.90 H	10.28 H				2,729	35	3,198	25	3
HEALTH AIDES	4	4		14.00 H	17.91 H				2,729	35	3,198	25	3
HEALTH ASSISTANTS	1	1			8.43 H				2,729	35	3,198	25	3
LIBRARY AIDES	6	5	1	7.32 H	11.06 H				2,729	35	3,198	25	3
MAINTENANCE WORKERS	3	3		13.15 H	16.44 H				2,729	35	3,198	25	3
MECHANICS	2	2		11.32 H	17.83 H				2,729	35	3,198	25	3
PLAYGROUND SUPERVISORS			14	5.30 H	6.28 H								11
SECRETARIES	9	9		8.91 H	17.71 H				2,729	35	3,198	25	3
TEACHER AIDES	17	17		6.45 H	11.69 H				2,729	35	3,198	25	3
TEACHER ASSISTANTS	3	3			8.00 H								11
OTHER ED SUPPORT STAFF	3	2	1	8.18 H	13.60 H								11
TOTAL	95	81	35										3
ADDISON SCHOOL DIST 4													
BOOKKEEPERS	2	2		17,700 Y	31,139 Y	8 8	35,121 Y	15	3,935	100	10,418	44	11
OTHER TRANSPORTATION			12		7.04 H	1 1							
CLERKS	5	4	1	15,954 Y	18,685 Y	5 5			3,935	100	10,418	44	1
OTHER FOOD SERVICE			42	9.57 D	14.94 D	3 3							
ENGINEERS	2	2		44,480 Y	57,580 Y	4 4			3,935	100	10,418	100	11
HEALTH AIDES	8	8		7.29 H	7.85 H	2 2							1
LIBRARY AIDES	1	1			7.78 H	1 1							1
MAINTENANCE WORKERS	6	6		22,508 Y	30,471 Y	8 8			3,935	100	10,418	44	11
SECRETARIES	14	14		19,400 Y	31,140 Y	8 11	39,280 Y	11	3,935	100	10,418	44	1
TEACHER AIDES	25	25		8.88 H	9.87 H	4 4			3,935	68	10,418	25	
OTHER ED SUPPORT STAFF	6	6		8.48 H	9.33 H	4 4			3,935		10,418		
TOTAL	69	68	61										
BLOOMINGDALE SCHOOL DISTRICT 13													
BOOKKEEPERS	2	2		19,200 Y	36,000 Y				2,970	100	4,283	25	1 1
OTHER FOOD SERVICE			4		8.85 H								
CUSTODIANS	10	8	2	7.55 H	18.75 H	15			2,970	100	4,283	25	1 1
LIBRARY AIDES	3	3		11,000 Y	18,500 Y	15			2,970	100	4,283	25	1 1
MAINTENANCE WORKERS	1	1		60,000 Y	60,000 Y	15			2,970	100	4,283	25	1 1
SECRETARIES	9	9		13,000 Y	39,300 Y	22			2,970	100	4,283	25	1 1
TEACHER AIDES	41	33	8	8.85 H	11.85 H	15			2,970	100	4,283	25	1 1
OTHER ED SUPPORT STAFF	1	1			44,585 Y	11			2,970	100	4,283	25	1 1
TOTAL	67	57	14										

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. LONG. D	** YR	MEMBER INSUR.	% PAID	BD	FAMILY INSUR.	% PAID	BD	POLICIES	
																		PROVISION
<b>MARQUARDT SCHOOL DISTRICT 15</b>																		
BOOKKEEPERS	1	1				18.88	H	10			2,100	100		3,050	100		1	11
CLERKS	1	1				11.91	H	7			2,100	100		3,050	100		1	11
COOKS	4	1	3	9.08	H	14.89	H	20			2,100	100		3,050	100		1	11
OTHER FOOD SERVICE			10			9.61	H	1										
CUSTODIANS	11	8	3	7.83	H	18.12	H	25			2,100	100		3,050	100		1	11
HEALTH AIDES	1	1	1			10.02	H	9			2,100	100		3,050	100		1	11
HEALTH ASSISTANTS	1		1			18.24	H	15			2,100	100		3,050	100		1	11
LIBRARY AIDES	4	4		11.39	H	13.43	H	24			2,100	100		3,050	100		1	11
MAINTENANCE WORKERS	3	3		16.81	H	24.95	H	4			2,100	100		3,050	100		1	11
PLAYGROUND SUPERVISORS			7			9.61	H	1										
SECRETARIES	13	8	5	8.32	H	20.76	H	17			2,100	100		3,050	100		1	11
TEACHER AIDES	38		38	7.87	H	11.02	H	12										11
OTHER ED SUPPORT STAFF			1			8.80	H	6										
TOTAL	77	28	69															
<b>KEENEYVILLE SCHOOL DISTRICT 20</b>																		
BOOKKEEPERS	1	1		8.25	H	13.63	H											1
CUSTODIANS	10	9	1			11.08	H											1
HEALTH AIDES	3	3		7.00	H	11.11	H	13										1
LIBRARY AIDES	3	3		7.00	H	11.11	H	13										1
MAINTENANCE WORKERS	2	2		9.38	H	18.32	H											1
SECRETARIES	12	9	3	7.25	H	13.89	H											1
TEACHER AIDES	41	41		7.00	H	11.11	H	13										1
TOTAL	72	68	4															
<b>WEST CHICAGO SCHOOL DIST 33</b>																		
CUSTODIANS	22	21	1	8.80	H	17.42	H				2,563	100		6,885	100		1	13
HEALTH AIOES	7	7		7.65	H	8.45	H	8			9.48	H	15	8.63	H	10		1
LIBRARY AIDES	7	7	7	8.95	H	8.05	H	9			20.33	H	21	9.50	H	7		1
SECRETARIES	20	20									10.16	H	4	10.16	H	4		1
TEACHER AIDES	9	6	8	8.90	H	8.75	H	10										1
TEACHER ASSISTANTS	96	98	11	7.45	H	10.14	H	5										1
OTHER ED SUPPORT STAFF			2			9.15	H											1
TOTAL	181	150	29															
<b>LOMBARD SCHOOL DISTRICT 44</b>																		
BOOKKEEPERS	1	1				13.81	H											1
CLERKS	5	2	3	7.78	H	12.58	H				7.00	Y	25	7.00	Y	25		111
OTHER FOOD SERVICE			31	9.00	H	8.70	H	5										1
CUSTODIANS	20	13	7	8.00	H	15.98	H	5										111
HEALTH AIDES	6	1	5	9.80	H	10.70	H	5										1
LIBRARY AIDES	8		8	8.85	H	10.35	H	5			7.00	Y	16					13

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05/20/98  
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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLD, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** O	MAX SALARY	** D	YR	PG	HIGH. LONG.	** O YR	MEMBER PAID	% BD PAID	FAMILY INSUR.	% PAID	POLICIES
(CDNT.)																
LOMBARD SCHDOL DISTRICT 44	5			15.86	H	16.68	H			7.00	Y	25				111
MAINTENANCE WORKERS	15	14	8	8.50	H	17.22	H			7.00	Y	16				111
SECRETARIES	58		58	8.65	H	10.35	H	5	3	7.00	Y	16			1	13
TEACHER ASSISTANTS	8		8	9.34	H	51.582	Y			700	Y	25				111
OTHER ED SUPPORT STAFF	122	42	116													
TOTAL																
VILLA PARK SCHOOL DIST 45	1	1		24,795	Y	30,238	Y	4	4	31,888	Y	25	2,688	59	3	1 11
BOOKKEEPERS	3	3	1	5.00	H	25,387	Y	4	4	27,037	Y	25	2,688	59	3	1 11
CLERKS	24	22	2	37,309	Y	48,636	Y	6	8	32,740	Y	40	2,688	59	3	1 113
CUSTODIANS	1	1		11,082	Y	12,593	Y	3	3	12,893	Y	18	2,688	59	100	3 1 11
ENGINEERS	5	5		12,513	Y	14,219	Y	3	3	14,519	Y	18	2,688	59	3	1 11
HEALTH ASSISTANTS	7	7		27,950	Y	30,940	Y	4	4	32,940	Y	40	2,688	59	3	1 11
LIBRARY AIDES	2	1	1	7.75	H	10.50	H	5	2						3	1 113
MAINTENANCE WORKERS	25	21	4	14,588	Y	16,588	Y	3	3	16,888	Y	18	2,688	59	3	1 11
PLAYGROUND SUPERVISORS	9	9		14,588	Y	16,588	Y	3	3	16,888	Y	18	2,688	59	3	1 11
SECRETARIES	45	44	2	27,150	Y	30,340	Y	4	4	32,340	Y	40	2,688	59	3	1 11
TEACHER AIDES	2	1	1													
TEACHER ASSISTANTS	124	115	58													
OTHER ED SUPPORT STAFF																
TOTAL																
DOWNERS GROVE GRADE SCH OIST 58	3	3		7.73	H	8.70	H	5	5	22.12	H	27	2,085	100		113
BOOKKEEPERS	5	3	14	5.51	H	6.68	H	5	5	6.86	H	7	2,085	100		113
CLERKS	2	2		5.60	H					846	H	12	2,085			1
COOKS	12	2	10	5.28	H	5.80	H			11.14	H	18	2,085			1
CUSTODIANS	31	32	1													3
OTHER FOOD SERVICE	15	14	5	7.00	H	7.88	H	5	5	11.29	H	10	2,085			13
LIBRARY AIDES	6	6														3
MAINTENANCE WORKERS	30	30		10.00	H	10.00	H	1	1							
PLAYGROUND SUPERVISORS	45	45	17	7.73	H	8.70	H	5	5	14.87	H	22	2,085	100		113
SECRETARIES	10	8	2	7.00	H	7.88	H	5	5	13.01	H	24	2,085			13
TEACHER AIDES	159	145	135													1 11
OTHER ED SUPPORT STAFF																
TOTAL																
WOODRIDGE SCHOOL DIST 68	1	1		36,610	Y											
BOOKKEEPERS	7	7		6.54	H	10.82	H	15	15							81
COOKS	12	12		6.54	H	10.82	H	15	15							
OTHER FOOD SERVICE	14	14		17,049	Y	31,354	Y	22	22							
CUSTODIANS	7	1	6	6.54	H	10.82	H	15	15							5
HEALTH AIDES	7	1	6	6.54	H	10.82	H	15	15							5
LIBRARY AIDES																

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	D SALARY	MAX SALARY	D YR	PG	HIGH. LONG.	** D YR	MEMBER INSUR.	BD PAID	% INSUR.	FAMILY INSUR.	BD PAID	% PAID	POLICIES	
																		PROVISION
<b>WOODRIDGE SCHOOL DIST 88</b>																		
MAINTENANCE WORKERS	1					29,333	Y											
SECRETARIES	14	14		6.59	H	15.68	H	21	21		2,340	100		5,100	91		5	
TEACHER ASSISTANTS	49		49	6.75	H	13.31	H	17	17		2,340	100		5,100	91		5	
OTHER ED SUPPORT STAFF	20	5	15															
TOTAL	132	37	95															
<b>HINSDALE TWP H S DIST 86</b>																		
BOOKKEEPERS	3	2	1	9.00	H	21.53	H				3,261	92		8,290	92		1111	
CLERKS	13	11	2	8.50	H	10.95	H				3,261	92		8,290	92		1111	
CUSTODIANS	13	12	1	8.50	H	15.18	H				3,261	92		8,290	92		1111	
LIBRARY AIDES	9	9		8.50	H	11.88	H				3,261	92		8,290	92		1111	
MAINTENANCE WORKERS	33	33		10.50	H	31.75	H				3,261	92		8,290	92		1111	
SECRETARIES	39	39		8.50	H	27.10	H				3,261	92		8,290	92		1111	
SECURITY	6	6		8.50	H	10.13	H				3,261	92		8,290	92		1111	
TEACHER AIDES	34	31	3	8.50	H	13.45	H				3,261	92		8,290	92		1111	
OTHER ED SUPPORT STAFF	11	10	2	8.50	H	23.52	H				3,261	92		8,290	92		1111	
TOTAL	161	153	9															
<b>GLENBARD TWP H S DIST 87</b>																		
BOOKKEEPERS	3	3		8.22	H	18.41	H	12	12		3,258	90		4,884	50		11111	
CLERKS	49	49		5.98	H	11.01	H	12	12		3,258	90		4,884	50		11111	
CUSTODIANS	75	75		9.97	H	15.34	H	12	12		3,258	90		4,884	50		11115	
MAINTENANCE WORKERS	10	10		15.70	H						3,258	90		4,884	50		11115	
SECRETARIES	94	94		7.00	H	15.15	H	12	12		3,258	90		4,884	50		11115	
TEACHER AIDES	46	46		7.83	H	14.95	H	12	12		3,258	90		4,884	50		11115	
TOTAL	277	277																
<b>DU PAGE HIGH SCHOOL DIST 88</b>																		
BOOKKEEPERS	1	1		14,559	Y	26,575	Y				3,485	75		8,478	62		31	
CLERKS	2	2				22,663	Y				3,485	75		8,478	62		31	
COOKS	1	1				8.94	H				3,485	75		8,478	62		31	
OTHER FOOD SERVICE	2	2		28,328	Y	28,784	Y				3,485	75		8,478	62		31	
CUSTODIANS	37	37		12.35	H	17.23	H	12	12		3,485	77		8,478	70		31	
HEALTH ASSISTANTS	2	2		17,000	Y	22,028	Y				3,485	75		8,478	62		31	
LIBRARY AIDES	12	12		12,000	Y	22,028	Y				3,485	75		8,478	60		3	
MAINTENANCE WORKERS	12	12		15.43	H	17.23	H				3,485	77		8,478	70		31	
SECRETARIES	63	59	4	14,518	Y	45,493	Y				3,485	75		8,478	62		31	
SECURITY	1	1				20,219	Y				3,485	75		8,478	62		31	
TEACHER AIDES	28	22	6	1,961	Y	22,924	Y				3,485	75		8,478	62		31	
OTHER ED SUPPORT STAFF	25	17	8	3,739	Y	89,600	Y				3,485	89		8,478	60		31	
TOTAL	186	168	18															

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
\*\* D=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	MAX SALARY	D YR PG	HIGH. LONG. D YR	MEMBER INSUR.	% PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION															
												A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
<b>GLEN ELLYN C C SCHOOL DIST 88</b>																											
BOOKKEEPERS	2			8.85 H	18.20 H			2,543	90	3,228	80	3															
CLERKS	1			9.50 H	16.54 H			2,543	90	3,228	80	3															
HEALTH AIDES	2		1	7.00 H	11.50 H			2,543	90	3,228	80	3															
LIBRARY AIDES	6		4	7.00 H	11.71 H			2,543	90	3,228	80	3															
SECRETARIES	14		2	8.20 H	18.07 H			2,543	90	3,228	80	3															
TEACHER AIDES	30		11	7.00 H	11.71 H			2,543	90	3,228	80	3															
OTHER ED SUPPORT STAFF	1				58,864 Y			2,543	90	3,228	80	3															
TOTAL	58		18																								
<b>COMMUNITY HIGH SCH DISTRICT 84</b>																											
BOOKKEEPERS	3			10.25 H	18.70 H	18	3	1,585	90	5,412	90	1															
CLERKS	7		1	8.50 H	11.80 H	8	1	1,585	90	5,412	90	1															
CUSTODIANS	16		2	9.75 H	14.00 H	18	4	1,585	90	5,412	90	1															
LIBRARY AIDES	5		1	8.50 H	11.80 H	9	1	1,585	90	5,412	90	1															
MAINTENANCE WORKERS	2		2	14.10 H	18.45 H	9	2	1,585	90	5,412	90	1															
SECRETARIES	6		6	10.00 H	16.02 H	14	2	1,585	90	5,412	90	1															
TEACHER AIDES	18		18	8.40 H	12.00 H	6	1	1,585	90	5,412	90	1															
OTHER ED SUPPORT STAFF	8				11.75 H	7	1	1,585	90	5,412	90	1															
TOTAL	65		61																								
<b>COMMUNITY HIGH SCHOOL DIST 89</b>																											
BOOKKEEPERS	3			9.93 H	15.45 H	13	13	2,282	100	3,784	85	1															
CLERKS	25		1	7.11 H	11.42 H	13	13	2,280	100	5,171	85	1															
CUSTODIANS	38		3	12.18 H	16.37 H	5	5	2,257	100	3,758	100	3															
MAINTENANCE WORKERS	17		17	16.12 H	19.80 H	5	4	2,257	100	3,758	100	3															
MECHANICS	1		1	16.78 H	20.28 H	5	4	2,257	100	3,758	100	3															
SECRETARIES	51		51	9.64 H	14.97 H	13	13	2,292	100	3,784	85	1															
SECURITY	21		19	8.97 H	11.85 H	8	8	2,260	100	4,778	70	1															
TEACHER AIDES	44		2	10.08 H	12.82 H	8	8	2,280	100	4,583	90	1															
OTHER ED SUPPORT STAFF	16		16	9.64 H	87,738 Y																						
TOTAL	216		208																								
<b>FENTON COMM H S DIST 100</b>																											
BOOKKEEPERS	1				36,587 Y			1,259	95	3,573	95	2															
BUS DRIVERS	16		14	11.30 H	13.51 H	4		1,259	95	3,573	95	3															
CLERKS	13		13	8.58 H	14.94 H			1,259	95	3,573	95	3															
CUSTODIANS	15		2	15.68 H	15.95 H		3	1,259	95	3,573	95	3															
HEALTH AIDES	1			8.18 H	12.88 H		11	1,259	95	3,573	95	3															
HEALTH ASSISTANTS	1			8.98 H	12.88 H		11	1,259	95	3,573	95	3															
LIBRARY AIDES	1			8.18 H	12.88 H		11	1,259	95	3,573	95	3															
MAINTENANCE WORKERS	2		2	18.28 H	18.38 H		4	1,259	95	3,573	95	3															
MECHANICS	1			18.28 H	22.80 H		6	1,259	95	3,573	95	3															

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
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CTY NAME OF DISTRICT	IMRF (CONT.)	FULL TIME	PART TIME	BEG SALARY	D	MAX SALARY	D	YR PG	HIGH. LONG.	** D	% MEMBER BD		% FAMILY BD		POLICIES		
											INSUR.	PAID	INSUR.	PAID	PROVISION	ABCD	EFHJ
FENTON COMM H S DIST 100																	
SECRETARIES	8			10.32	H	42.738	Y	11			95	3,573	95	3	1	1	16
SECURITY	6			7.93	H	12.08	H	11			95	3,573	95	3	1	1	13
TEACHER AIDES	4		1	7.93	H	12.08	H	11			95	3,573	95	3	1	1	13
OTHER ED SUPPORT STAFF	4		4	15.15	H	58.181	Y	11			95	3,573	95	3	1	1	16
TOTAL	71		54														
LAKE PARK COMM H S DIST 108																	
ATTENDANCE OFFICERS	3			7.79	H	15.55	H	10			80	3,255	80	1	1	113	
BOOKKEEPERS	1			21.22	H	24.75	H				80	3,255	80	1	1	11	
CLERKS	27		18	7.79	H	17.81	H	10			80	3,255	80	1	1	113	
CUSTODIANS	24		24	11.42	H	16.68	H	7			80	3,255	80	1	1	113	
HEALTH AIDES	2		2	8.85	H	17.30	H	11			80	3,255	80	1	1	113	
LIBRARY AIDES	9		5	6.92	H	14.70	H	10			80	3,255	80	1	1	113	
MAINTENANCE WORKERS	12		12	12.65	H	21.70	H	11			80	3,255	80	1	1	113	
SECRETARIES	13		13	10.69	H	19.80	H	11			80	3,255	80	1	1	113	
SECURITY				11.42	H	16.68	H	7									
TEACHER AIDES	28		6	8.85	H	17.30	H	11			80	3,255	80	1	1	113	
OTHER ED SUPPORT STAFF	7		7	6.92	H	14.70	H	10			80	3,255	80	1	1	113	
TOTAL	126		84														
HINSDALE C SCHOOL DIST 181																	
BOOKKEEPERS	2		2	10.76	H	14.32	H				100	5,690	100	5,690	99	1	1
OTHER TRANSPORTATION	1		1	7.30	H	10.18	H				100	5,690	100	5,690	99	1	1
CLERKS	3		3			12.68	H				100	5,690	100	5,690	99	1	1
CUSTODIANS	15		15	7.00	H	16.70	H				100	5,690	100	5,690	99	1	1
HEALTH ASSISTANTS	2		2	10.00	H	21.29	H				100	5,690	100	5,690	99	1	1
LIBRARY AIDES	7		6	6.75	H	10.76	H				100	5,690	100	5,690	99	1	1
MAINTENANCE WORKERS	5		5	10.50	H	15.33	H				100	5,690	100	5,690	99	1	1
SECRETARIES	23		23	11.08	H	17.06	H				100	5,690	100	5,690	99	1	1
TEACHER AIDES	40		40	6.75	H	12.48	H				100	5,690	100	5,690	99	1	1
OTHER ED SUPPORT STAFF	1		1								100	5,690	100	5,690	99	1	1
TOTAL	99		98														
WESTMONT C U SCHOOL DIST 201																	
CLERKS	2		2	6.72	H	14.90	H				80	6,477	80	6,477	87	1	1
COOKS	7		7	7.64	H	12.69	H				80	6,477	80	6,477	87	1	1
OTHER FOOD SERVICE	14		14	5.84	H	9.09	H				80	6,477	80	6,477	87	1	1
CUSTODIANS	17		17	8.37	H	16.18	H				80	6,477	80	6,477	87	1	1
HEALTH AIDES	1		1	6.88	H	9.23	H				80	6,477	80	6,477	87	1	1
LIBRARY AIDES	3		3	.56	D	.68	D				80	6,477	80	6,477	87	1	1
MAINTENANCE WORKERS	1		1	9.89	H	20.89	H				80	6,477	80	6,477	87	1	1
MECHANICS	2		2	10.64	H	19.80	H				80	6,477	80	6,477	87	1	1

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05/20/88  
NSS85002

ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLD, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-88 \*

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CTY NAME DF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	** D YR PG	HIGH. LONG. D YR	** D YR INSUR.	MEMBER PAID	% BD PAID	FAMILY INSUR. PAID	% BD PAID	POLICIES PROVISION
<b>WESTMONT C U SCHODL DIST 201</b>													
SECRETARIES	14	13	1	6.72 H	14.07 H				2,420	80	6,477	87	1
TEACHER AIDES	19	17	2	.50 D	.59 D				2,420	80	6,477	87	1
TOTAL	80	63	17										
<b>LISLE C U SCH DIST 202</b>													
BOOKKEEPERS	2	2		16,120 Y	36,114 Y		1,500 Y 20		2,858	80	3,995	80	113
CLERKS	3	3		6.75 H	10.35 H		15.00 Y 20		2,858	80	3,995	80	113
CUSTODIANS	13	13	3	8.38 H	14.88 H		15.00 Y 20		2,858	80	3,995	80	113
HEALTH AIDES	2	2		6.75 H	7.95 H		15.00 Y 20		2,858	80	3,995	80	113
LIBRARY AIDES	3	3		6.75 H	10.87 H		15.00 Y 20		2,858	80	3,995	80	113
MAINTENANCE WORKERS	1	1		56,284 Y			1,500 Y 20		2,858	100	3,995	100	11
PLAYGROUND SUPERVISDRS			19	6.00 H	8.95 H		15.00 Y 20		2,858	80	3,995	80	3
SECRETARIES	12	12		6.75 H	12.04 H		15.00 Y 20		2,858	80	3,995	80	113
TEACHER AIDES	27	24	7	6.75 H	9.85 H		15.00 Y 20		2,858	80	3,995	80	113
TOTAL	63	60	28										
<b>NAPERVILLE C U DIST 203</b>													
BOOKKEEPERS	1	1		34,200 Y					2,269	95	6,643	95	11
BUS DRIVERS	108	95	13	10.65 H	12.27 H	5			2,269	95	6,643	95	3
CUSTODIANS	138	138		13.29 H	14.78 H	1			2,269	95	2,269	95	1
MECHANICS	5	5		13.94 H	17.88 H				2,269	95	6,463	95	1
SECRETARIES	151	150	1	6.05 H	14.06 H		14.33 H		2,269	95	6,463	95	1
TEACHER AIDES	302	191	111	8.61 H	9.83 H				2,269	95	6,463	95	1
OTHER ED SUPPORT STAFF	26	26		24,570 Y	74,460 Y				2,269	95	6,463	95	1
TOTAL	731	608	125										
<b>ELMHURST SCHOOL DIST 205</b>													
BOOKKEEPERS	5	5		8.45 H	13.70 H				2,730	91	7,161	72	1
CLERKS	8	8		6.40 H	10.60 H				2,730	91	7,161	72	1
COOKS	6	6		6.00 H	6.77 H	5			2,730	91	7,161	72	1
OTHER FOOD SERVICE	31	17	14	5.51 H	10.50 H				2,730	91	7,161	72	1
CUSTODIANS	61	61		7.90 H	15.38 H	10			2,730	91	7,161	72	1
HEALTH ASSISTANTS	14	10	4	6.40 H	11.29 H				2,730	91	7,161	72	1
LIBRARY AIDES	15	15		7.09 H	11.29 H	20			2,730	91	7,161	72	1
MAINTENANCE WORKERS	17	17		13.45 H	16.25 H				2,730	91	7,161	72	1
SECRETARIES	49	49		8.45 H	39,988 Y	20			2,730	91	7,161	72	1
SECURITY	1	1			13.00 H				2,730	91	7,161	72	1
TEACHER ASSISTANTS	72	70	2	7.09 H	11.29 H				2,730	91	7,161	72	1
OTHER ED SUPPORT STAFF	24	24		8,000 Y	47,800 Y				2,730	91	7,161	72	1
TOTAL	303	283	20										

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	** MAX SALARY D	** D YR PG	HIGH. LONG. D YR	** INSUR. PAID	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION
<b>023 PARIS-UNION SCHDDL OIST 95</b>												
BOOKKEEPERS	1	1			18,500 Y			1,874	90	2,598		3
COOKS	13	12	1	3,087 Y	12,080 Y			1,874	90	2,598		3
OTHER FOOD SERVICE	1	1			14,000 Y			1,874	90	2,598		3
CUSTODIANS	17	11	6	12,500 Y	22,513 Y			1,874	90	2,598		3
LIBRARY AIDES	1	1			11,550 Y			1,874	90	2,598		3
MAINTENANCE WORKERS	3	3		20,800 Y	21,785 Y			1,874	90	2,598		3
PLAYGROUND SUPERVISORS			3		11,20 H							
SECRETARIES	11	11		9,450 Y	20,451 Y			1,874	90	2,598		3
TEACHER AIDES	20	20			11,550 Y			1,874	90	2,598		3
OTHER EO SUPPORT STAFF	4	4		18,375 Y	40,000 Y			1,874	90	2,598		3
TOTAL	71	64	10									
<b>025 EFFINGHAM COMM UNIT SCH DIST 40</b>												
BOOKKEEPERS	1	1			14,70 H	34		1,889	92	5,924		55 2 1
BUS DRIVERS	35	35		10,42 H	13,07 H			1,889	92	5,924		55 2 1
OTHER TRANSPORTATION	5	5		5,81 H	8,35 H			1,889	92	5,924		55 2 1
CLERKS	1	1		6,05 H	8,82 H			1,889	92	5,924		55 2 1
COOKS	20	17	3	7,53 H	11,95 H			1,889	92	5,924		55 2 1
OTHER FOOD SERVICE	1	1			13,15 H			1,889	92	5,924		55 2 1
CUSTODIANS	17	17		6,58 H	12,61 H	34		1,889	92	5,924		55 2 1
ENGINEERS	1	1			2,430 M			1,889	92	5,924		55 2 1
LIBRARY AIDES	1	1			5,02 H							
MAINTENANCE WORKERS	3	3		9,14 H	18,12 H			1,889	92	5,924		55 2 1
MECHANICS	2	2		5,73 H	12,75 H	16		1,889	92	5,924		55 2 1
PLAYGROUND SUPERVISORS			7		6,23 H							
SECRETARIES	15	15		7,32 H	12,04 H	30		1,889	92	5,924		55 2 1
TEACHER AIDES	13	13		8,24 H	8,24 H							
TEACHER ASSISTANTS	20	20		8,24 H	11,12 H	13		1,889	92	5,924		55 2 1
OTHER ED SUPPORT STAFF	1	1			13,78 H			1,889	92	5,924		55 2 1
TOTAL	136	119	24									
<b>028 VANALIA C U SCH OIST 203</b>												
BOOKKEEPERS	1	1			19,210 Y			2,292		2,664		1
BUS DRIVERS	13	14		5,50 H	9,990 Y			2,292		2,664		1
OTHER TRANSPORTATION	1	1			25,980 Y			2,292		2,664		
CLERKS	2	2		5,80 H	8,00 H							
COOKS	18	18		7,975 Y	17,820 Y			2,292		2,292		1
CUSTODIANS	13	12	1		21,510 Y			2,292		2,292		1
HEALTH AIDES	1	1			26,000 Y			2,292		2,664		1
MAINTENANCE WORKERS	3	3		24,240 Y	29,180 Y			2,292		2,664		1
MECHANICS	3	3			27,450 Y			2,292		2,664		1
PLAYGROUND SUPERVISORS	1	1			5,00 H							

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-86 \*

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CTY NAME DF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	PG	HIGH. LONG.	** D	MEMBER INSUR.	% PAID	FAMILY INSUR.	% PAID	POLICIES PROVISION
(CONT.)															
VANDALIA C U SCH DIST 203	12	1		13,910 Y		20,330 Y		3			2,292		2,664		1
SECRETARIES	38	3		12,740 Y		14,100 Y		15			2,292		2,664		1
TEACHER AIDES	103	101	17												
TOTAL															
029 CANTON UNION SCHOOL DIST 66															
BOOKKEEPERS	1	1		8.04 H		10.93 H	21	9			2,089	82	2,276		3 1 1
BUS DRIVERS	5	17				19.75 T	1	1			2,089	82	2,276		3 1 1
CLERKS	8	6	3	7.61 H		10.31 H	21	9			2,089	82	2,276		3 1 13
COOKS	11	22	3			8.72 H	1	1	4.00 Y	15	2,089	82	2,276		3 1 13
CUSTODIANS	15	14	2	7.20 H		10.38 H	1	2	4.00 Y	15	2,089	82	2,276		3 1 13
MAINTENANCE WORKERS	6	6				12.05 H	1	1	4.00 Y	15	2,089	82	2,276		3 1 13
MECHANICS	1	1				12.05 H	1	1	4.00 Y	15	2,089	82	2,276		3 1 13
SECRETARIES	13	12	1	8.05 H		10.75 H	21	9	400 Y	15	2,089	82	2,276		3 1 13
TEACHER AIDES	25	25				11,800 Y	1	1			2,089	82	2,276		3 1 13
TEACHER ASSISTANTS	17	17				5.65 H					2,089	82	2,276		3 1 13
TOTAL	102	104	26												
030 GALLATIN C U SCHOOL DISTRICT 7															
BOOKKEEPERS	2	2		21,345 Y	1		1	1			1,980	100	2,871		100 3
BUS DRIVERS	8	17		8,317 Y	1		1	1			800	100			3
COOKS	8	8		10,401 Y	1		1	1			1,980	100	2,871		100 3
OTHER FOOD SERVICE	1	1		11,599 Y	1		1	1			1,980	100	2,871		100 3
CUSTODIANS	8	8		20,942 Y	1		1	1			1,980	100	2,871		100 3
LIBRARY AIDES	2	2		8,975 Y	15,575 Y	23	23				1,980	100	2,871		100 3
MAINTENANCE WORKERS	1	1		30,000 Y			4	4			1,980	100	2,871		100 3
MECHANICS	1	1		21,519 Y	1		1	1			1,980	100	2,871		100 3
SECRETARIES	5	5		20,358 Y	1		1	1			1,980	100	2,871		100 3
TEACHER AIDES	17	17		8,975 Y	15,575 Y	23	23				1,980	100	2,871		100 3
TOTAL	53	62													
031 NORTH GREENE UNIT SCHOOL DIST 3															
BOOKKEEPERS	1	1		15,468 Y	5						2,360	100	3,929		11
BUS DRIVERS	8	8		8,776 Y		9,534 Y	15	4			2,360	100	3,929		11
OTHER TRANSPORTATION	1	1		5,011 Y	3						2,360	100	3,929		11
CLERKS	1	1		13,333 Y							2,360	100	3,929		11
COOKS	5	5		9,280 Y	10,560 Y	15	4				2,360	100	3,929		11
OTHER FOOD SERVICE	3	3		10,314 Y	11,756 Y	15	4				2,360	100	3,929		11
CUSTODIANS	7	7		11,827 Y	21,414 Y	20					2,360	100	3,929		11
HEALTH AIDES	1	1		21,839 Y	24						2,360	100	3,929		11
HEALTH ASSISTANTS			1	2,853 Y							2,360	100	3,929		11
LIBRARY AIDES	1	1		11,485 Y							2,360	100	3,929		11
MAINTENANCE WORKERS	1	1		32,689 Y	21						2,360	100	3,929		11

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1985-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	HIGH. LONG.	** D	MEMBER INSUR.	% PAID	BD INSUR.	FAMILY PAID	% PAID	POLICIES PROVISION
<b>NORTH GREENE UNIT SCHOOL DIST 3 (CDNT.)</b>															
MECHANICS	1	1				32,689	Y	13		2,380	100	3,928		11	
PLAYGROUND SUPERVISDRS	1	1				5,743	Y							11	
SECRETARIES	6	6		11,700	Y	20,522	Y	25		2,380	100	3,928		11	
TEACHER AIDES	15	15		11,488	Y	13,048	Y	15	4	2,380	100	3,928		11	
OTHER ED SUPPORT STAFF	1	1				23,454	Y	19		2,380	100	3,928		11	
TOTAL	53	52	2												
<b>033 HAMILTON CO C U SCHOOL DIST 10</b>															
BOOKKEEPERS	1	1		16,605	Y	22,126	Y	7		1,693	75	2,403		1111	
BUS DRIVERS	26	25	1	7,747	Y	8,608	Y			1,693	75	2,403		1111	
OTHER TRANSPORTATION	1	1				20,488	Y	10		1,693	75	2,403		1111	
CLERKS	1	1		14,546	Y	20,488	Y	10		1,693	75	2,403		1111	
COOKS	12	8	5	8,908	Y	9,897	Y			1,693	75	2,403		1111	
CUSTODIANS	16	15	1	1,382	M	1,883	M	10		1,693	75	2,403		1111	
HEALTH AIDES	1	1		1,036	M	1,530	M	10		1,693	75	2,403		1111	
LIBRARY AIDES	1	1				14,823	Y			1,693	75	2,403		1111	
MAINTENANCE WDRKRS	1	1				29,400	Y			1,693	75	2,403		1111	
MECHANICS	1	1				24,363	Y			1,693	75	2,403		1111	
SECRETARIES	11	11		1,212	M	1,705	M	10		1,693	75	2,403		1111	
TEACHER AIDES	17	17		11,174	Y	15,435	Y	14		1,693	75	2,403		1111	
TOTAL	89	83	7												
<b>037 KEWANEE COMM UNIT SCH DIST 229</b>															
ATTENDANCE OFFICERS	1	1				13,06	H			1,727	100				
BOOKKEEPERS	1	1				13,80	H			1,727	100				
BUS DRIVERS	3	3	6	10,25	H	19,43	H			1,727	100				
CLERKS			3			4,25	H								
COOKS	16	13	3	4,81	H	14,71	H			1,727	100				
CUSTODIANS	13	7	6	8,65	H	13,90	H			1,727	100				
HEALTH AIDES			2			4,25	H								
LIBRARY AIDES			2			10,00	H								
MAINTENANCE WORKERS	1	1				12,73	H			1,727	100				
PLAYGROUND SUPERVISDRS			8	4,77	H	9,45	H								
SECRETARIES	10	10		7,85	H	18,80	H			1,727	100				
TEACHER AIDES	9	9		5,25	H	8,85	H			1,727	100				
OTHER ED SUPPORT STAFF	7	7		5,00	H	12,60	H			1,727	100				
TOTAL	61	52	30												
<b>038 CENTRAL COMM UNIT SCHOOL DIST 4</b>															
BOOKKEEPERS	1	1				24,000	Y	18	5	2,328	100	4,992	48	1	
BUS DRIVERS	17	17	1	7,220	Y	9,352	Y	18	5					1	
CLERKS	2	1	1			8,70	H			2,328	100	4,992	48	1	

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	MAX SALARY	D YR	PG	HIGH. LONG.	** D YR	MEMBER INSUR.	% PAID	BD PAID	FAMILY INSUR.	PAID	POLICIES PROVISION											
															ABC	DEF	GHI	JKL	MNO	PQR	STU	VWX	YZ			
<b>CENTRAL COMM UNIT SCHOOL DIST 4 (CONT.)</b>																										
COOKS	13	11	2	8,330 Y	10,450 Y			0		2,328	100	4,992	48	1												
OTHER FOOD SERVICE	1	1		15,000 Y				0		2,328	100	4,992	48	1												
CUSTODIANS	11	9	2	10.30 H	10.90 H			0		2,328	100	4,992	48	1												
LIBRARY AIDES	5	4	1		999 Y			0		2,328	100	4,992	48	1												
MAINTENANCE WORKERS	2	1	1		28,000 Y			0		2,328	100	4,992	48	1												
PLAYGROUND SUPERVISORS	4	4	4		6.95 H			0																		
SECRETARIES	8	7	1	15,450 Y	16,972 Y			17,481	Y 24	2,328	100	4,992	48	1												
TEACHER AIDES	6	5	1	9.41 H	9.81 H			0		2,328	100	4,992	48	1												
TOTAL	70	56	14																							
<b>039 MURPHYSBORO C U SCH DIST 186</b>																										
BOOKKEEPERS	4	4		6.88 H	7.94 H			12.11	H 17																	
COOKS	23	23	1	5.85 H	6.37 H			9.84	H 17																	
OTHER FOOD SERVICE			1		11,191 Y																					
CUSTODIANS	16	16	1		7.15 H			12.34	H 17	2,092	100	3,368														
LIBRARY AIDES	2	2			6.58 H			10.06	H 17																	
MAINTENANCE WORKERS	3	3			8.10 H			13.28	H 17																	
PLAYGROUND SUPERVISORS	12	5	7		5.31 H			9.66	H 17																	
SECRETARIES	14	14			6.58 H			10.75	H 17																	
TEACHER AIDES	33	33			5.31 H			9.66	H 17																	
OTHER ED SUPPORT STAFF	2	2			29,500 Y			40,620	Y 25																	
TOTAL	109	102	10																							
<b>040 JASPER COUNTY COMM UNIT DIST 1</b>																										
ATTENDANCE OFFICERS	1	1		6.12 H	9.43 H			9.63	H 20	1,882	55	4,548	23													
BOOKKEEPERS	2	2		14,620 Y	29,288 Y					1,882	55	4,548	23													
BUS DRIVERS	34	34	3	10.51 H	14.73 H			14.93	H 20	1,882	55	4,548	23													
OTHER TRANSPORTATION	1	1		26,000 Y	35,750 Y					1,882	55	4,548	23													
COOKS	18	18		5.79 H	9.85 H			10.05	H 20	1,882	55	4,548	23													
OTHER FOOD SERVICE			2	5.79 H	8.91 H			9.11	H 20	1,882	55	4,548	23													
CUSTODIANS	16	15	1	5.77 H	11.45 H			11.65	H 20	1,882	55	4,548	23													
MAINTENANCE WORKERS	5	5		8.33 H	14.45 H			14.65	H 20	1,882	55	4,548	23													
MECHANICS	2	2		10.08 H	14.07 H			14.27	H 20	1,882	55	4,548	23													
PLAYGROUND SUPERVISORS	1	1	1	5.52 H	8.49 H			8.69	H 20	1,882	55	4,548	23													
SECRETARIES	18	18		6.12 H	10.30 H			10.50	H 20	1,882	55	4,548	23													
TEACHER AIDES	13	13		8.02 H	12.34 H			12.54	H 20	1,882	55	4,548	23													
OTHER ED SUPPORT STAFF	1	1		26,000 Y	33,326 Y					1,882	55	4,548	23													
TOTAL	112	111	7																							
<b>041 MOUNT VERNON SCHOOL DIST 80</b>																										
BOOKKEEPERS	2	2		17,798 Y	26,848 Y					2,316	87	2,640	31	11												
COOKS	10	10		5.93 H	9.05 H					2,316	87	2,640	31	1	113											

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION  
NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	**	MAX SALARY D	**	HIGH. LONG. D	**	MEMBER BO PAID	%	FAMILY BD PAID	%	POLICIES PROVISION
	(CONT.)									INSUR.		INSUR.		ABCDEFGHIJ
MOUNT VERNON SCHOOL DIST 80														
OTHER FOOD SERVICE	9	6	3	5.78 H		33,808 Y	9	10		2,318	67	2,640		31 11
CUSTODIANS	14	14	1	7.35 H		11,21 H	8	9		2,318	67	2,640		31 1
HEALTH AIDES	3	3		6.50 H		9.92 H	8	9		2,318	67	2,640		31 1
LIBRARY AIDES	6	6		6.50 H		9.92 H	8	9		2,318	67	2,640		31 1
MAINTENANCE WORKERS	4	4		8.18 H		38,831 Y	9	10		2,318	67	2,640		31 11
SECRETARIES	14	14		6.50 H		26,648 Y	9	10		2,318	67	2,640		31 11
TEACHER AIDES	26	26		6.50 H		9.92 H	8	9		2,318	67	2,640		31 1
TEACHER ASSISTANTS	13	13		5.78 H		8.84 H	8	9		2,318	67	2,640		31 1
OTHER ED SUPPORT STAFF	2	2	2	18.00 H		18.60 H				2,318	67	2,640		31 1
TOTAL	103	98	6											11
MT VERNON TWP H S DIST 201														
CLERKS	9	9		9,000 Y		11,932 Y	5	5		2,480	100	3,780		11
COOKS	3	3		8,403 Y		23,451 Y	5	5		2,480	100	3,780		1 13
CUSTODIANS	12	12		18,353 Y						2,480	100	3,780		1
HEALTH AIDES	1	1		10,500 Y						2,480	100	3,780		11
LIBRARY AIDES	1	1	1	7,000 Y						2,480	100	3,780		11
MAINTENANCE WORKERS	5	5		20,969 Y		26,001 Y	5	5		2,480	100	3,780		1
SECRETARIES	7	7		11,000 Y						2,480	100	3,780		11
TEACHER AIDES	9	9		7,000 Y						2,480	100	3,780		11
OTHER ED SUPPORT STAFF	14	14	2	7,650 Y						2,480	100	3,780		11
TOTAL	61	61	3											11
042 JERSEY C U SCH DIST 100														
BOOKKEEPERS	2	2		1,998 M		2,255 M				2,292	83	4,958		49 31 1
BUS DRIVERS	36	36	36	1,195 M		1,255 M	4	4		1,285 M	22	2,292		49 31 1
OTHER TRANSPORTATION	7	7	7	900 M		942 M	3	3		972 M	22	2,292		49 31 1
COOKS	18	17	1	9.18 H		9.32 H	2	3		.30 M	22	2,292		49 31 1
CUSTODIANS	28	25	1	10.05 H		10.55 H	2	3		.30 M	22	2,292		49 31 1
MAINTENANCE WORKERS	2	2		10.30 H		12.45 H	2	3		.30 M	22	2,292		49 31 1
MECHANICS	2	2		12.15 H		12.80 H	2	3		.30 M	22	2,292		49 31 1
SECRETARIES	21	21		9.73 H		2,075 M	2	3		30 M	22	2,292		49 31 1
TEACHER AIDES	27	27		1,485 M		1,575 M	4	4		1,805 M	22	2,292		49 31 1
OTHER ED SUPPORT STAFF	1	2	1	10.30 H		23,858 Y	4	4		30 M	22	2,292		49 31 1
TOTAL	142	98	46											113
045 SCHOOL DISTRICT 48														
ARCHITECTS	1	1				65,975 Y				2,373	90	6,170		90
BOOKKEEPERS	6	6		10.88 H		15.34 H	24	5		2,373	90	6,170		72
BUS DRIVERS	217	217	1	12.78 H		14.20 H	2	2		16.17 H	25	2,373		84
OTHER TRANSPORTATION	13	13		13.51 H		15.01 H				2,373	90	6,170		90
CLERKS	22	22	38	7.83 H		8.93 H	14	10		2,373	94	6,170		84

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JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	**	D YR	PG	HIGH. LONG.	**	D YR	MEMBER INSUR.	BD PAID	%	FAMILY INSUR.	BD PAID	%	POLICIES PROVISION
<b>SCHOOL DISTRICT 48</b>																			
COOKS	3			7.95	H	11.00	H	3	5	11.20	H	20	2,373	94	8,170	84			
OTHER FOOD SERVICE	38	56		6.98	H	11.08	H	3	5	11.26	H	20	1,373	94	8,170	84			
CUSTODIANS	101	3		16.30	H	20.48	H	2	5				2,373	94	8,170	84			
HEALTH ASSISTANTS	3			9.00	H	12.84	H						2,373	90	8,170	72			
LIBRARY AIDES	34	34		8.75	H	11.03	H	15	14				2,373	94	8,170	84			
MAINTENANCE WRKRS	32	32		13.68	H	21.92	H	3	5				2,373	94	8,170	84			
MECHANICS	10	10		17.59	H	19.54	H	1	2				2,373	94	8,170	84			
PLAYGROUND SUPERVISORS	12	12	510	7.50	H	7.92	H						2,373	94	8,170	84			
SECRETARIES	200	188	32	9.32	H	15.34	H	17	5	16.59	H	24	2,373	94	8,170	84			
SECURITY	1	1		15.62	H	18.92	H						2,373	94	8,170	84			
TEACHER AIDES	288	288	11	7.74	H	9.87	H	15	14				2,373	94	8,170	84			
OTHER ED SUPPORT STAFF	38	28		11.47	H	12.94	H						2,373	80	8,170	72			
TOTAL	1017	885	674																
<b>BATAVIA UNIT SCHOOL DIST 101</b>																			
BOOKKEEPERS	2			11.80	H	12.05	H						2,733	85	7,329				11
CLERKS	6	1		8.20	H	9.55	H		3				2,733	85	7,329				113
OTHER FOOD SERVICE	1	1		7.75	H	7.75	H						2,733	85	7,329				
CUSTODIANS	22	22		8.35	H	10.90	H		6				2,733	85	7,329				113
HEALTH AIDES	7	2	5	10.55	H	12.60	H		8				2,733	85	7,329				113
LIBRARY AIDES	8	7	1	8.20	H	9.55	H		3				2,733	85	7,329				113
MAINTENANCE WORKERS	4	4		10.55	H	12.60	H		6				2,733	85	7,329				113
SECRETARIES	22	21	1	8.60	H	15.25	H		6				2,733	85	7,329				113
TEACHER AIDES	31	17	14	8.20	H	9.55	H		3				2,733	85	7,329				113
TOTAL	103	81	23																
<b>AURORA WEST UNIT SCHOOL DIST 128</b>																			
BUS DRIVERS	33	33	18	9.75	H	12.07	H	3	3				2,980	25	7,805	25			5
OTHER TRANSPORTATION	5	4		8.01	H	20.06	H						2,980	70	7,805	70			15
CUSTODIANS	82	41	11	7.34	H	16.42	H	4	7				2,981	49	7,805	4			
HEALTH ASSISTANTS	18	9	10	6.86	H	9.53	H	9	9				2,980	45	7,805	45			13
LIBRARY AIDES	7	1	9	6.57	H	10.11	H	12	12				2,980	70	7,805	50			
MAINTENANCE WORKERS	11	11		11.97	H	20.80	H						2,980	50	7,805	50			13
SECRETARIES	61	53	8	6.80	H	13.98	H	15					2,981	50	7,805	50			13
SECURITY	13	13	1	7.40	H	7.95	H	3	3	9.50	H	10	2,981	50	7,805	50			
TEACHER ASSISTANTS	100	91	15	6.57	H	10.11	H	12	12				2,980	45	7,805	49			13
TOTAL	300	258	78																
<b>AURORA EAST UNIT SCHOOL DIST 131</b>																			
BOOKKEEPERS	6	6		9.74	H	16.38	H						2,880	88	720	85			1
OTHER FOOD SERVICE	4	4		8.06	H	9.14	H						2,880	88	720	85			1
CUSTODIANS	32	32		9.47	H	13.57	H						2,880	88	720	85			15

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1985-96 \*

CITY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	YR PG	HIGH. LONG. D	MEMBER INSUR. PAID	% BD PAID	FAMILY INSUR. PAID	% BD PAID	POLICIES PROVISION
AURORA EAST UNIT SCHOOL DIST 131 (CONT.)												
ENGINEERS	28	28		14.71 H	16.76 H			2,880	88	720	85	1 15
HEALTH AIDES	4	3	1	6.97 H	10.99 H			2,880	88	720	85	1 12
LIBRARY AIDES	14	13	1	6.97 H	10.99 H			2,880	88	720	85	1 12
SECRETARIES	78	76	3	7.58 H	16.65 H			2,880	88	720	85	1 1
SECURITY	17	17		6.97 H	9.94 H			2,880	88	720	85	1 12
TEACHER AIDES	78	78		6.97 H	10.99 H			2,880	88	720	85	1 12
TOTAL	260	255	5									
COMM UNIT SCH DIST 300												
BUS DRIVERS	124	98	28	8.90 H	11.40 H	2 2		2,514	40	6,171	16	1 13
CLERKS	16	14	2	18,500 Y	21,900 Y	12 13		2,514	40	6,171	62	6 8
CUSTODIANS	81	69	22	19,300 Y	29,200 Y	4 5		2,514	80	6,171	70	13 13
HEALTH AIDES	13	7	6	13.70 H	13.70 H	1 1						1 1
LIBRARY AIDES	19	15	4	6.60 H	8.50 H	6 7		2,497	40	6,154	17	1 13
MAINTENANCE WORKERS	13	13		23,400 Y	28,000 Y	4 5		2,514	80	6,171	70	13 13
MECHANICS	5	5		8.90 H	15.54 H	4 4		2,514	100	6,171	58	1 1
PLAYGROUND SUPERVISORS	28	28		7.10 H	7.10 H	1 1						1 1
SECRETARIES	69	65	4	19,700 Y	29,000 Y	7 7		2,514	40	6,171	62	1 16
SECURITY	2	2		10.00 H	10.00 H	2 2						1 1
TEACHER AIDES	128	122	4	7.15 H	9.70 H	6 7		2,497	40	6,154	17	1 13
OTHER ED SUPPORT STAFF	45	37	8									
TOTAL	551	445	108									
ST CHARLES C U SCHOOL DIST 303												
BOOKKEEPERS	2	2		9.13 H	12.32 H	15 15		1,856	100	3,888	75	1 1 13
BUS DRIVERS	56	58		12.12 H	12.53 H	6 6		1,856	100	3,888	75	1 1 13
CLERKS	8	7	1	7.07 H	12.32 H	15 15		1,856	100	3,888	75	1 1 13
LIBRARY AIDES	25	17	8	7.07 H	12.32 H	15 15		1,856	100	3,888	75	1 1 13
MAINTENANCE WORKERS	16	16		10.00 H	11.50 H			1,856	100	3,888	75	1 1 13
MECHANICS	3	3		15.30 H	15.30 H			1,856	100	3,888	75	1 1 13
PLAYGROUND SUPERVISORS	58	58		7.75 H	7.75 H			1,856	100	3,888	75	1 1 13
SECRETARIES	52	50	2	7.07 H	12.32 H	15 15		1,856	100	3,888	75	1 1 13
SECURITY	1	1		10.92 H	10.92 H			1,856	100	3,888	75	1 1 13
TEACHER AIDES	13	8	5	6.98 H	9.31 H	15 15		1,856	100	3,888	75	1 1 13
TEACHER ASSISTANTS	54	39	15	7.07 H	10.55 H	15 15		1,856	100	3,888	75	1 1 13
OTHER ED SUPPORT STAFF	10	10		6.92 H	10.89 H	15 15		1,856	100	3,888	75	1 1 13
TOTAL	298	209	89									
GENEVA COMM UNIT SCH DIST 304												
BOOKKEEPERS	1	1		13.52 H	13.52 H			2,370	100	2,925	60	1 11
BUS DRIVERS	1	1		36.30 H	36.30 H	6 6						
OTHER TRANSPORTATION	2	2		11.71 H	18.63 H			2,370	100	2,925	60	1 11

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
\*\* D=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. LONG.	** D	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES											
															PROVISION	A	B	C	D	E	F	G	H	I	J	K
<b>GENEVA COMM UNIT SCH DIST 304</b>																										
OTHER FOOD SERVICE	2	2		8.20	H	9.18	H				2,370	100	2,925	60	1	11										
CUSTODIANS	32	32	3	9.47	H	15.08	H				2,370	100	2,925	60	1	11										
HEALTH AIDES	3	3		6.80	H	9.55	H				2,370	100	2,925	60												
LIBRARY AIDES	6	6	3	6.00	H	7.50	H				2,370	100	2,925	60												
MAINTENANCE WORKERS	7	7		12.00	H	18.53	H				2,370	100	2,925	60												
MECHANICS	1	1		11.38	H	11.38	H				2,370	100	2,925	60												
SECRETARIES	28	25	3	6.20	H	15.88	H				2,370	100	2,925	60												
TEACHER AIDES	4	4	4	6.00	H	7.00	H				2,370	100	2,925	60												
TOTAL	86	80	49								2,370	100	2,925	60												
<b>046 BOURBONNAIS SCHOOL DIST 53</b>																										
BOOKKEEPERS	2	1	1	21,500	Y	33,000	Y	6			1,980	88	1,980	88	3	1										
BUS DRIVERS	11	11	10	31,800	Y	40,800	Y	8			1,980	88	1,980	88	3	1										
OTHER TRANSPORTATION	1	1		6.75	H	8.90	H	8			1,980	88	1,980	88	3	1										
CLERKS	5	1	5	7.10	H	29,800	Y	7			1,980	88	1,980	88	3	1										
CUSTODIANS	14	14	1	14,000	Y	21,500	Y	6			1,980	88	1,980	88	3	1										
HEALTH AIDES	1	1		6.75	H	8.50	H	8			1,980	88	1,980	88	3	1										
LIBRARY AIDES	1	1		25,800	Y	34,400	Y	6			1,980	88	1,980	88	3	1										
MAINTENANCE WORKERS	2	2		25,800	Y	34,400	Y	6			1,980	88	1,980	88	3	1										
MECHANICS	1	1		14,000	Y	33,000	Y	6			1,980	88	1,980	88	3	1										
SECRETARIES	13	13		6.75	H	8.90	H	8			1,980	88	1,980	88	3	1										
TEACHER ASSISTANTS	33	29	4								1,980	88	1,980	88	3	1										
TOTAL	84	75	21								1,980	88	1,980	88	3	1										
<b>KANKAKEE SCHOOL DIST 111</b>																										
BOOKKEEPERS	2	2		18,275	Y	26,650	Y	10			2,267	100	5,837	75	3	11										
CLERKS	7	7	10	13,325	Y	22,700	Y	10			2,267	100	5,837	75	3	11										
COOKS	23	18	5	8.37	H	9.73	H	2	1.50	Y 20	2,267	100	5,837	75	3	15										
OTHER FOOD SERVICE	41	41	43	7.43	H	7.85	H	2			2,267	100	5,837	75	3	15										
CUSTODIANS	40	40		17,536	Y	23,793	Y	3			2,267	100	5,837	75	3	15										
HEALTH AIDES	2	2		9,180	Y	13,785	Y	4			2,267	100	5,837	75	3	12										
LIBRARY AIDES	2	2		9,180	Y	13,785	Y	4			2,267	100	5,837	75	3	12										
MAINTENANCE WORKERS	5	5		19.07	H	19.07	H	4			2,267	100	5,837	75	3	18										
SECRETARIES	48	46		12,600	Y	26,650	Y	10			2,267	100	5,837	75	3	11										
TEACHER AIDES	73	71	2	7.05	H	13,785	Y	4			2,267	100	5,837	75	3	11										
TEACHER ASSISTANTS	16	16	17	7.05	H	8.75	H	4			2,267	100	5,837	75	3	12										
OTHER ED SUPPORT STAFF	257	209	77								2,267	100	5,837	75	3	2										
TOTAL	2	2									2,267	100	5,837	75	3	11										
<b>047 OSWEGO COMM UNIT SCHOOL DIST 308</b>																										
BOOKKEEPERS	2	2		18,000	Y	40,000	Y	6			2,216	83	7,280	79	3	11										
BUS DRIVERS	38	35	3	8.25	H	10.40	H	6	10.70	H 7	2,192	51	7,280	12	3	11										

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION  
NONCERTIFIED STAFF SALARY STUDY 1985-98 \*

CITY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	** MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	MEMBER INSUR.	% PAID	BD INSUR.	FAMILY PAID	%	BD	PROVISIONS	
	(CDNT.)																		
<b>OSWEGO COMM UNIT SCHOOL DIST 308</b>																			
OTHER TRANSPORTATION	10	9	1	5,70	H	7,85	H	8				2,192	51		7,280	12	3	1	11
CLERKS	5	5		5,30	H	7,82	H	10				2,192	83		7,280	7	3	1	11
CUSTODIANS	28	27	1	8,00	H	10,27	H	8	1			2,208	100		5,050	28	3	1	113
HEALTH AIDES	6	6		8,10	H	12,15	H	9	2			2,192	83		7,280	7	3	1	11
LIBRARY AIDES	6	6		5,30	H	7,82	H	10	2			2,192	83		7,280	7	3	1	11
MAINTENANCE WORKERS	9	9		17,000	Y	35,000	Y					2,216	83		7,280	79	3	1	11
SECRETARIES	22	22		10,000	Y	40,000	Y	4				2,216	83		7,280	79	3	1	11
TEACHER AIDES	31	29	2	5,30	H	7,82	H	10	2			2,192	83		7,280	7	3	1	11
TOTAL	157	150	7																
<b>048 GALESBURG C U SCHOOL DIST 205</b>																			
BOOKKEEPERS	1	1				33,800	Y					1,920	90		2,304			31	11
BUS DRIVERS	4	4				7,75	H					1,920	80		2,304			31	11
COOKS	15	12	3	6,40	H	8,00	H					1,920	90		2,304			31	11
OTHER FOOD SERVICE	40	6	81	4,85	H	9,50	H					1,920	90		2,304			31	11
CUSTODIANS	33	30	3	9,10	H	11,35	H					1,920	80		2,304			31	11
MAINTENANCE WDRKRS	12	12		9,10	H	16,10	H					1,920	90		2,304			31	11
SECRETARIES	37	34	3	5,75	H	10,75	H					1,920	80		2,304			31	11
TEACHER AIDES	13	7	20	5,70	H	8,70	H					1,920	90		2,304			31	11
TEACHER ASSISTANTS	53	51	8	5,70	H	8,70	H					1,920	80		2,304			31	11
OTHER ED SUPPORT STAFF	13	11	11	5,70	H	8,70	H					1,920	80		2,304			31	11
TOTAL	221	188	108			36,000	Y					1,920	90		2,304			31	11
<b>049 ZION ELEMENTARY SCHOOL DISTRICT 8</b>																			
BDDKKEEPERS	1	1				9,00	H					2,577	100		4,510	63	3	1	11
CLERKS	3	3	1	6,35	H	8,43	H	2				2,577	100		4,510	63	3	1	11
COOKS	5	1	21	6,00	H	18,83	H	30		9.81 H 15		2,577	100		4,510	63	3	1	11
OTHER FOOD SERVICE	13	12	9	6,50	H	18,35	H			17.23 H 30		2,577	100		4,510	63	3	1	11
CUSTODIANS	5	5	5	6,50	H	13,10	H	8				2,577	100		4,510	63	3	1	11
HEALTH ASSISTANTS	5	5		6,87	H	12,33	H	16				2,577	100		4,510	63	3	1	11
LIBRARY AIDES	1	1		6,00	H	17,66	H	5		12.48 H 17		2,577	100		4,510	63	3	1	11
MAINTENANCE WORKERS	14	12	2	8,60	H	8,21	H	8				2,577	100		4,510	63	3	1	11
PLAYGROUND SUPERVISORS	25	25		6,20	H	12,82	H	10		20.12 H 28		2,577	100		4,510	63	3	1	11
SECRETARIES	1	1		10,00	H	10,00	H			12.92 H 10		2,577	100		4,510	63	3	1	11
TEACHER AIDES	2	2	2	9,00	H	15,46	H	8		15.71 H 26		2,577	100		4,510	63	3	1	11
OTHER ED SUPPORT STAFF	70	63	47									2,577	100		4,510	63	3	1	11
TOTAL	1	1																	
<b>WOODLAND C C SCHOOL DIST 50</b>																			
BOOKKEEPERS	1	1				13,10	H					2,447	100		6,087	55	3	1	1
BUS DRIVERS	50	50	22			48,50	T					2,447	100		6,087	55	3	1	12

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-86 \*

CTY NAME OF DISTRICT	IMRF (CONT.)	FULL TIME	PART TIME	BEG SALARY D	** MAX SALARY D	** PG	HIGH. LONG. D	** YR	MEMBER INSUR.	% PAID	BD	FAMILY INSUR.	% PAID	POLICIES PROVISION										
														A	B	C	D	E	F	G	H	I	J	K
<b>WOODLAND C C SCHOOL DIST 60</b>																								
OTHER TRANSPORTATION	3			12.00	H				2,447	100		6,087	55	3 1 1 12										
CLERKS	10			6.05	H				2,447	100		6,087	55	3 1 1 12										
OTHER FOOD SERVICE	2		2	6.05	H				2,447	50		6,087	55	3 1 1 12										
CUSTODIANS	11			7.15	H				2,447	100		6,087	55	3 1 1 12										
HEALTH AIDES	5		5	6.05	H				2,447	100		6,087	55	3 1 1 12										
LIBRARY AIDES	6		6	6.05	H				2,447	100		6,087	55	3 1 1 12										
MAINTENANCE WORKERS	7		7	8.20	H				2,447	100		6,087	55	3 1 1 12										
MECHANICS	2		2	8.20	H				2,447	100		6,087	55	3 1 1 12										
PLAYGROUND SUPERVISORS			14	8.05	H				2,447	100		6,087	55	3 1 1 12										
SECRETARIES	7		7	7.15	H				2,447	100		6,087	55	3 1 1 12										
TEACHER AIDES	23		23	7.40	H				2,447	100		6,087	55	3 1 1 12										
OTHER ED SUPPORT STAFF	8		7	6.05	H				2,447	100		6,087	55	3 1 1 12										
TOTAL	135		132																					
<b>WAUKEGAN C U SCHOOL DIST 60</b>																								
COOKS	12		12	7.67	H			5	2,028	100		3,240	100	3.00 Y 15 5 1 16										
OTHER FOOD SERVICE	48		48	7.12	H			8	2,028	100		3,240	100	3.00 Y 15 5 1 16										
CUSTODIANS	69		61	12.50	H			18	2,028	100		3,240	100	4.00 Y 15 5 1 16										
LIBRARY AIDES	10		10	5.85	H			3	2,028	100		3,240	100	4.00 Y 15 4 1 1 12										
MAINTENANCE WORKERS	22		22	18.55	H			3	2,028	100		3,240	100	4.00 Y 15 32 1 1 16										
PLAYGROUND SUPERVISORS			52	8.60	H			14	2,028	100		3,240	100	7.50 Y 15 4 1 1 12										
SECRETARIES	94		91	7.55	H			18	2,028	100		3,240	100	7.50 Y 15 4 1 1 12										
SECURITY	46		48	5.85	H			18	2,028	100		3,240	100	750 Y 15 4 1 1 12										
TEACHER AIDES	126		126	5.85	H				2,028	100		3,240	100	750 Y 15 4 1 1 12										
OTHER ED SUPPORT STAFF	24		25	19.582	Y				2,028	100		3,240	100	750 Y 15 4 1 1 12										
TOTAL	451		441																					
<b>LAKE FOREST SCHOOL DIST 67</b>																								
BOOKKEEPERS	2		2	12.09	H			10	1,776	97		2,880	31	1 1 1 115										
CLERKS	6		6	7.05	H			10	1,776	97		2,880	31	1 1 1 115										
COOKS	2		1	7.05	H			10	1,776	97		2,880	31	1 1 1 115										
CUSTODIANS	8		8	10.08	H			10	1,776	97		2,880	31	1 1 1 115										
HEALTH AIDES	1		1	7.05	H			10	1,776	97		2,880	31	1 1 1 115										
MAINTENANCE WORKERS	2		2	12.09	H			10	1,776	97		2,880	31	1 1 1 115										
OTHER ED SUPPORT STAFF	11		11	10.08	H			10	1,776	97		2,880	31	1 1 1 115										
TOTAL	32		31																					
<b>LIBERTYVILLE SCHOOL DIST 70</b>																								
BOOKKEEPERS	2		2	9.75	H				2,448	100		3,832	63	1 1 1										
COOKS	4		4	8.52	H				2,448	100		3,832	63	1 1 1										
CUSTODIANS	16		16	8.78	H				2,448	100		3,832	63	1 1 1										
HEALTH AIDES	4		4	14.11	H				2,448	100		3,832	63	1 1 1										

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	** MAX SALARY	** D	PG	HIGH. LONG.	** D YR	INSUR. PAID	MEMBER BD	% 6D PAID	FAMILY INSUR.	% 6D PAID	POLICIES PROVISION
(CONT.)																ABCDEFGHIJ
<b>LIBERTYVILLE SCHOOL DIST 70</b>																
LIBRARY AIDES	6	6		8.78 H		15.31 H		H				2,448	100	3,832	63	1 1
MAINTENANCE WORKERS	3	3		12.44 H		20.90 H		H				2,448	100	3,832	63	1 1
PLAYGROUND SUPERVISORS	16		16	8.78 H		14.11 H		H								
SECRETARIES	11	11		8.52 H		20.84 H		H				2,448	100	3,832	63	1 1
TEACHER AIDES	28	24	2	8.78 H		15.31 H		H				2,448	100	3,832	63	1 1
TOTAL	88	66	22													
<b>HAWTHORN C C SCHOOL DIST 73</b>																
BOOKKEEPERS	3	3		8.75 H		18.60 H		H				2,948	100	4,265	25	
CLERKS	15	15	3	7.50 H		12.65 H		H								11
COOKS	7	7		8.15 H		13.80 H		H								11
CUSTODIANS	15	15		8.95 H		24.75 H		H				2,948	100	4,265	25	
HEALTH AIDES	4	3	3	11.35 H		13.90 H		H								11
LIBRARY AIDES	6	6		8.35 H		13.40 H		H								11
MAINTENANCE WORKERS	3	3		9.14 H		24.00 H		H				2,948	100	4,265	25	
PLAYGROUND SUPERVISORS	11	11	15	6.90 H		11.20 H		H				2,948	100	4,265	25	
SECRETARIES	15	14	1	8.25 H		18.95 H		H								11
TEACHER AIDES	35	35	3	8.35 H		13.40 H		H				2,948	100	4,265	25	
TOTAL	114	112	25													
<b>MUNDELEIN ELEM SCHOOL DIST 75</b>																
BOOKKEEPERS	2	2		9.85 H		11.51 H		H	14.41	H	8	3,800	97	6,814	30	11 11
BUS DRIVERS	9		9	9.15 H		14.95 H		H				3,800	97	6,814	30	11 11
CLERKS	4	3	1	7.11 H		8.30 H		H				3,800	97	6,814	30	11 11
COOKS	3	1	2	5.60 H		10.43 H		H				3,800	97	6,814	30	11 11
CUSTODIANS	6	6		7.88 H		11.24 H		H				3,800	97	6,814	30	11 11
HEALTH ASSISTANTS	2	2	2	12.00 H		13.44 H		H				3,800	97	6,814	30	11 11
LIBRARY AIDES	3	3		7.98 H		9.88 H		H				3,800	97	6,814	30	11 11
MAINTENANCE WORKERS	3	3		10.00 H		54.070 Y		Y				3,800	97	6,814	30	11 11
PLAYGROUND SUPERVISORS			6	12.50 H												11 11
SECRETARIES	10	9	1	7.89 H		9.21 H		H				3,800	97	6,814	30	11 11
TEACHER AIDES	19	13	6	7.98 H		12.93 H		H	15.54	H	24	3,800	97	6,814	30	11 11
TOTAL	61	40	27													
<b>KILDEER COUNTRYSIDE C C S DIST 98</b>																
BOOKKEEPERS	1	1		9.60 H		20.55 H		H								
CLERKS	12	10	2	6.55 H		11.78 H		H								
OTHER FOOD SERVICE	3		3													
CUSTODIANS	21	17	4	8.50 H		20.89 H		H								
HEALTH AIDES	5	4	1	6.90 H		12.18 H		H								
LIBRARY AIDES	5	5		7.55 H		8.67 H		H								
SECRETARIES	14	14		9.50 H		20.20 H		H								

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

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CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	MAX SALARY	D YR PG	HIGH. LONG. D YR	MEMBER INSUR. PAID	% BD PAID	FAMILY INSUR. PAID	POLICIES PROVISION											
											A	B	C	D	E	F	G	H	I	J	K	L
KILDEER COUNTRYSIDE C C S DIST 96 (CONT.)																						
TEACHER AIDES	44	33	11	7.55 H	8.84 H																	
OTHER ED SUPPORT STAFF	1		1																			
TOTAL	108	84	22																			
APTAKISIC-TRIPP C C S DIST 102																						
BOOKKEEPERS	1	1			16.43 H			3,281	100	4,887												1
BUS DRIVERS	2	2			15.37 H			3,281	100	4,887												1
CLERKS	4	2	2	10.00 H	11.81 H			3,281	100	4,887												1
CUSTODIANS	18	18		7.30 H	11.81 H			3,281	100	4,887												1
HEALTH AIDES	5	3	2	8.00 H	12.62 H			3,281	100	4,887												3
LIBRARY AIDES	4	4		10.00 H	14.08 H			3,281	100	4,887												1
MAINTENANCE WORKERS	4	4		7.50 H	7.88 H			3,281	100	4,887												1
PLAYGROUND SUPERVISORS	2	2		13.00 H	16.70 H			3,281	100	4,887												3
SECRETARIES	14	14		6.00 H	8.85 H			3,281	100	4,887												1
TEACHER AIDES	30	28	2	10.00 H	17.89 H			3,281	100	4,887												1
TOTAL	80	74	22	7.50 H	11.03 H																	
DEERFIELD SCHOOL DIST 108																						
BOOKKEEPERS	2	2						3,092	100	4,525												1
HEALTH AIDES	5	5						3,092	100	4,525												1
LIBRARY AIDES	14	9	5					3,092	100	4,525												1
MAINTENANCE WORKERS	3	3						3,092	100	4,525												1
SECRETARIES	16	15	1					3,092	100	4,525												1
TEACHER AIDES	38	34	4					3,092	100	4,525												1
TOTAL	78	68	10																			
NORTH SHORE SD 112																						
BOOKKEEPERS	5	5		12.48 H	14.58 H		17.34 H	2,981	100													3
BUS DRIVERS	30	30		10.31 H	11.29 H		15.47 H	2,981	100													3
CLERKS	6	5	1	9.36 H	11.44 H		16.99 H	2,981	100													3
CUSTODIANS	15	15		10.40 H	12.48 H		22.72 H	2,981	100													3
HEALTH AIDES	3	2	1	9.36 H	11.44 H		16.02 H	2,981	100													3
HEALTH ASSISTANTS	9	3	6	14.58 H	17.89 H		27.87 H	2,981	100													3
LIBRARY AIDES	16	11	5	9.36 H	12.48 H		18.81 H	2,981	100													3
MAINTENANCE WORKERS	4	4		17.68 H	19.24 H		25.47 H	2,981	100													3
PLAYGROUND SUPERVISORS			22		20.00 H																	
SECRETARIES	25	25		12.48 H	16.84 H		23.02 H	2,981	100													3
TEACHER ASSISTANTS	43	39	4	9.36 H	12.48 H		15.95 H	2,981	100													3
TOTAL	156	139	39																			
TOWNSHIP HIGH SCHOOL DIST 113																						
ATTENDANCE OFFICERS	2	2		11.65 H	15.65 H	15 15	17.47 H	2,256	100	5,796	81	1										

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1985-86 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	**	YR PG	HIGH. ** LONG. D YR	MEMBER BO INSUR. PAID	% BO PAID	FAMILY BD INSUR. PAID	% BO PAID	POLICIES PROVISION
TOWNSHIP HIGH SCHOOL DIST 113 (CONT.)													
BOOKKEEPERS	2			12.45 H	16.73 H	H	15 15						1 11
BUS DRIVERS	25	25		10.31 H	15.47 H	H	3 3						1 11
CLERKS	31	26	5	10.92 H	14.68 H	H	15 15	16.61 H	22				1 11
CUSTODIANS	37	32	5	31.935 Y	39.463 Y	Y	9 9						1 11
LIBRARY AIDES	8	8		14.00 H	18.34 H	H	10 10						1 11
MAINTENANCE WORKERS	13	13		36.628 Y	45.182 Y	Y	9 9						1 11
MECHANICS	3	3		41.113 Y	50.601 Y	Y	9 9						1 11
SECRETARIES	18	18		12.45 H	16.73 H	H	15 15	19.97 H	28				1 11
SECURITY	6	4	2	24.280 Y	30.278 Y	Y	9 9						1 11
TEACHER AIDES	14	8	6	8.95 H	12.58 H	H	10 10						1 11
TEACHER ASSISTANTS	52	42	10	14.00 H	18.34 H	H	10 10						1 11
TOTAL	211	183	28										1 11
LAKE FOREST COMM H S DISTRICT 115													
ATTENDANCE OFFICERS	2	2		13.34 H	14.79 H	H							53 11
BOOKKEEPERS	3	3		14.25 H	21.80 H	H							53 11
COOKS	2	2		11.00 H	11.82 H	H							53 11
OTHER FOOD SERVICE	8	4	6	7.00 H	23.40 H	H							53 11
CUSTODIANS	24	24		13.81 H	21.00 H	H							53 11
ENGINEERS	4	3	1	20.40 H	25.00 H	H							53 11
HEALTH AIDES	1	1		21.17 H	21.17 H	H							53 11
LIBRARY AIDES	2	2		13.64 H	14.04 H	H							53 11
MAINTENANCE WORKERS	1	1		19.28 H	18.98 H	H							53 11
SECRETARIES	22	17	5	9.00 H	18.98 H	H							53 11
SECURITY	2		2	12.36 H	12.91 H	H							53 11
TEACHER AIDES	8	7	1	11.25 H	16.83 H	H							53 11
TEACHER ASSISTANTS	12	6	7	11.00 H	22.51 H	H							53 11
OTHER ED SUPPORT STAFF	5	5		13.81 H	22.02 H	H							53 11
TOTAL	96	77	22										53 11
ROUND LAKE AREA SCHS - DIST 116													
ATTENDANCE OFFICERS	1		1	7.04 H	13.81 H	H	9 10	14.30 H	20				8 1 1 11 13
BUS DRIVERS	23	18	5	9.00 H	19.20 H	H	12 13	20.20 H	13				8 1 1 11 13
OTHER TRANSPORTATION	1	1		23.000 Y	23.000 Y	Y							8 1 1 11 13
CLERKS	14	14		7.78 H	11.93 H	H	10 11	14.25 H	16				8 1 1 11 13
CUSTODIANS	24	23	1	7.70 H	13.58 H	H	17 18						8 1 1 11 15
HEALTH ASSISTANTS	7	7		7.04 H	13.81 H	H	9 10						8 1 1 11 13
LIBRARY AIDES	8	8		7.04 H	13.81 H	H	9 10						8 1 1 11 13
MAINTENANCE WORKERS	5	5		10.00 H	12.50 H	H	3 5						8 1 1 11 13
MECHANICS	1	1		12.00 H	12.00 H	H							8 1 1 11 13
SECRETARIES	23	22	1	8.82 H	14.63 H	H	10 11	16.98 H	16				8 1 1 11 13
SECURITY	3	2	1	7.04 H	13.81 H	H	9 10						8 1 1 11 13

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CITY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	HIGH. LONG.	** D	MEMBER INSUR.	% PAID	BD INSUR.	FAMILY PAID	%	BD PROVISION	POLICIES
ROUND LAKE AREA SCHS - DIST 118																
TEACHER ASSISTANTS	54	47	7	7.04 H	13.91 H	9	10	15.01 H		3,132	100	8,576	8	1	1	13
OTHER ED SUPPORT STAFF	2	2		40,000 Y						3,132	100	8,576	8	1	1	1
TOTAL	188	150	16													
MUNDELEIN CONS HIGH SCH DIST 120																
ATTENDANCE OFFICERS	1	1			11,850 Y					2,355	75	8,363	75	3		1
BOOKKEEPERS	2	2		18,175 Y	36,615 Y					2,355	100	8,363	50	3		1
COOKS	11		11	8.23 H	9.95 H					2,355	100	8,363	50	3		1
OTHER FOOD SERVICE	1	1		27,956 Y						2,355	100	8,363	50	3		1
CUSTODIANS	12	12		8.00 H	12.30 H					2,355	100	8,363	50	3		1
LIBRARY AIDIES	1		1		9.30 H					2,355	75	8,363	75	3		1
MAINTENANCE WORKERS	4	4		12.60 H	24.11 H					2,355	100	8,363	50	3		1
SECRETARIES	20	18	1	7,740 Y	36,753 Y					2,355	100	8,363	75	3		1
SECURITY	4	3	1	7.68 H	9.33 H					2,355	75	8,363	75	3		1
TEACHER AIDES	8	7	1	8.50 H	11.50 H					2,355	75	8,363	75	3		1
OTHER ED SUPPRT STAFF	4	3	1	12.97 H	33,380 Y					2,355	100	8,363	75	3		1
TOTAL	68	52	16													
ADLAI E STEVENSON DIST 125																
ATTENDANCE OFFICERS	3	3		8.75 H	11.38 H					2,925	100	4,592			1	113
BOOKKEEPERS	6	6		9.50 H	22.00 H					2,925	100	4,592			1	113
BUS DRIVERS	2	2		8.50 H	10.66 H					2,925	100	4,592			1	113
HEALTH AIDES	2	2		14.00 H	22.72 H					2,925	100	4,592			1	113
HEALTH ASSISTANTS	1		1	7.00 H	9.24 H					2,925	100	4,592			1	113
LIBRARY AIDES	4	4		8.75 H	11.41 H					2,925	100	4,592			1	113
SECRETARIES	43	35	8	8.75 H	20.91 H					2,925	100	4,592			1	113
SECURITY	14	11	3	8.50 H	17.08 H					2,925	100	4,592			1	113
TEACHER AIDES	17	17		10.00 H	12.41 H					2,925	100	4,592			1	113
OTHER ED SUPPORT STAFF	22	18	3	8.50 H	19.77 H					2,925	100	4,592			1	113
TOTAL	114	99	15													
ZION-BENTON TWP H S DIST 128																
ATTENDANCE OFFICERS	3	3		10,088 Y	30,413 Y					1,658	100	4,536	36	3	1	112
BOOKKEEPERS	1	1		10,088 Y	35,078 Y					1,658	100	4,536	36	3	1	11
BUS DRIVERS	29		31	11.83 H	12.83 H										3	11
OTHER TRANSPORTATION			2	8.28 H	6.57 H										3	11
CLERKS	1	1		47,570 Y											3	11
COOKS	15	6	10	5.50 H	12.29 H					1,658	100	4,536	36	3	11	11
OTHER FOOD SERVICE	1	1			12.72 H					1,658	100	4,536	36	3	11	11
CUSTODIANS	6	6		13.27 H	19.92 H					1,658	100	4,536	36	3	11	11
HEALTH AIDES	1	1		10,088 Y	27,148 Y					1,658	100	4,536	36	3	1	112
LIBRARY AIDES	4	4		10,088 Y	24,449 Y					1,658	100	4,536	36	3	1	112

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1985-96 \*

CITY NAME OF DISTRICT	IMRF (CONT.)	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	YR PG	HIGH. LONG. D	MEMBER INSUR. PAID	% BD	FAMILY INSUR. PAID	POLICIES													
											PROVISION	A	B	C	D	E	F	G	H	I	J			
ZION-BENTON TWP H S DIST 128	7	7		28,766 Y	33,051 Y			1,658	100	4,536	36	3	11											
MAINTENANCE WORKERS	4	3	1	10,276 Y	42,058 Y			1,658	100	4,536	36	3	11											
MECHANICS	19	19		10,088 Y	35,520 Y			1,658	100	4,536	36	3	1	112										
SECRETARIES	7	7	3	4,400 Y	40,000 Y			1,658	100	4,536	36	3	1	112										
SECURITY	5	5		9,545 Y	19,508 Y			1,658	100	4,536	36	3	1	112										
TEACHER AIDES	3	3		23,025 Y	37,783 Y			1,658	100	4,536	80	3	1	112										
OTHER ED SUPPORT STAFF	108	67	47																					
TOTAL																								
LIBERTYVILLE COMM H SCH DIST 128	5	3	2	10.50 H	18.17 H			2,609	100	3,822	63	1	11											
BOOKKEEPERS	9	9		10.45 H	14.56 H			2,609	100	3,822	63	1	11											
CLERKS	3	3		13.30 H	14.56 H			2,609	100	3,822	63	1	11											
COOKS	7	6	1	8.53 H	31,800 Y			2,609	100	3,822	63	1	11											
OTHER FOOD SERVICE	13	13		15.30 H	15.74 H			2,609	100	3,822	63	1	11											
CUSTODIANS	3	3		11.42 H	13.75 H			2,609	100	3,822	63	1	11											
LIBRARY AIDES	3	3		15.84 H	17.75 H			2,609	100	3,822	63	1	11											
MAINTENANCE WORKERS	13	13		10.60 H	18.46 H	2		2,609	100	3,822	63	1	11											
SECRETARIES	8	4	4	9.60 H	13.13 H			2,609	100	3,822	63	1	11											
SECURITY	5	4	1	10.60 H	12.74 H			2,609	100	3,822	63	1	11											
TEACHER AIDES	5	4	1	9.45 H	10.57 H			2,609	100	3,822	63	1	11											
TEACHER ASSISTANTS	7	6	1	11.51 H	20.19 H	3		2,609	100	3,822	63	1	11											
OTHER ED SUPPORT STAFF	81	67	14																					
TOTAL																								
BARRINGTON C U SCHOOL DIST 220	3	3		8.38 H	11.34 H	11		3,288	100	6,075	50	1	13											
ATTENDANCE OFFICERS	10	8	2	8.38 H	11.34 H	11		3,288	100	6,075	50	1	13											
CLERKS	5	5		7.77 H	10.51 H	11		3,288	100	6,075	50	1	13											
OTHER FOOD SERVICE	32	31	1	9.95 H	13.45 H	11		3,288	100	6,075	50	1	13											
CUSTODIANS	8	8		9.92 H	13.42 H	11		3,288	100	6,075	50	1	13											
HEALTH AIDES	17	18	1	8.84 H	12.08 H	11		3,288	100	6,075	50	1	13											
LIBRARY AIDES	12	12		12.15 H	16.43 H	11		3,288	100	6,075	50	1	13											
MAINTENANCE WORKERS	50	48	4	9.92 H	13.42 H	11		3,288	100	6,075	50	1	13											
SECRETARIES	53	34	19	8.94 H	12.08 H	11		3,288	100	6,075	50	1	13											
TEACHER AIDES	42	34	8	5.65 H	7.64 H	11		3,288	100	6,075	50	1	13											
OTHER ED SUPPORT STAFF	232	197	35																					
TOTAL																								
SPEC EDUC DIST LAKE COUNTY/SEDOL	2	2		10.90 H	18.88 H	20	20	1,988	85	5,243	32	3	11											
BOOKKEEPERS	3	3		10.70 H	17.14 H	18	18	1,988	85	5,243	32	3	11											
CLERKS	10	10		8.30 H	15.88 H	14	14	1,988	85	5,243	32	3	11											
CUSTODIANS	4	4		12.40 H	17.63 H	14	14	1,988	85	5,243	32	3	11											
MAINTENANCE WORKERS	38	38		6.50 H	18.88 H	20	20	1,988	85	5,243	32	3	11											
SECRETARIES																								

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05/20/98  
N5595002

ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-98 \*

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CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	D	MAX SALARY	D	**	YR	PG	HIGH. LONG.	**	D	YR	INSUR.	PAID	% BD	FAMILY INSUR.	PAID	% BD	POLICIES	PROVISION	
																							AB
SPEC EDUC DIST LAKE COUNTY/SEDOL (CONT.)																							
TEACHER ASSISTANTS		238	4	8.31	H	7.99	H	5	5	10.84	H	25	1,968	87	5,243	32	11	113					
OTHER ED SUPPORT STAFF		17		8.59	H	11.82	H	5	5	14.80	H	25	1,968	87	5,243	32	11	113					
TOTAL		312	4																				
050 STREATOR ELEM SCHOOL DIST 44																							
BOOKKEEPERS	1	1				21,731	Y						2,339	100	5,587	80	2	1	11				
COOKS	7	7		8.41	H	23,293	Y						2,339	100	5,587	80	3	1	11				
OTHER FOOD SERVICE	10	10		7.40	H	8.83	H																
CUSTODIANS	12	12		19,085	Y	32,817	Y						2,339	100	5,587	80	3	1	113				
HEALTH ASSISTANTS	1	1				13.00	H																
LIBRARY AIDES	2	2		7.10	H	18,907	Y						2,339	100	5,587	80	2	1	11				
MAINTENANCE WORKERS	1	1				33,447	Y						2,339	100	5,587	80	3	1	113				
PLAYGROUND SUPERVISORS	14	14		8.41	H	10.99	H						2,339	100	5,587	80	2	1	11				
SECRETARIES	11	11		15,159	Y	26,032	Y						2,339	100	5,587	80	3	1	11				
TEACHER AIDES	33	33		49.36	D	11,682	Y						2,339	100	5,587	80	3	1	11				
OTHER ED SUPPORT STAFF	2	2		20,183	Y	30,407	Y						2,339	100	5,587	80	3	1	11				
TOTAL	84	83	1																				
OTTAWA ELEM SCHOOL DIST 141																							
BOOKKEEPERS	1	1				37,640	Y						2,970	100	8,998	100							
BUS DRIVERS	24	1	23	9.00	H	9.40	H	1	1				2,970	50	8,998	25							
OTHER TRANSPORTATION	1	1				32,188	Y						2,970	100	8,998	50							
COOKS	8	8				11,577	Y						2,970	100	8,998	50							
OTHER FOOD SERVICE	1	1				15,500	Y						2,970	100	8,998	50							
CUSTODIANS	14	14		20,922	Y	31,147	Y	10	8				2,970	100	8,998	50							
HEALTH AIDES	1	1				26,278	Y						2,970	100	8,998	50							
LIBRARY AIDES	4	4		6.82	H	12.77	H	16	16				2,970	100	8,998	50							
MAINTENANCE WORKERS	3	3		27,217	Y	35,307	Y	10	8				2,970	100	8,998	50							
MECHANICS	1	1				31,981	Y						2,970	100	8,998	100							
SECRETARIES	11	11		8.11	H	10.97	H	11	11				2,970	100	8,998	50							
TEACHER AIDES	25	25		6.82	H	12.77	H	16	16				2,970	100	8,998	50							
OTHER ED SUPPDRY STAFF	1	1		5.85	H	7.65	H	1	1				2,970	100	8,998	50							
TOTAL	85	72	23																				
051 LAWRENCE CO C U DISTRICT 20																							
BOOKKEEPERS	1	1				9.09	H						2,739	100	6,240	44							
BUS DRIVERS	15	1	15	13.16	T	19.44	T						2,739	100	6,240	44							
COOKS	7	2	5	5.55	H	10.58	H						2,739	100	6,240	44							
OTHER FOOD SERVICE	5	5	5	5.55	H	10.54	H						2,739	100	6,240	44							
CUSTODIANS	14	11	3	7.22	H	9.73	H						2,739	100	6,240	44							
ENGINEERS	1	1				17.94	H						2,739	100	6,240	44							
MAINTENANCE WORKERS	2	2		10.10	H	10.60	H						2,739	100	6,240	44							

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CITY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	** MAX SALARY D	** D YR PG	HIGH. LONG. D YR	** D YR	MEMBER INSUR. PAID	% BD PAID	FAMILY INSUR. PAID	% BD PAID	POLICIES PROVISION
	(CONT.)												
LAWRENCE CO C U DISTRICT 20													
MECHANICS	2			7.72 H	14.94 H				2,739	100	6,240	44	11
SECRETARIES	13			5.55 H	12.72 H				2,739	100	6,240	44	11
TEACHER AIDES	15			42.70 D	69.45 D				2,739	100	6,240	44	11
OTHER ED SUPPORT STAFF	1				20,000 Y				2,739	100	6,240	44	11
TOTAL	78	48	28										
052 DIXON UNIT SCHDDL DIST 170													
ATTENDANCE OFFICERS			1		3,700 Y								1
BOOKKEEPERS	3	3		8.40 H	19.26 H				1,561	100	4,051	100	111
COOKS	7	7		5.92 H	10.05 H				1,561	100	4,051	100	111
OTHER FOOD SERVICE	1			6.48 H	8.75 H				1,561	100	4,051	100	111
CUSTODIANS	18	15	9	7.03 H	14.88 H				1,561	100	4,051	100	111
HEALTH AIDES	5	5		5.36 H	12.98 H				1,561	100	4,051	100	111
LIBRARY AIDES	6	6		7.03 H	12.19 H				1,561	100	4,051	100	111
MAINTENANCE WORKERS	3	3		11.17 H	15.84 H				1,561	100	4,051	100	111
PLAYGROUND SUPERVISORS			28		8.75 H								11
SECRETARIES	15	15		6.49 H	21.57 H				1,561	100	4,051	100	111
TEACHER AIDES	34	33	2	5.36 H	8.81 H				1,561	100	4,051	100	111
OTHER ED SUPPORT STAFF	3	3		5.48 H	42,400 Y				1,561	100	4,051	100	111
TOTAL	95	90	51										
057 ROXANA COMM UNIT SCHOOL DIST 1													
ATTENDANCE OFFICERS													
BOOKKEEPERS	1	1			11.52 H				2,230	24	3,899	3	1 11
BUS DRIVERS	2	2			13.88 H				2,230	24	3,899	3	1 11
OTHER TRANSPORTATION	11		13		9.88 H								3 11
COOKS	1	1			27,982 Y				2,330	98	3,898	2	1 11
OTHER FOOD SERVICE	13	1	12	9.25 H	10.83 H	5							3 1 11
CUSTODIANS	1	1			31,591 Y				2,230	100	3,899	15	2 1 1 115
HEALTH ASSISTANTS	15	15			25,771 Y				2,330	98	3,898	2	1 1 11
LIBRARY AIDES	1		1		9.79 H								3 1 11
MAINTENANCE WORKERS	4	4			10.41 H				2,230	24	3,899	3	1 11
PLAYGROUND SUPERVISORS	7	7		28,683 Y	42,116 Y				2,330	98	3,898	2	1 1 115
SECRETARIES	1	1			8.36 H								3 1 11
TEACHER AIDES	11	10	1	9.79 H	10.41 H	3			2,230	24	3,899	3	1 11
OTHER ED SUPPORT STAFF	16	2	19		9.88 H				2,230	24	3,899	3	1 11
TOTAL	84	44	55		8.36 H	2							3 1 11
TRIAD COMM UNIT SCHOOL DIST 2													
BUS DRIVERS	23		24		7.50 H	10 4	8.75 H	11					3
OTHER TRANSPORTATION	1		3	10.00 H	12.50 H	1 1	0						3
CUSTODIANS	16	14	2		8.60 H	13 6	11.20 H	14	2,292	100	4,956	52 3	113

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ILLINOIS STATE BOARD OF EDUCATION  
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NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	YR PG	HIGH. LONG. D	MEMBER INSUR. PAID	% BD PAID	FAMILY INSUR. PAID	% BD PAID	POLICIES PROVISION
<b>TRIAD COMM UNIT SCHOOL DIST 2 (CONT.)</b>												
LIBRARY AIDES	1		1		7.45 H	7	8.35 H	8				13
MAINTENANCE WORKERS	2	2	8	9.20 H	10.10 H	13	12.70 H	14	2,292	4,958	52	113
PLAYGROUND SUPERVISORS					5.75 H	1	0					
SECRETARIES	14	14	1	8.22 H	8.22 H	25	12.78 H	26	2,292	4,958	52	113
SECURITY	1		1	7.80 H	7.80 H	1	0					1
TEACHER ASSISTANTS	36	41	7	7.45 H	7.45 H	7	8.35 H	8				13
TOTAL	84	30	80									
<b>HIGHLAND COMM UNIT SCH DIST 5</b>												
BOOKKEEPERS	2	2		7.80 H	13.85 H	20	13		2,358	2,864	75	11
CUSTODIANS	18	15	3	7.53 H	11.90 H	6	7		2,358	2,864	75	113
MAINTENANCE WORKERS	3		1	7.83 H	15.10 H	6	7		2,358	2,864	75	113
PLAYGROUND SUPERVISORS			1	6.00 H	6.00 H	1						1
SECRETARIES	21	17	5	7.10 H	12.35 H	20	13		2,358	2,864	75	11
TEACHER AIDES	24	21	4	10.384 Y	10.384 Y	1			2,358	2,864	75	1
OTHER ED SUPPORT STAFF	1		1	6.00 H	6.00 H	1						1
TOTAL	68	58	14									
<b>EDWARDSVILLE C U SCHOOL DIST 7</b>												
COOKS	29	12	36	6.29 H	9.24 H				2,124	2,316	100	1113
OTHER FOOD SERVICE	1		1						2,124	2,316	100	1
CUSTODIANS	37	33	4	7.93 H	11.82 H				2,124	2,316	100	1113
MAINTENANCE WORKERS	4	4		8.95 H	13.26 H				2,124	2,316	100	1113
PLAYGROUND SUPERVISORS	3	2	21	5.62 H	7.03 H				2,124	2,316	100	1113
SECRETARIES	51	34	17	6.27 H	10.89 H				2,124	2,316	100	1112
TEACHER ASSISTANTS	88	2	96	5.96 H	8.55 H				2,124	2,316	100	1113
OTHER ED SUPPORT STAFF	1		1						2,124	2,316	100	1
TOTAL	214	89	174						2,124	2,316	100	111
<b>BETHALTO C U SCHOOL DIST 8</b>												
ATTENDANCE OFFICERS	1		1	6.70 H	11.49 H	7	7		2,817	7,044	80	45
BOOKKEEPERS	3	3		23.350 Y	24.590 Y	7	7		2,817	7,044	80	45
BUS DRIVERS	14	22	2	8.80 H	11.49 H	4	4		2,817	7,044	80	45
OTHER TRANSPORTATION	3	3	1	6.25 H	7.87 H	4	4		2,817	7,044	80	45
CLERKS	17	15	2	6.25 H	7.87 H	4	4		2,817	7,044	80	45
COOKS	22	22	9	6.80 H	9.99 H	4	4		2,817	7,044	80	45
OTHER FOOD SERVICE	1	1		10.100 Y	16.177 Y				2,817	7,044	80	45
CUSTODIANS	17	17		8.50 H	13.04 H	4	5		2,817	7,044	80	45
HEALTH ASSISTANTS	1	1		8.60 H	9.73 H				2,817	7,044	80	45
MAINTENANCE WORKERS	5	5		8.85 H	16.13 H	4	5		2,817	7,044	80	45
MECHANICS	1	1		8.85 H	14.13 H	4	5		2,817	7,044	80	45
PLAYGROUND SUPERVISORS	3	3	5	6.25 H	7.87 H	4	4		2,817	7,044	80	45

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-86 \*

CITY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	**	YR	PG	HIGH. LONG.	**	MEMBER INSUR.	% BO PAID	FAMILY INSUR.	% BO PAID	POLICIES PROVISION
				O	H	O	H	O	H	O	H	O	PAIO	PAIO	PAIO	ABCOEFGHIJ
BETHALTO C U SCHOOL OIST 8																
SECRETARIES	22	19	3	8.70	H	23,350	Y	7	7			2,817	80	7,044	45	3 111
TEACHER AIOES	6	8		8.80	H	9.01	H	4	4			2,817	80	7,044	45	3 111
TOTAL	118	119	22													
COLLINSVILLE C U SCH OIST 10																
ATTENDANCE OFFICERS	1	1	1		H		H					2,767	100	3,613	52	1 11
ATTORNEYS					M		M									
BOOKKEEPERS	3	3				12.91	H	13	6			2,767	100	3,613	52	1 1 115
CLERKS	4	4		8.19	H	11.78	H	13	12	13.14	H	14	100	3,613	52	1 1 115
COOKS	3	3				12.18	H					2,767	100	3,613	52	1 1 115
OTHER FOOD SERVICE	23	12	30	8.88	H	12.78	H	7	8			2,767	100	3,613	52	1 1 115
CUSTODIANS	33	33		12.91	H	17.32	H	7	6			2,767	100	3,613	52	1 1 115
HEALTH AIOES	4	4				8.19	H	10	5	10.25	H	11	100	3,613	52	1 1 1113
HEALTH ASSISTANTS	1	1	1			94.95	O					2,767	100	3,613	52	1 1 1113
LIBRARY AIOES	2	2		8.19	H	23,403	Y	10	5	1.025	H	11	100	3,613	52	1 1 1113
MAINTENANCE WORKERS	7	7		18.08	H	18.87	H		2			2,767	100	3,613	52	1 1 1115
PLAYGROUND SUPERVISORS	13		20			6.28	H									
SECRETARIES	29	29		8.19	H	32,653	Y	13	18	1.398	H		100	3,613	52	1 1 1115
SECURITY	5	5	5			9.83	H	4	3	11.48	H	5	100	3,613	52	1 1 11
TEACHER AIOES	9	8	1			9.93	H	4	3	11.41	H	5	100	3,613	52	1 1 11
TEACHER ASSISTANTS	34	34		8.19	H	8.68	H	10	10	11.08	H	11	100	3,613	52	1 1 1113
OTHER EO SUPPORT STAFF	3	3	58	27,454	Y	41,455	Y					2,767	100	3,613	52	1 1 11
TOTAL	174	149														
ALTON COMM UNIT SCHOOL OIST 11																
ATTENDANCE OFFICERS	1	1				6.45	H					2,439	100	3,277	3	11 113
BOOKKEEPERS	4	4		7.85	H	14.13	H					2,439	100	3,277	3	11 113
OTHER TRANSPORTATION	3	3		6.45	H	12.26	H					2,439	100	3,277	3	11 113
CLERKS	39	30	9	6.45	H	10.48	H					2,439	100	3,277	3	11 113
COOKS	13	13		6.45	H	9.01	H					2,439	100	3,277	3	11 113
OTHER FOOD SERVICE	17	9	8	6.45	H	11.04	H					2,439	100	3,277	3	11 113
CUSTODIANS	58	58		6.45	H	10.54	H					2,439	100	3,277	3	11 113
HEALTH ASSISTANTS	1	1				6.45	H				0					
LIBRARY AIOES	5	5		6.45	H	12.92	H				0					
MAINTENANCE WORKERS	25	25		8.78	H	16.43	H				0					
MECHANICS	1	1				8.78	H				0					
SECRETARIES	32	32		6.45	H	16.00	H				0					
SECURITY	3	3		6.45	H	11.07	H				0					
TEACHER AIOES	93	82	11	6.45	H	10.48	H				0					
OTHER EO SUPPORT STAFF	33	6	27	6.45	H	17.70	H				0					
TOTAL	328	271	55													

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLD, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	**	PG	LONG.	**	MEMBER	%	FAMILY	%	POLICIES
<b>058 SOUTH CENTRAL COMM UNIT DIST 401</b>															
BOOKKEEPERS	1	1		8.00 H		10.20 H					1,938	66	2,919		1111
BUS DRIVERS	17	17		9.00 H		10.15 H					1,938	66	2,919		1111
OTHER TRANSPORTATION	1	1		9.00 H		10.15 H					1,938	66	2,919		1111
COOKS	8	7	1	6.50 H		7.20 H					1,938	66	2,919		1111
CUSTODIANS	7	7		7.00 H		9.00 H					1,938	66	2,919		1111
LIBRARY AIDES	1	1		7.50 H		8.15 H					1,938	66	2,919		1111
MAINTENANCE WORKERS	1	1		7.00 H		10.30 H					1,938	66	2,919		1111
MECHANICS	1	1				11.40 H					1,938	66	2,919		1111
SECRETARIES	8	6		6.90 H		8.05 H					1,938	66	2,919		1111
TEACHER AIDES	8	8		7.50 H		8.15 H					1,938	66	2,919		1111
TEACHER ASSISTANTS	1	1		5.75 H		6.30 H					1,938	66	2,919		1111
TOTAL	52	50	2												
<b>061 MASSAC UNIT DISTRICT #1</b>															
ARCHITECTS	1														
ATTORNEYS	1														
BOOKKEEPERS	4	4		18,382 Y		23,515 Y		2			2,282	73	4,956	42	11
COOKS	20	18	2	4,700 Y		11,351 Y		2			2,282	73	4,956	42	11
OTHER FOOD SERVICE	1	1		6.80 H		13,855 Y		2			2,282	73	4,956	42	11
CUSTODIANS	19	18	1	10,924 Y		21,848 Y		2			2,282	73	4,956	42	11
MAINTENANCE WORKERS	3	3		27,473 Y		28,662 Y		2			2,282	73	4,956	42	11
SECRETARIES	15	14	1	4,700 Y		29,343 Y		2			2,282	73	4,956	42	11
TEACHER AIDES	37	35	2	5,770 Y		11,541 Y					2,282	73	4,956	42	11
OTHER ED SUPPORT STAFF	3	3	1	6.15 H		45,000 Y		1			2,282	73	4,956	42	11
TOTAL	102	96	15												
<b>062 MACOMB COMM UNIT SCH DIST 185</b>															
BOOKKEEPERS	2	2		9.54 H		15.05 H					2,077	100	3,784	50	11
COOKS	7	4	3	6.10 H		8.82 H					2,077	100	3,784	50	11
OTHER FOOD SERVICE	15	15		5.83 H		7.25 H									1
CUSTODIANS	15	12	3	5.78 H		12.05 H					2,077	100	3,784	50	11
HEALTH ASSISTANTS	1	1		6.10 H		8.13 H									1
LIBRARY AIDES	3	3		6.36 H		9.84 H					2,077	100	3,784	50	11
MAINTENANCE WORKERS	5	5		7.95 H		14.39 H					2,077	100	3,784	50	11
SECRETARIES	17	16	1	6.36 H		14.31 H					2,077	100	3,784	50	11
TEACHER AIDES	65	65		6.10 H		8.13 H									1
OTHER ED SUPPORT STAFF	1	1				38,813 Y					2,077	100	3,784	50	11
TOTAL	131	43	88												
<b>063 MCHENRY C C SCHOOL DIST 15</b>															
BOOKKEEPERS	3	3		6.75 H		11.00 H					2,722	100	4,030		1113
BUS DRIVERS	42	42		7.25 H		12.39 H					50	100			1113

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME DF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. LONG. D YR	**	MEMBER INSUR.	% PAID	BD	FAMILY INSUR.	% PAID	BD	POLICIES	
																		PROVISION
(CONT.)																		
MCHENRY C C SCHOOL DIST 15	1		1			17,681	Y				225	100		358			111	
OTHER TRANSPORTATION	18	18		6.27	H	8.08	H				2,722	100		4,030			111	
COOKS	1	1				22,221	Y				2,722	100		4,030			2	
OTHER FOOD SERVICE	23	21	2	7.50	H	15.60	H				2,722	100		4,030			111	
CUSTODIANS	7	7		7.00	H	7.85	H				2,722	100		4,030			111	
HEALTH AIDES			18	5.20	H	6.39	H				2,772	100		4,030			111	
PLAYGROUND SUPERVISORS	19	19		7.00	H	14.57	H				2,722	100		4,030			111	
SECRETARIES	44	44		5.20	H	9.52	H				2,722	100		4,030			111	
TEACHER AIDES	1	1				45,000	Y				2,722	100		4,030			111	
OTHER ED SUPPORT STAFF	180	157	19															
TOTAL																		
CRYSTAL LAKE C C SCH DIST 47																		
BOOKKEEPERS	3	2	1	8.54	H	15.86	H	20	20		3,720	100		5,455			311	
COOKS	11	11		7.40	H	8.58	H	2	2		3,720	100		5,455			111	
OTHER FOOD SERVICE	8	8		9.03	H	10.14	H	2	2		3,720	100		5,455			111	
CUSTODIANS	23	23		8.73	H	13.38	H	4	5		3,720	100		5,455			111	
ENGINEERS	9	9		10.28	H	15.55	H	4	5		3,720	100		5,455			111	
HEALTH ASSISTANTS	11	9	2	8.11	H	17.24	H	20	21		3,720	100		5,455			111	
LIBRARY AIDES	11	2	9	7.15	H	11.70	H	14	15		3,720	100		5,455			111	
MAINTENANCE WORKERS	5	5		11.94	H	17.87	H	4	8		3,720	100		5,455			111	
PLAYGROUND SUPERVISORS			15			10.00	H										111	
SECRETARIES	18	11	7	8.63	H	16.80	H	20	21		3,720	100		5,455			311	
SECURITY			1			12.22	H										111	
TEACHER AIDES	35	28	7	7.15	H	11.70	H	14	15		3,720	100		5,455			111	
TEACHER ASSISTANTS	18	13	5	8.15	H	12.70	H	14	15		3,720	100		5,455			111	
TOTAL	152	121	47															
HARVARD C U SCHOOL DIST 50																		
ATTENDANCE OFFICERS	1	1		6.40	H	8.74	H	17			2,848	100		3,488			31	
BOOKKEEPERS	1	1		7.00	H	10.68	H	8			2,848	100		3,488			31	
BUS DRIVERS	6	13		17.14	T	18.13	T	1			2,848	100		3,488			31	
OTHER TRANSPORTATION	1	1				8.00	H	12			2,848	100		3,488			31	
CLERKS	2	2		5.90	H	8.79	H	12			2,848	100		3,488			31	
COOKS	10	9	1	5.90	H	10.94	H	28			2,848	100		3,488			31	
OTHER FOOD SERVICE			3			5.90	H				2,848	100		3,488			31	
CUSTODIANS	17	17		6.90	H	11.04	H	25			2,848	100		3,488			31	
MAINTENANCE WORKERS	2	2		8.40	H	13.46	H	7			2,848	100		3,488			31	
MECHANICS	1	1		12.50	H	15.15	H	5			2,848	100		3,488			31	
SECRETARIES	14	13	1	6.15	H	9.19	H	8			2,848	100		3,488			31	
TEACHER AIDES	32	25	7	6.10	H	9.64	H	15			2,848	100		3,488			31	
TEACHER ASSISTANTS			1	10.00	H	10.50	H	1			2,848	100		3,488			31	
OTHER ED SUPPORT STAFF			1	6.80	H	9.99	H	33			2,848	100		3,488			31	
TOTAL	87	87	14															

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. LONG.	** D	MEMBER PAID	BD	FAMILY INSUR.	% PAID	BD	%	POLICIES
<b>COMMUNITY HIGH SCHOOL DIST 155</b>																	
ATTENDANCE OFFICERS	3	3		10,752	Y	15,298	Y	14			3,537	100	5,056	50	1	11	
BOOKKEEPERS	1	1		25,392	Y	36,129	Y	14			3,537	100	5,056	50	1	11	
CLERKS	3	3		14,307	Y	20,356	Y	14			3,537	100	5,056	50	1	11	
COOKS	9	9		6.00	H	8.27	H	7			3,537	100	5,056	50	1	11	
OTHER FOOD SERVICE	14	14	6	5.56	H	7.45	H	7			3,537	100	5,056	50	1	11	
CUSTODIANS	36	36				17,680	Y				3,537	100	5,056	50	1	11	
LIBRARY AIDES	6	6		14,307	Y	20,356	Y	14			3,537	100	5,056	50	1	11	
MAINTENANCE WORKERS	7	7									3,537	100	5,056	50	1	11	
SECRETARIES	36	36		25,392	Y	36,129	Y	14			3,537	100	5,056	50	1	11	
TEACHER AIDES	24	24		10,752	Y	15,298	Y	14			3,537	100	5,056	50	1	11	
OTHER ED SUPPORT STAFF	3	2	1								3,537	100	5,056	50	1	11	
TOTAL	142	141	7								3,537	100	5,056	50	1	11	
<b>MCHENRY COMM H S DIST 156</b>																	
BOOKKEEPERS	1	1				7.49	H		15.79	H	27	100	3,767	100		11	
BUS DRIVERS	9	9				8.29	T		12.39	T	13	100	3,767	100		11	
OTHER TRANSPORTATION	1	1				14.36	H		16.97	H	5	100	3,767	100		11	
CLERKS	1	1				7.49	H		8.82	H	12	100	3,767	100		11	
OTHER FOOD SERVICE	1	1				5.04	H		7.84	H	16	100	3,767	100		11	
CUSTODIANS	10	10				7.26	H		8.40	H	5	100	3,767	100		11	
ENGINEERS	1	1				11.53	H		20.18	H	8	100	3,767	100		11	
MAINTENANCE WORKERS	4	4				8.20	H		15.36	H	19	100	3,767	100		11	
MECHANICS	1	1				8.20	H		15.18	H	11	100	3,767	100		11	
SECRETARIES	14	14		5.74	H				14.36	H	7	100	3,767	100		11	
TEACHER AIDES	15	15				5.47	H		10.13	H	20	100	3,767	100		11	
TEACHER ASSISTANTS	15	15				6.08	H		10.33	H	21	100	3,767	100		11	
TOTAL	73	73									2,574	100	3,767	100		113	
<b>SPEC ED DIST OF MCHENRY CO-SEDOM</b>																	
BOOKKEEPERS	2	2		8.00	H	14.00	H	12			269	100		100			
BUS DRIVERS	32	29	3	6.90	H	11.00	H	15			269	100		100			
OTHER TRANSPORTATION	1	1				26,000	Y				269	100		100			
COOKS	2	1	1	6.66	H	10.60	H				269	100		100			
OTHER FOOD SERVICE	1	1				10.60	H	21				100		100			
CUSTODIANS	4	3	1	6.00	H	14.50	H	20				100		100			
HEALTH ASSISTANTS	3	3									269	100		100			
MECHANICS	1	1				9.60	H	3			269	100		100			
SECRETARIES	9	7	2			8.00	H		16.50	H	23	100		100			
TEACHER ASSISTANTS	52	51	1	8,235	Y	12,200	Y	15			269	100		100			
OTHER ED SUPPORT STAFF	9	6	3	6,000	Y	15,000	Y				269	100		100			
TOTAL	118	105	11								269	100		100			

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	** D YR PG	HIGH. LONG. D YR	** INSUR. PAID	MEMBER BD PAID	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION
WOODSTOCK C U SCHOOL DIST 200													
BOOKKEEPERS	3	3		8.55 H	18.52 H	H 22	4.20 Y 21	2,290	91	85	4,857	85	1 1
BUS DRIVERS	44	19	33	8.50 H	13.47 H	H 11	4.20 Y 21	2,290	91	85	4,857	85	1 1
CLERKS	10	5	5	7.40 H	11.64 H	H 6	4.20 Y 21	2,290	91	85	4,857	85	1 1
COOKS	8	8		6.25 H	11.12 H	H 20	4.20 Y 21	2,290	91	85	4,857	85	1 1
OTHER FOOD SERVICE	25	19	6	5.90 H	11.75 H	H 26	4.20 Y 21	2,290	91	85	4,857	85	1 1
CUSTODIANS	29	25	4	7.85 H	15.91 H	H 13	4.20 Y 21	2,290	91	85	4,857	85	1 1
HEALTH AIDES	4	2	2	12.60 H	14.43 H	H 12	4.20 Y 21	2,290	91	85	4,857	85	1 1
LIBRARY AIDES	8	2	6	6.25 H	10.48 H	H 21	4.20 Y 21	2,290	91	85	4,857	85	1 1
MAINTENANCE WORKERS	5	5		11.55 H	23.20 H	H 19	4.20 Y 21	2,290	91	85	4,857	85	1 1
MECHANICS	3	3		9.67 H	18.81 H	H 18	4.20 Y 21	2,290	91	85	4,857	85	1 1
PLAYGROUND SUPERVISORS	24	23	21	5.90 H	7.21 H	H 8	4.20 Y 21	2,290	91	85	4,857	85	1 1
SECRETARIES	42	14	47	5.90 H	18.92 H	H 12	4.20 Y 21	2,290	91	85	4,857	85	1 1
TEACHER AIDES	5	5		11.40 H	25.24 H	H 3	4.20 Y 21	2,290	91	85	4,857	85	1 1
OTHER ED SUPPORT STAFF	210	133	125										
TOTAL													

064 MCLEAN COUNTY UNIT DIST NO 5

BOOKKEEPERS	1	1		9.67 H	17.65 H	H 5	5.00 Y 15	2,520	100	3,111			1
BUS DRIVERS	54	3	81	8.05 H	10.99 H	H 9		2,520	100	3,111			1
OTHER TRANSPORTATION	1	1		11.50 H				2,520	100	3,111			1
CLERKS	4	4		7.99 H	17.65 H	H 5	5.00 Y 15	2,520	100	3,111			1
COOKS	53	1	61	8.48 H	11.08 H	H 16	3.00 Y 16	2,520	50	3,111			1
OTHER FOOD SERVICE			7	8.48 H	10.21 H	H 16	3.00 Y 16	2,250	50	3,111			1
CUSTODIANS	62	62		11.76 H	13.48 H	H 15	4.00 Y 15	2,712	100				16
MAINTENANCE WORKERS	18	18		12.99 H	18.22 H	H 15	4.00 Y 15	2,712	100				16
MECHANICS	2	2		12.99 H	18.66 H	H 15	4.00 Y 15	2,712	100				16
PLAYGROUND SUPERVISORS	56	52	57	5.75 H	8.50 H	H 2							1
SECRETARIES	2	2	4	6.60 H	18.93 H	H 6	5.00 Y 15	2,520	100	3,111			1
SECURITY	52	52	2	9,834 Y	15,982 Y	Y 13	0	2,520		3,111			1
TEACHER ASSTANTS	9	9		21,168 Y	90,000 Y		500 Y 15	2,520	100	3,111			13
OTHER ED SUPPORT STAFF	314	205	212										1
TOTAL													

OLYMPIA C U SCHOOL DIST 18

BOOKKEEPERS	2	2		7.45 H	10.49 H	H		2,100	100	2,940			
BUS DRIVERS	24	25	6	12.00 T	22.20 T	T		2,100	100	2,940			
OTHER TRANSPORTATION	1	1		27,748 Y				2,100	100	2,940			
CLERKS	2	2	5	7.37 H									
COOKS	21	11	13	6.30 H	9.09 H	H		2,100	100	2,940			
OTHER FOOD SERVICE	1	1		10.88 H				2,100	100	2,940			
CUSTODIANS	15	14	1	8.45 H	10.67 H	H		2,100	100	2,940			
MAINTENANCE WORKERS	6	6		8.45 H	18.92 H	H		2,100	100	2,940			

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
\*\* D=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

05/20/88  
NSS89002

ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLD, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-88 \*

61

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	**	D	YR	PG	HIGH. LONG.	**	D	YR	INSUR.	PAID	% BD	FAMILY INSUR.	PAID	% PROVISION	POLICIES	
																						AB
OLYMPIA C U SCHOOL DIST 16																						
MECHANICS	1	1													2,100	100	100	2,940				
PLAYGROUND SUPERVISORS	17	15	9	6.05	H	7.15	H							2,100	100	100	2,940					
TEACHER AIDES	17	7	10	7.15	H	7.60	H							2,100	100	100	2,940					
OTHER ED SUPPORT STAFF	1	1				28,431	Y							2,100	100	100	2,940					
TOTAL	108	86	48																			
BLOOMINGTON SCH DIST 87																						
ATTENDANCE OFFICERS	2	2		6.75	H	11.50	H							2,978	100	100	4,380				1	
BOOKKEEPERS	4	4		7.75	H	15.35	H							2,978	100	100	4,380				1	
CLERKS	17	12	5	6.25	H	11.50	H							2,978	100	100	4,380				1	
COOKS	18		18			10.27	H							2,978	100	100	4,380				1	
OTHER FOOD SERVICE	28	28	47	8.49	H	15.20	H							2,978	100	100	4,380				1	
CUSTODIANS	28	28	3	8.97	H	11.87	H	3	3					2,978	100	100	4,380				1	
LIBRARY AIDES	2	2		7.44	H	11.85	H	12						2,978	100	100	4,380				1	
MAINTENANCE WORKERS	10	10		11.42	H	16.52	H	3	1					2,978	100	100	4,380				1	
PLAYGROUND SUPERVISORS			95	7.15	H	7.40	H							2,978	100	100	4,380				1	
SECRETARIES	28	28		7.75	H	17.50	H							2,978	100	100	4,380				1	
SECURITY			1			18.25	H							2,978	100	100	4,380				1	
TEACHER AIDES	39	39		7.44	H	11.85	H	12						2,978	100	100	4,380				1	
OTHER ED SUPPORT STAFF	23	23		5.85	H	19.92	H							2,978	100	100	4,380				1	
TOTAL	198	144	169																			
065 PORTA COMM UNIT SCHOOL DIST 202																						
BOOKKEEPERS	1	1				31,920	Y							2,214	100	100	381				3	
BUS DRIVERS	14	14	2			7,003	Y				100	Y	20	2,214	100	100	381				3	
OTHER TRANSPORTATION	1	1				22,050	Y				100	Y	20	2,214	100	100	381				3	
CLERKS	3	2	1			6.67	H				1.00	Y	20	2,214	100	100	381				3	
COOKS	12	12		6.88	H	8.70	H				1.00	Y	20	2,214	100	100	381				3	
OTHER FOOD SERVICE	7	3	4	6.67	H	10,710	Y				1.00	Y	20	2,214	100	100	381				3	
CUSTODIANS	7	7		7.24	H	8.11	H				1.00	Y	20	2,214	100	100	381				3	
LIBRARY AIDES	1	1				6.67	H				1.00	Y	20	2,214	100	100	381				3	
MAINTENANCE WORKERS	1	1				30,870	Y				1.00	Y	20	2,214	100	100	381				3	
MECHANICS	1	1				7.28	H				1.00	Y	20	2,214	100	100	381				3	
SECRETARIES	7	7		7.24	H	19,845	Y				1.00	Y	20	2,214	100	100	381				3	
TEACHER AIDES	12	9	3			6.67	H				1.00	Y	20	2,214	100	100	381				3	
OTHER ED SUPPORT STAFF	6	6		5.79	H	20,835	Y				1.00	Y	20	2,214	100	100	381				3	
TOTAL	73	65	10																			
088 HILLSBORO COMM UNIT SCH DIST 3																						
BOOKKEEPERS	1	1				11.00	H							2,866	100	100	4,743				3	
BUS DRIVERS	25		25			8,421	Y							2,866	100	100	4,743				3	

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
\*\* O=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION  
NONCERTIFIED STAFF SALARY STUDY 1985-86 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	D	**	YR	PG	HIGH. LDNG.	**	D	YR	INSUR.	MEMBER	BD	PAID	FAMILY	INSUR.	PAID	%	POLICIES
HILLSBORO COMM UNIT SCH DIST 3	(CONT.)																						
OTHER TRANSPORTATION	1					30,000	Y									2,668	100		4,743			3	1
CLERKS	3	2	1	5.25	H	7.17	H															3	1
COOKS	4		4	5.55	H	8.70	H	1														3	1
OTHER FOOD SERVICE	18	1	17	5.55	H	8.75	H	1														3	1
CUSTODIANS	17	17		10.05	H	11.25	H	1														3	1
LIBRARY AIDES	2	2		5.25	H	9.22	H															3	1
MAINTENANCE WORKERS	2	2				33,500	Y															3	1
MECHANICS	1	1				22,000	Y															3	1
SECRETARIES	13	11	2	5.25	H	12.52	H															3	1
TEACHER AIDES	21	17	4	5.25	H	8.85	H															3	1
OTHER ED SUPPORT STAFF	2		2	5.25	H	6.28	H															3	1
TOTAL	110	55	55																			3	1
LITCHFIELD C U SCHOOL DIST 12																							
BDDKKEEPERS	1	1		8.74	H	11.74	H	20	20		12.81	H	21			2,197	100		3,618			3	1
BUS DRIVERS	17	18	1	40.00	D	55.82	D	20	20		61.40	D	21			2,197	100		3,618			3	1
COOKS	8	8	19	5.80	H	10.41	H	20	20		11.45	H	21			2,197	100		3,618			3	1
OTHER FOOD SERVICE	13	12	1	6.83	H	10.41	H	20	20		11.45	H	21			2,197	100		3,618			3	1
MAINTENANCE WORKERS	1	1		8.85	H	12.72	H	20	20		13.88	H	21			2,197	100		3,618			3	1
PLAYGROUND SUPERVISORS			9	6.50	H	8.15	H	20	20		12.38	H	21			2,197	100		3,618			3	1
SECRETARIES	13	13		6.50	H	11.25	H	20	20		12.38	H	21			2,197	100		3,618			3	1
TEACHER AIDES	15	14	1	6.70	H	7.27	H	20	20							2,197	100		3,618			3	1
OTHER ED SUPPORT STAFF	1	1				47,067	Y															3	1
TOTAL	70	68	31																			3	1
069 JACKSONVILLE SCHOOL DIST 117																							
BDDKKEEPERS	1	1		1,238	M	1,722	M	20	20		1,783	M	25			1,800	100		2,400			11	
BUS DRIVERS	23	4	31	815	M	1,615	M	25	25		2,168	M	25			1,800	100		2,400			1	113
OTHER TRANSPORTATION	1	1				27,580	Y									1,800	100		2,400			11	
CLERKS	3	3		1,238	M	1,722	M	20	20		1,783	M	25			1,800	100		2,400			11	
CDDKS			10			7.78	H															11	
OTHER FOOD SERVICE	23	3	22			7.78	H															11	
CUSTODIANS	30	28	2			10.25	H															11	
LIBRARY AIDES	5	5		1,198	M	1,680	M	20	20		10.84	H	25			1,800	100		2,400			1	113
MAINTENANCE WORKERS	6	6		12.25	H	13.16	H				1,738	M	25			1,800	100		2,400			1	113
MECHANICS	1	1				24,377	Y				13.55	H	25			1,800	100		2,400			1	113
PLAYGROUND SUPERVISORS			16			4.25	H									1,800	100		2,400			11	
SECRETARIES	24	24		1,238	M	1,722	M	20	20		1,783	M	25			1,800	100		2,400			11	
SECURITY			1			7.42	H															11	
TEACHER AIDES	38	23	38	10,782	Y	15,120	Y	20	20		58	M	25			1,800	100		2,400			11	
OTHER ED SUPPORT STAFF	2	2	1													1,800	100		2,400			11	
TOTAL	158	102	121																			11	

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

63

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	**	MAX SALARY D	**	YR	PG	HIGH. LONG. D	**	MEMBER INSUR. PAID	% BD PAID	FAMILY INSUR. PAID	% BD PAID	POLICIES PROVISION
071 BYRON COMM UNIT SCHOOL DIST 228																
BDDKKEEPERS	2			36,322 Y		44,568 Y	18	6				2,130	100	4,919	44	3
BUS DRIVERS	17	17		531 M		1,027 M	18	6		1,088	M	2,130	100	4,919	44	3
OTHER TRANSPORTATION	1			31,144 Y		33,685 Y	18	6		37,891	Y	2,130	100	4,919	44	3
CLERKS	10	9	1	14,535 Y		15,120 Y	18	6		17,685	Y	2,130	100	4,919	44	3
COOKS	3	3		10,94 H		12,80 H	18	6				2,130	100	4,919	44	3
OTHER FOOD SERVICE	9		14	8,76 H		11,18 H	18	6				2,130	100	4,919	44	3
CUSTODIANS	15		15	13,70 H		16,08 H	18	6		16,67	H	2,130	100	4,919	44	3
LIBRARY AIOES	3	3		18,649 Y		21,810 Y	18	6				2,130	100	4,919		3
MAINTENANCE WORKERS	4	4		39,188 Y		44,079 Y	18	6		45,843	Y	2,130	100	4,919		3
SECRETARIES	8	8		26,210 Y		28,349 Y	18	6		31,889	Y	2,130	100	4,919		3
TEACHER AIDES	31	30	7	17,381 Y		21,810 Y	18	6				2,130	100	4,919		3
TOTAL	103	60	54													
072 PEORIA SCHOOL DISTRICT 150																
BUS DRIVERS	181		181	8,57 H		9,82 H	6	6				2,129	75	4,427	80	3
OTHER TRANSPORTATION	78	5	73	6,48 H		18,64 H	6	6				2,129	75	4,427	80	3
CLERKS	99	88	10	7,19 H		10,56 H	6	6				2,129	80	4,427	80	3
COOKS	12	12		7,79 H		8,37 H	9	3				2,129	80	4,427	80	3
OTHER FOOD SERVICE	248	41	208	7,18 H		7,69 H	9	3				2,129	80	4,427	80	3
CUSTODIANS	128	128		10,05 H		13,31 H	5	5				2,129	75	4,427	80	3
HEALTH ASSISTANTS	10	9	1	20,581 Y		26,173 Y	9	9				2,129	75	4,427	80	3
LIBRARY AIOES	33	33	1	13,816 Y		18,254 Y	10	10				2,129	75	4,427	80	3
MAINTENANCE WORKERS	17	16	1	17,78 H		18,18 H	10	3				2,129	75	4,427	80	3
SECRETARIES	47	47		7,42 H		12,81 H	16	16				2,129	75	4,427	80	3
SECURITY	22	22				27,224 Y	2	2				2,129	75	4,427	80	3
TEACHER AIDES	158	148	11	13,816 Y		18,254 Y	7	7				2,129	80	4,427	80	3
TEACHER ASSISTANTS	12	11	1	13,816 Y		18,254 Y	7	7				2,129	80	4,427	80	3
OTHER ED SUPPORT STAFF	50	12	72									2,129	80	4,427	80	3
TOTAL	1094	570	559													
0UNLAP C U SCHOOL OIST 323																
BOOKKEEPERS	1	1														
BUS DRIVERS	9	9														
COOKS	11	1	10													
CUSTODIANS	8	8														
LIBRARY AIDES	1	1														
SECRETARIES	7	7														
TEACHER AIOES	7	7														
TOTAL	44	26	18													
079 SPARTA C U SCHOOL DIST 140																
BUS DRIVERS	3		3	7,05 H		10,03 H						2,108	75	2,534	75	2
																1
																15

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLD, STATE SUPERINTENDENT OF EDUCATION  
NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. LONG. D YR	**	MEMBER INSUR.	% PAID	FAMILY INSUR.	% PAID	POLICIES PROVISION
SPARTA C U SCHOOL DIST 140															
CLERKS	2	1	1	6,760 Y		17,306 Y					2,106	75	2,534	75	2 1 1
COOKS	19	9	10	7.49 H		8.84 H					2,106	75	2,534	75	2 1 1
OTHER FOOD SERVICE	1	1				18,813 Y					2,106	75	2,534	75	2 1 1
CUSTODIANS	18	18		7.49 H		11.71 H					2,106	75	2,534	75	2 1 1
LIBRARY AIDES	1	1				10,876 Y					2,106	75	2,534	75	2 1 1
SECRETARIES	12	12		10,958 Y		16,588 Y					2,106	75	2,534	75	2 1 1
TEACHER AIDES	17	17		8,821 Y		11,367 Y					2,106	75	2,534	75	2 1 1
OTHER ED SUPPORT STAFF	1	1				27,733 Y					2,106	75	2,534	75	2 1 1
TOTAL	72	58	14												
ORO EAST RICHLAND C U SCH DIST 1															
BOOKKEEPERS	2	2		18,000 Y		22,591 Y					1,869	56	4,421	28	3 1
BUS DRIVERS	29	29	1	35.00 D		44.63 D					1,869	56	4,421	28	3 1
OTHER TRANSPORTATION	1	1				27,458 Y					1,869	56	4,421	28	3 1
COOKS	14	14	9	7.00 H		8.25 H					1,869	56	4,421	28	3 1
OTHER FOOD SERVICE	1	1				17,588 Y					1,869	56	4,421	28	3 1
CUSTODIANS	15	15		7.00 H		26,019 Y					1,869	56	4,421	28	3 1
MAINTENANCE WORKERS	2	2		26,145 Y		27,458 Y					1,869	56	4,421	28	3 1
MECHANICS	1	1				26,943 Y					1,869	56	4,421	28	3 1
SECRETARIES	15	15		7.00 H		10.82 H					1,869	56	4,421	28	3 1
TEACHER AIDES	18	18				9,450 Y					1,869	56	4,421	28	3 1
TEACHER ASSISTANTS	8	8				10,440 Y					1,869	56	4,421	28	3 1
OTHER ED SUPPORT STAFF	2	2		26,866 Y		31,082 Y					1,869	56	4,421	28	3 1
TOTAL	108	108	10												
081 EAST MOLINE SCHOOL DISTRICT 37															
BOOKKEEPERS	1	1				30,199 Y					1,718	91	3,101	75	
BUS DRIVERS	20	12	12	8.75 H		11.00 H		20 10			1,718	91	3,101	75	1
OTHER TRANSPORTATION	4	1	6	5.84 H		6.91 H		20 6			1,718	91	3,101	75	1
COOKS	4	3	1	6.40 H		8.51 H		20 19			1,718	91	3,101	75	
OTHER FOOD SERVICE	7		27	5.13 H		7.87 H		20 19							
CUSTODIANS	17	17		11.06 H		12.91 H		25 7			1,718	91	3,101	75	1
HEALTH AIDES	1	1				21,840 Y					1,718	91	3,101	75	1
MAINTENANCE WORKERS	2	2		14.75 H		17.28 H		25 7			1,718	91	3,101	75	1
MECHANICS	2	2		10.30 H		13.76 H		20 10			1,718	91	3,101	75	1
PLAYGROUND SUPERVISORS	1	1		5.84 H		6.91 H		20 6			1,718	91	3,101	75	1
SECRETARIES	13	12	1	8.22 H		12.13 H		14 13			1,718	91	3,101	75	1
TEACHER AIDES	20	20		6.78 H		9.38 H		12 11			1,718	91	3,101	75	1
TEACHER ASSISTANTS	4	4		6.54 H		9.07 H		12 11			1,718	91	3,101	75	1
OTHER ED SUPPORT STAFF	3	3		22,000 Y		28,089 Y					1,718	91	3,101	75	1
TOTAL	99	78	55												

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	** D YR PG	HIGH. ** LONG. D YR	MEMBER BD INSUR. PAID	% BD PAID	FAMILY BD INSUR. PAID	% BD PAID	POLICIES PROVISION
<b>ROCK ISLAND SCHOOL DISTRICT 41</b>												
ARCHITECTS	1	1			70,000 Y			1,485	100	3,953	100	3
ATTENDANCE OFFICERS	6	3		8.00 H	16,480 Y		29,905 Y	1,485	100	3,953	100	3
OTHER TRANSPORTATION	4	1		21,580 Y	27,319 Y	15		1,485	100	3,953	100	3
COOKS	4	4		6.54 H	7.98 H	20 20		1,485	100	3,953	100	3
OTHER FOOD SERVICE	24	19		5.94 H	21,258 Y	20 20		1,485	100	3,953	100	3
CUSTODIANS	44	44		21,212 Y	27,479 Y	15 15		1,485	100	3,953	100	3
HEALTH AIDES	2	2		5.91 H	9.45 H	5 5	99.78 Y	1,485	100	3,953	100	3
HEALTH ASSISTANTS	8	4		10.58 H	12.10 H		149.92 Y	1,485	100	3,953	100	3
LIBRARY AIDES	16	16		5.91 H	9.45 H	5 5	119.07 Y	1,485	100	3,953	100	3
MAINTENANCE WORKERS	1	1		22,615 Y	27,996 Y	15 15		1,485	100	3,953	100	3
PLAYGROUND SUPERVISORS				5.94 H	6.32 H	3 3		1,485	100	3,953	100	3
SECRETARIES	40	38		8.95 H	27,713 Y	15 15		1,485	100	3,953	100	3
SECURITY	7	7		7.35 H	7.62 H			1,485	100	3,953	100	3
TEACHER AIDES	84	82		5.91 H	9.45 H	5 5	119.07 Y	1,485	100	3,953	100	3
OTHER ED SUPPORT STAFF	10	10		24,282 Y	40,000 Y		0	1,485	100	3,953	100	3
TOTAL	251	232	113									
<b>SHERRARD COMM UNIT SCH DIST 200</b>												
BOOKKEEPERS	1	1			29,500 Y			1,908	100	2,680	100	2
BUS DRIVERS	20			34.81 D	83.69 D							2
CLERKS	4	4			5.00 H							2
COOKS	15	1		6.00 H	9.59 H			1,908	100			2
CUSTODIANS	13	11		5.50 H	10.25 H			1,908	100			2
HEALTH AIDES	1	1			12.94 H							2
LIBRARY AIDES	5	5		5.20 H	7.51 H							2
MAINTENANCE WORKERS	1	1			32,448 Y			1,908	100			2
MECHANICS	2	2		6.50 H	17.52 H			1,908	100			2
PLAYGROUND SUPERVISORS	13			5.00 H	7.39 H							2
SECRETARIES	10	9		6.15 H	10.10 H							2
TEACHER AIDES	15	15		6.30 H	7.83 H			1,908	100			2
TOTAL	100	25	75									
<b>082 MASCOUTAH C U DISTRICT 18</b>												
BUS DRIVERS	19				2,430 M			2,292	100	4,956	100	65
OTHER TRANSPORTATION	1	1			35,108 Y			2,292	100	4,956	100	65
CLERKS	15	14		1,266 M	2,140 M	16		2,292	100	4,956	100	65
COOKS	26	30		6.77 H	9.32 H	4 4		2,292	100	4,956	100	65
OTHER FOOD SERVICE	1	1			16,798 Y			2,292	100	4,956	100	65
CUSTODIANS	24	22		7.60 H	12.00 H	5 5		2,292	100	4,956	100	65
HEALTH AIDES	2	2			10.45 H	4 4		2,292	100	4,956	100	65
MAINTENANCE WORKERS	2	2		12.60 H	14.70 H	1 1		2,292	100	4,956	100	65
MECHANICS	2	2		2,758 M	2,889 M			2,292	100	4,956	100	65

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
\*\* D=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CITY NAME OF DISTRICT	IMRF (CONT.)	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. LONG. D YR	** D	MEMBER INSUR.	% PAID	BD PAID	FAMILY INSUR.	% PAID	BD PAID	POLICIES PROVISION
MASCOUTAH C U DISTRICT 19																	
PLAYGROUND SUPERVISDRS	10		13	6,29 H		9,27 H		4			2,292	100		4,958	65		1 13
SECRETARIES	5	5		1,659 M		2,226 M					2,292	100		4,958	85		11
TEACHER AIDES	19	9	13	7,45 H		10,46 H		6			2,292	100		4,958	85		1 13
OTHER ED SUPPORT STAFF	1	1	1	6,77 H		9,32 H		4			2,292	100		4,958	85		1
TOTAL	127	56	88														
BELLEVILLE SCHOOL DIST 118																	
ATTENDANCE OFFICERS	2	2	1	25,840 Y		28,848 Y					2,292	100		2,884	2		1 1
BOOKKEEPERS			3			7,00 H											1 1
CLERKS																	
CUSTODIANS	22	22		25,145 Y		30,744 Y		3 3			2,292	100		2,884	100		1 15
HEALTH AIDES	2	2	2	9,15 H		12,38 H		13 3			2,290	44		2,884	2		1 15
LIBRARY AIDES	2	2	2	9,15 H		12,38 H		13 3			2,290	44		2,884	2		1 15
MAINTENANCE WORKERS	5	5		30,844 Y		32,544 Y		3 2			2,290	100		2,884	100		1 15
PLAYGROUND SUPERVISORS			50			8,05 H											
SECRETARIES	15	15		18,050 Y		25,788 Y		10 3			2,290	100		2,884	2		1 18
TEACHER AIDES	36	36		9,15 H		12,38 H		13 3			2,290	44		2,884	2		1 15
OTHER ED SUPPORT STAFF	8	8		18,050 Y		31,518 Y					2,290	100		2,884	21		1 1
TOTAL	90	90	54														
CAHOKIA COMM UNIT SCH DIST 187																	
ATTENDANCE OFFICERS	1	1	1			13,966 Y					2,738	100		3,330	50		11
BOOKKEEPERS	3	3		1,684 M		2,718 M		12 3			2,738	100		3,300	50		112
BUS DRIVERS	24	24	12	8,83 H		11,17 H		5 1			2,738	100		3,300	50		115
OTHER TRANSPORTATION	3	3	3	7,21 H		9,26 H		5 1			2,738	100		3,300	50		115
COOKS	17	17		8,362 Y		12,199 Y		5 2			2,738	100		3,300	50		115
CUSTODIANS	31	31	10	19,448 Y		26,083 Y		5 2			2,738	100		3,300	50		115
HEALTH AIDES			3	26,155 Y		49,029 Y		14 6			2,738	100		3,300	50		112
HEALTH ASSISTANTS			1			17,94 H											
LIBRARY AIDES	1	1	8	11,770 Y		18,595 Y		10 1			2,738	100		3,300	50		112
MAINTENANCE WORKERS	11	11		1,903 M		2,496 M		5 2			2,738	100		3,300	50		115
MECHANICS	4	4		1,687 M		2,496 M		5 3			2,738	100		3,300	50		115
PLAYGROUND SUPERVISORS			34			5,74 H											
SECRETARIES	28	28		1,395 M		2,646 M		12 5			2,738	100		3,300	50		112
SECURITY	3	3		1,903 M		2,496 M		5 2			2,738	100		3,300	50		115
TEACHER AIDES	44	44		13,078 Y		17,818 Y		9 1			2,738	100		3,300	50		112
TOTAL	170	173	69														
EAST ST LOUIS SCHOOL DIST 189																	
ATTENDANCE OFFICERS	4	4		21,082 Y		23,098 Y		11 24			3,192	100		2,181	3		1 11 12
ATTORNEYS	2	2															
OTHER TRANSPORTATION	1	1				26,717 Y		15 24			3,377	100		2,181	3		1 11112

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05/20/96  
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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

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CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	**	D YR	PG	HIGH. LONG.	**	D YR	MEMBER INSUR.	%	BD PAID	FAMILY INSUR.	%	BD PAID	POLICIES PROVISION	
																				AB
(CONT.)																				
EAST ST LOUIS SCHOOL DIST 189	81	81		18,888 Y		25,517 Y		15	24	28,717 Y		27	3,377	100		2,181			3	1 11 12
CLERKS	70	70	10	6,210 Y		15,601 Y		4	24				3,192	100		2,181			3	1 11 15
COOKS	8	8		12,481 Y		16,615 Y		5	24				3,192	100		2,181			3	1 11 15
OTHER FOOD SERVICE	73	73	15	14,808 Y		20,327 Y		5	24				3,192	100		2,181			3	1 11 15
CUSTODIANS	10	10		9,50 H		12,21 H		5	24				3,377	100		2,181			3	1 11 15
ENGINEERS	3	3		18,315 Y		22,690 Y		11	24	23,890 Y		27	3,192	100		2,181			3	1 11 11
HEALTH AIDES	11	11		13,203 Y		14,583 Y		7	24	15,783 Y			3,192	100		2,181			3	1 11 11
LIBRARY AIDES	4	4		17,885 Y		28,435 Y		24					3,377	100		2,181			3	1 11 11
MAINTENANCE WORKERS	19	19		22,883 Y		27,358 Y		15	24	28,558 Y		27	3,377	100		2,181			3	1 11 11
SECRETARIES	1	1				24,500 Y		24					3,192	100		2,181			3	1 11 11
SECURITY	80	80		18,315 Y		22,690 Y		24		22,890 Y		27	3,192	100		2,181			3	1 11 11
TEACHER AIDES	89	89		13,203 Y		45,000 Y		15	24	48,200 Y		27	3,377	100		2,181			3	1 11 11
OTHER ED SUPPORT STAFF	436	436	25																	
TOTAL																				
BELLEVILLE TWP HS DIST 201	3	3		18,988 Y		28,402 Y		15	13	29,702 Y		16	2,292	100		2,664			65	21 1 11 12
BOOKKEEPERS	32	32		22,959 Y		27,157 Y		4	4				2,292	100		2,664			65	2 1 11 15
CUSTODIANS	5	5		28,605 Y		35,782 Y		3	3	35,982 Y		16	2,292	100		2,664			65	2 1 11 16
ENGINEERS	8	8		23,897 Y		27,783 Y		4	4				2,292	100		2,664			65	2 1 11 15
MAINTENANCE WORKERS	28	28		16,988 Y		28,402 Y		15	13	29,702 Y		16	2,292	100		2,664			65	21 1 11 12
SECRETARIES	38	38	4	14,128 Y		14,834 Y		8	3				2,292	100		2,664			65	21 1 11 12
TEACHER AIDES	2	2				21,893 Y							2,292	100		2,664			65	2 1 11 1
OTHER ED SUPPORT STAFF	114	110	4																	
TOTAL																				
083 HARRISBURG C U SCHOOL DIST 3	1	1		29,880 Y					1				2,548	98		3,560				1 11
BOOKKEEPERS	14	14	6	8,12 H		12,924 Y		3	3				2,548	98		3,560				
COOKS	4	1		4,97 H		16,873 Y		1	1				2,548	98		3,560				
OTHER FOOD SERVICE	16	16		10,00 H		27,456 Y		6	6				2,548	98		3,560				5
CUSTODIANS	1	1		11,040 Y		14,328 Y		2	2				2,548	98		3,560				
HEALTH AIDES	4	4		11,040 Y		14,328 Y		2	2				2,548	98		3,560				
LIBRARY AIDES	1	1				34,819 Y		1	1				2,548	98		3,560				
MAINTENANCE WORKERS	13	13		11,040 Y		23,570 Y		2	2				2,548	98		3,560				
SECRETARIES	25	21	6	11,040 Y		14,328 Y		2	2				2,548	98		3,560				
TEACHER AIDES	1	1				22,303 Y			1				2,548	98		3,560				
OTHER ED SUPPORT STAFF	80	73	17																	
TOTAL																				
ELDORADO COMM UNIT DISTRICT 4	3	3		12,553 Y									1,955	100		3,111			3	3
ATTENDANCE OFFICERS	1	1		22,468 Y									1,955	100		3,111			3	3
BOOKKEEPERS	13	13		8,917 Y									1,955	100		3,111			3	1
BUS DRIVERS	12	7	5	8,688 Y									1,955	100		3,111			3	3
COOKS																				

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	** D YR PG	HIGH. LONG. D YR	** D YR	MEMBER INSUR.	% PAID	BD PAID	FAMILY INSUR.	% PAID	BD PAID	POLICIES PROVIDISDN			
																4	5	6
<b>ELDORADO COMM UNIT DISTRICT 4</b>																		
CUSTODIANS	10	10																
HEALTH AIDES	1	1							1,955	100		3,111	100		3 1			
LIBRARY AIDES	3	3					10,552	Y 10	1,955	100		3,111	100		3 3			
MECHANICS	1	1					10,552	Y 10	1,955	100		3,111	100		3 3			
SECRETARIES	7	7					12.64	H	17,437	100		3,111	100		3 4			
TEACHER AIDES	34	32	2				8,025	Y	8,025	100		3,111	100		3 3			
TOTAL	85	78	7															
<b>084 BALL CHATHAM C U SCHOOL DIST 5</b>																		
BOOKKEEPERS	2	1	1	1,525	M	1	1,985	M	1	1	1	24,080	Y 20	2,200	99	3,580	1	11
BUS DRIVERS	39	2	37	1,050	M	1	1,975	M	1	1	1	18,275	Y 20	2,200	99	3,580	1	11
OTHER TRANSPORTATION	1	1					30,400	Y				30,900	Y 20	2,200	99	3,580	1	11
CLERKS	1	1					1,400	M	1	1	1	13,100	Y 20	2,200	99	3,580	1	11
COOKS	16	15	1	1,040	M	1	1,710	M	1	5	5	15,890	Y 20	2,200	99	3,580	1	11
OTHER FOOD SERVICE	1	1	18				8.50	H				211.00	Y 20	2,200	99	3,580	1	11
CUSTODIANS	23	21	2	1,830	M	1	2,325	M	1	5	5	28,400	Y 20	2,200	99	3,580	1	11
LIBRARY AIDES	4	4	4	1,450	M	1	1,780	M	1	1	1	15,838	Y 20	2,200	99	3,580	1	11
MAINTENANCE WORKERS	4	4		1,750	M	1	2,757	M	1	4	4	33,584	Y 20	2,200	99	3,580	1	11
MECHANICS	2	2		2,250	M	1	2,757	M	1	1	1	33,584	Y 20	2,200	99	3,580	1	11
PLAYGROUND SUPERVISORS			18				9.50	H	1	1	1							
SECRETARIES	18	2	14	1,375	M	1	1,875	M	1	3	3	23,000	Y 20	2,200	99	3,580	1	11
TEACHER AIDES	4	4	4	1,450	M	1	1,790	M	1	1	1	15,838	Y 20	2,200	99	3,580	1	11
TOTAL	113	50	95															
<b>SPRINGFIELD SCHOOL DISTRICT 188</b>																		
OTHER TRANSPORTATION			11	11,95	D		47.80	D				24,259	Y 29	2,015	98	3,042	3	111 8
CLERKS	1	1		15,608	Y	15	22,459	Y	15	1	1	11.88	H 24	2,015	98	3,042	3	1 1 8
COOKS	38	38		7.71	H	10	10.42	H	10	5	5	9.52	H 24	2,015	98	3,042	3	1 1 8
OTHER FOOD SERVICE	70	70	4	7.34	H	10	8.28	H	10	5	5	32,510	Y 24	2,015	98	3,042	3	1 11 8
CUSTODIANS	130	130		18,658	Y	10	30,243	Y	10	6	6			2,015	98	3,042	3	1 1 1
HEALTH AIDES	4	4					10.80	H		1	1			2,015	98	3,042	3	1 1
LIBRARY ASSISTANTS	9	9		11,342	Y	10	18,405	Y	10	11	11	17,310	Y 24	2,015	98	3,042	3	1 1
LIBRARY AIDES	17	17		6.58	H	3	7.03	H	3	3	3			2,015	98	3,042	3	1 1 16
MAINTENANCE WORKERS	9	9		21,840	Y	9	25,648	Y	9	1	1	28,225	Y 24	2,015	98	3,042	3	1 1 16
MECHANICS	2	2		28,845	Y	9	30,389	Y	9	1	1	32,988	Y 24	2,015	98	3,042	3	1 1 116
PLAYGROUND SUPERVISORS			75				6.90	H										
SECRETARIES	123	123		15,608	Y	15	28,042	Y	15	6	6	27,842	Y 29	2,015	98	3,042	3	1 1116
TEACHER AIDES	110	110		8.15	H	9	9.43	H	9	1	1			2,015	98	3,042	3	1 1
TEACHER ASSISTANTS	102	102	4	6.58	H	8	8.28	H	8	1	1	9.72	H 24	2,015	98	3,042	3	1 116
OTHER ED SUPPORT STAFF	108	108	33	7.10	H	10	38,539	Y	10	1	1	40,539	Y 29	2,015	98	3,042	3	1 116
TOTAL	723	723	127															

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ILLINOIS STATE BOARD OF EDUCATION  
JDSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	**	MAX SALARY D	**	YR PG	HIGH. ** LONG. D YR	MEMBER BD INSUR. PAID	%	FAMILY BD INSUR. PAID	%	POLICIES PROVISION											
														A	B	C	D	E	F	G	H	I	J	K	L
<b>089 FREEDRT SCHOOL DIST 145</b>																									
BOOKKEEPERS	1	1		7.97 H		11.45 H	9	9		2,580	95	3,120	15	1111											
BUS DRIVERS	30	27	3	8.42 H		11.02 H	11	7	3.00 Y 15	2,580	95	3,120	15	11116											
OTHER TRANSPORTATION	7	4	3	5.36 H		7.15 H	11	8		2,580	95	3,120	15	11116											
CLERKS	9	8	1	6.50 H		9.36 H	9	9	9.87 H 10	2,580	95	3,120	15	1111											
COOKS	12	12		7.30 H		8.47 H	9	5		2,580	95	3,120	15	1111											
OTHER FOOD SERVICE	33	33		6.95 H		8.07 H	9	5		2,580	95	3,120	15	1111											
CUSTODIANS	37	34	3	8.23 H		11.03 H	7	7	3.75 Y 8	2,580	95	3,120	19	11116											
LIBRARY AIDES	8	8		6.50 H		9.36 H	9	9	9.87 H 10	2,580	95	3,120	15	1111											
MAINTENANCE WORKERS	6	6		10.73 H		12.93 H	7	7	3.75 Y 8	2,580	95	3,120	19	11116											
MECHANICS	2	2		10.73 H		12.93 H	7	7	3.75 Y 8	2,580	95	3,120	19	11116											
PLAYGROUND SUPERVISORS	13	2		5.85 H		7.72 H	9	9	8.23 H 10	2,580	95	3,120	19	11116											
SECRETARIES	31	30	1	10.11 H		14.01 H	9	9	14.52 H 10	2,580	95	3,120	15	1111											
SECURITY	4	4																							
TEACHER AIDES	48	28	20	5.85 H		7.72 H	9	9	8.23 H 10	2,580	95	3,120	15	1111											
TOTAL	239	162	77																						
<b>ORANGEVILLE C U SCHOOL DIST 203</b>																									
BOOKKEEPERS	1	1				9.39 H				2,148	71	5,185	29	3											
BUS DRIVERS	5	1	8	11.23 H		11.41 H				2,148	71	5,185	29	3											
COOKS	6	6		5.41 H		8.03 H				2,148	71	5,185	29	3											
CUSTODIANS	2	2		6.00 H		9.58 H				2,148	71	5,185	29	3											
HEALTH AIDES	1	1				10.83 H							3												
LIBRARY AIDES	2	2		5.20 H		6.79 H				2,148	71	5,185	29	3											
SECRETARIES	2	2		7.00 H		7.50 H				2,148	71	5,185	29	3											
TOTAL	19	6	19																						
<b>090 PEKIN COMM H S DIST 303</b>																									
ATTENDANCE OFFICERS						17,027 Y				1,742	85	2,788	40	3											
BOOKKEEPERS	2	2		14,616 Y		19,548 Y				1,742	85	2,788	40	3											
BUS DRIVERS	2	2		14,894 Y		11,408 Y				1,742	85	2,788	40	3											
CLERKS	1	1				13,278 Y				1,742	85	2,788	40	3											
COOKS	12	12		8,851 Y		8.00 H				1,742	85	2,788	40	3											
OTHER FOOD SERVICE	5	5		7.88 H		7.26 H				1,742	85	2,788	40	3											
CUSTODIANS	22	21	1	6.35 H		13.00 H				1,742	85	2,788	40	3											
HEALTH AIDES	16	16		8.00 H		16,797 Y				1,742	85	2,788	40	3											
HEALTH ASSISTANTS	2	2		15,991 Y		9,436 Y				1,742	85	2,788	40	3											
LIBRARY AIDES	2	2		8,450 Y		11,381 Y				1,742	85	2,788	40	3											
MAINTENANCE WORKERS	5	5		13.83 H		14.33 H				1,742	85	2,788	40	3											
SECRETARIES	7	7		8,275 Y		22,843 Y				1,742	85	2,788	40	3											
SECURITY	10	10		9,205 Y		11,180 Y				1,742	85	2,788	40	3											
TEACHER AIDES	2	2		4,450 Y		10,888 Y				1,742	85	2,788	40	3											
TEACHER ASSISTANTS	9	8	1			10,332 Y				1,742	85	2,788	40	3											
TOTAL	1	1																							

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	D	MAX SALARY	D	**	PG	HIGH. LONG.	**	D	YR	INSUR.	PAID	BD	%	FAMILY INSUR.	PAID	BD	%	POLICIES PROVISION	
																							ABCDEF
PEKIN COMM H S DIST 303																							
OTHER ED SUPPORT STAFF	7	5	2	5,780	Y	42,153	Y							1,742	85	2,788	40	3	1	1			
TOTAL	105	101	4																				
(CONT.)																							
MORTON C U SCHOOL DISTRICT 709																							
ATTENDANCE OFFICERS	2	2		8.58	H	10.98	H	5	5					1,824	100	3,323	100						
BOOKKEEPERS	2	2		8.58	H	15.08	H	5	5					1,824	100	3,323	100						
BUS DRIVERS	10		17	9.91	H	15.20	H	5	5					1,824	100	3,323	100						
OTHER TRANSPORTATION	1	1				16.48	H							1,824	100	3,323	100						
CLERKS	3		4	7.10	H	8.32	H	5	5					1,824	100	3,323	100						
COOKS	6	2	4	7.58	H	10.69	H	5	5					1,824	100	3,323	100						
CUSTODIANS	19	17	2	7.10	H	15.09	H	5	5					1,824	100	3,323	100						
HEALTH ASSISTANTS	1	1				13.17	H							1,824	100	3,323	100						
LIBRARY AIDES	1	1		8.32	H	10.73	H	5	5					1,824	100	3,323	100						
MAINTENANCE WORKERS	5	5		8.58	H	16.49	H	5	5					1,824	100	3,323	100						
PLAYGROUND SUPERVISORS	10	1	12	7.10	H	8.32	H	5	5					1,824	100	3,323	100						
SECRETARIES	15	15		8.58	H	15.08	H	5	5					1,824	100	3,323	100						
SECURITY			1			8.74	H							1,824	100	3,323	100						
TEACHER AIDES	42	14	36	8.32	H	10.73	H	5	5					1,824	100	3,323	100						
OTHER ED SUPPORT STAFF	3	2	1	8.58	H	15.08	H							1,824	100	3,323	100						
TOTAL	120	63	77																				

092 GEORGETOWN-RIDGE FARM C U D 4

BOOKKEEPERS	2	2		16,000	Y	23,000	Y	15	15					0		1,718	78	5,345	89	11	111	
BUS DRIVERS	12	12				6,140	Y							0		1,718	78	5,345	89	11	1113	
COOKS	16	10	6	6,647	Y	8,812	Y	15	15					9,637	Y	1,718	78	5,345	89	11	1113	
CUSTODIANS	12	10	2	17,215	Y	23,588	Y	15	15					24,113	Y	1,718	78	5,345	89	11	1113	
HEALTH AIDES	1	1		2,190	Y	29,903	Y	14	1							1,718	78	5,345	89	11	1113	
LIBRARY AIDES	5	5		9,718	Y	13,578	Y	15	15							1,718	78	5,345	89	11	1113	
MAINTENANCE WORKERS	3	2	1	17,215	Y	23,588	Y	15	15							1,718	78	5,345	89	11	1113	
PLAYGROUND SUPERVISORS			8													1,718	78	5,345	89	11	1113	
SECRETARIES	8	8		11,469	Y	15,938	Y	15	15					17,788	Y	1,718	78	5,345	89	11	1113	
TEACHER ASSISTANTS	16	16		10,403	Y	14,278	Y	15	15					14,952	Y	1,718	78	5,345	89	11	1113	
OTHER ED SUPPORT STAFF	6	6		7,282	Y	10,403	Y	15	15							1,718	78	5,345	89	11	1113	
TOTAL	81	72	17																			

HOPESTON AREA C U SCH DIST 11

ATTENDANCE OFFICERS	1	1				6.00	H															
BOOKKEEPERS	8	8		7.50	H	10.65	H	10	10							2,040	92					
BUS DRIVERS	1	1				6.00	H									2,040	92					
CLERKS	8	8		6.00	H	8.25	H	9	9							2,080	92					
COOKS			3	6.00	H	7.50	H	9	9													
OTHER FOOD SERVICE																						

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CITY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY D	MAX SALARY D	** YR PG	HIGH. LONG. D	** YR INSUR.	% MEMBER BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION
<b>HOOPESTON AREA C U SCH DIST 11 (CONT.)</b>												
CUSTODIANS	8	1		7.50 H	10.85 H	10						
LIBRARY AIDES	3	3		6.00 H	7.25 H	5						
MECHANICS			1		10.25 H							
SECRETARIES	8	8		6.00 H	10.39 H	11						
TEACHER AIDES	15	14	1	6.25 H	8.45 H	8						
TOTAL	52	43	15									
<b>DANVILLE C C SCHDOL DIST 118</b>												
ATTENDANCE OFFICERS	1	1		16,543 Y	24,274 Y	17						
BOOKKEEPERS	1	1		16,543 Y	22,532 Y	17						
CLERKS	5	4	1	5,955 H	8,35 H	21						
COOKS	25	16	14	4,70 H	7,20 H	21						
OTHER FOOD SERVICE	9	2	90	358 W	488 W	12						
CUSTODIANS	43	43		7,787 Y	14,189 Y	14						
HEALTH AIDES	2	2		12,688 Y	17,263 Y	17						
LIBRARY AIDES	11	5	8	383 W	513 W	12						
MAINTENANCE WORKERS	4	4		12,002 Y	22,532 Y	17						
SECRETARIES	46	44	2	7,787 Y	14,189 Y	14						
SECURITY	5	5		7,787 Y	14,189 Y	14						
TEACHER ASSISTANTS	62	62										
OTHER ED SUPPORT STAFF	12	11	1									
TOTAL	226	200	114									
<b>093 WABASH C U SCH DIST 348</b>												
ATTENDANCE OFFICERS	1	1		11,201 Y	12,600 Y							
BOOKKEEPERS	1	1		25,000 Y	49,392 Y							
BUS DRIVERS	21	21	7	52,68 D	72,82 D		140.00 Y					
OTHER TRANSPORTATION	1	1		20,000 Y	33,347 Y							
COOKS	12	10	2	7,000 H	10,08 H		140.00 Y					
OTHER FOOD SERVICE	1	1	5	8,38 H	14,697 Y							
CUSTODIANS	18	16	5	8,00 H	25,963 Y		29,000 Y					
HEALTH AIDES	3	1		28,207 Y	30,837 Y							
LIBRARY AIDES	8	8		12,000 Y	20,000 Y		14,000 Y					
SECRETARIES	21	21		8,000 Y	18,359 Y							
TEACHER AIDES	6	6		23,02 D	33,500 Y							
OTHER ED SUPPORT STAFF	83	80	19									
<b>097 NORRIS CITY-OMAHA-ENFIELD CUSD 3</b>												
BOOKKEEPERS	2	2		12,595 Y	20,670 Y							
BUS DRIVERS	15	15		8,180 Y	10,575 Y							
OTHER TRANSPORTATION	3	3		48,00 D	7,178 Y							

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CITY NAME DF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	**	D YR	PG	HIGH. LONG.	**	D YR	INSUR.	% PAID	BD	FAMILY INSUR.	% PAID	BD	PROVISION
NORRIS CITY-DMAHA-ENFIELD CUSD 3 (CONT.)																			
COOKS	8	6	3	8.25	H	10,829	Y			0			1,750	100		179			3
CUSTODIANS	8	5	3	5.30	H	28,770	Y			0			1,750	100		179			3
HEALTH ASSISTANTS	1	1				25,707	Y			0			1,750	100		179			3
LIBRARY AIDES	2	2		10,075	Y	14,487	Y			0			1,750	100		179			3
MECHANICS	1	1				24,247	Y			0			1,750	100		179			3
SECRETARIES	5	5		10,054	Y	23,304	Y			0			1,750	100		179			3
TEACHER AIDES	25	25		5,250	Y	9,391	Y			0			1,750	100		179			3
TOTAL	71	65	6																
CARMI-WHITE COUNTY C U S DIST 5																			
BUS DRIVERS	21		22	9.00	H	25.00	H						2,292	100		2,684			3
OTHER TRANSPORTATION	1	1				7.75	H						2,292	100		2,684			3
COOKS	14	11	5	5.00	H	9.41	H						2,292	100		2,684			3
CUSTODIANS	18	12	6	5.78	H	9.17	H						2,292	100		2,684			3
LIBRARY AIDES	1		1	5.25	H	7.42	H						2,292	100		2,684			3
PLAYGROUND SUPERVISORS	6		11	6.50	H	9.90	H						2,292	100		2,684			3
SECRETARIES	14	13	1	6.10	H	11.71	H						2,292	100		2,684			3
TEACHER AIDES	31	29	2	5.25	H	10.59	H						2,292	100		2,684			3
OTHER ED SUPPORT STAFF	3	1	4	9.04	T	9.59	T												
TOTAL	109	67	52																
098 STERLING C U DIST 5																			
BOOKKEEPERS	4	4		6.41	H	10.28	H	11	5				2,042	96		5,778			74
BUS DRIVERS	1	1	1										2,042	86		5,778			74
CUSTODIANS	21	21		6.16	H	10.88	H	11	5				2,042	96		5,778			74
HEALTH ASSISTANTS	4	4		7.23	H	11.50	H	11	5				2,042	86		5,778			74
LIBRARY AIDES	9	9		5.74	H	11.51	H	11	5				2,042	86		5,778			74
SECRETARIES	18	16		5.80	H	9.82	H	11	5				2,042	86		5,778			74
TEACHER ASSISTANTS	26	26		5.74	H	11.51	H	11	5				2,042	86		5,778			74
TOTAL	81	80	1																
099 TROY COMM CONS SCH DIST 30C																			
BOOKKEEPERS	1	1				28,000	Y						3,130	100		3,527			100
BUS DRIVERS	29	29				11.01	H						3,130	100		3,527			100
OTHER TRANSPORTATION	1	1				44,200	Y						3,130	100		3,527			100
CLERKS	7	7		6.23	H	11.46	H						3,130	100		3,527			100
COOKS	3	3		6.68	H	9.50	H						3,130	100		3,527			100
OTHER FOOD SERVICE	11	11	3	5.20	H	8.01	H						3,130	100		3,527			100
CUSTODIANS	14	6	8	7.69	H	11.61	H						3,130	100		3,527			100
HEALTH AIDES	1	1				14.91	H						3,130	100		3,527			100
HEALTH ASSISTANTS	1	1				10.00	H						3,130	100		3,527			100
LIBRARY AIDES	4	4				8.76	H						3,130	100		3,527			100

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-86 \*

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	D	MAX SALARY	D	**	YR	PG	HIGH. LONG. D YR	**	MEMBER INSUR.	D	YR	PAID	% BD	FAMILY INSUR.	PAID	% BD	POLICIES										
																					PROVISION	ABC	DEF	GHI	J	K	L	M	N	O	P
TROY COMM CONS SCH DIST 30C																															
MECHANICS	2			10.16 H		30,000 Y							3,130				100	3,527		100	1	1	113								
SECRETARIES	6			9.79 H		33,000 Y							3,130				100	3,527		100	1	1	113								
TEACHER AIDES	9					8.64 H							3,130				100	3,527		100	1	1	113								
TOTAL	89	81	11																												
CRETE MONEE C U SCHOOL DIST 201U																															
BOOKKEEPERS	7					6.56 H							2,395				100	4,662		100	3	1									
COOKS	2					8.00 H							2,395				100	4,662		100	3	1									
OTHER FOOD SERVICE	31					5.10 H							2,395				100	4,662		100	3	1									
CUSTODIANS	29					7.50 H							2,395				100	4,662		100	3	1									
HEALTH AIDES	1					9.00 H							2,395				100	4,662		100	3	1									
LIBRARY AIDES	5					5.89 H							2,395				100	4,662		100	3	1									
MAINTENANCE WORKERS	8					5.25 H							2,395				100	4,662		100	3	1									
PLAYGROUND SUPERVISORS	31					6.18 H							2,395				100	4,662		100	3	1									
SECRETARIES	35					5.89 H							2,395				100	4,662		100	3	1									
TEACHER AIDES	4					5.88 H							2,396				100	4,662		100	3	1									
OTHER ED SUPPORT STAFF	4																														
TOTAL	153	147	24																												
JOLIET TWP HS DIST 204																															
BUS DRIVERS	50					8.70 H							2,460				100	4,188		100	1	11									
OTHER TRANSPORTATION	6					6.35 H							2,460				100	4,188		100	1	112									
CLERKS	9					7.81 H							2,460				100	4,188		100	1	11									
COOKS	12					8.20 H							2,460				100	4,188		100	1	11									
OTHER FOOD SERVICE	25					28,000 Y							2,460				100	4,188		100	1	11									
CUSTODIANS	28					7.35 H							2,460				100	4,188		100	1	116									
HEALTH AIDES	2					11.00 H							2,460				100	4,188		100	1	112									
LIBRARY AIDES	2					9,980 Y							2,460				100	4,188		100	1	112									
MAINTENANCE WORKERS	2					10,780 Y							2,460				100	4,188		100	1	112									
MECHANICS	20					65,200 Y							2,460				100	4,188		100	1	116									
SECRETARIES	2					12.98 H							2,460				100	4,188		100	1	11									
SECURITY	42					13.98 H							2,460				100	4,188		100	1	11									
TEACHER AIDES	23					7.08 H							2,460				100	4,188		100	1	112									
OTHER ED SUPPORT STAFF	29					10,620 Y							2,460				100	4,188		100	1	112									
TOTAL	251	170	81			9,980 Y							2,460				100	4,188		100	1	112									
LOCKPORT TWP HS DIST 205																															
BOOKKEEPERS	2					7.11 H							2,544				100	6,780		100	31	115									
BUS DRIVERS	40					10.69 H							2,544				50	6,780		100	3	115									
OTHER TRANSPORTATION	2					12.48 H							2,544				100	6,780		100	3	115									
CUSTODIANS	14					15.20 H							2,544				100	6,780		100	3	112									
MAINTENANCE WORKERS	6					16.85 H							2,544				100	6,780		100	3	112									
TOTAL	66	6				18.83 H							2,544				100	6,780		100	3	112									

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ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1985-98 \*

CTY NAME OF DISTRICT	IMRF	(CONT.)	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. ** LONG. D	MEMBER INSUR. PAID	% BD	FAMILY INSUR. PAID	% BD	POLICIES
LOCKPORT TWP HS DIST 205															
MECHANICS	1	1					38,188	Y			2,544	100	8,780	100	3
SECRETARIES	23	18	7		6,988	H	15,720	H	20	3	2,544	100	8,780	100	3
SECURITY	1	1					16,230	H			2,544	100	8,780	100	3
TEACHER AIDES	12	12					12,888	H			2,544	100	8,780	100	3
TOTAL	101	54	47												115
LINCOLN WAY COMM H S DIST 210															
BOOKKEEPERS	4	4					11,000	H			3,631	95	8,370	95	11
BUS DRIVERS	38	34	4												11
CLERKS	3	3					6,750	H			3,631	95	8,370	95	11
COOKS	25	15	10				7,500	H			3,631	95	8,370	95	11
CUSTODIANS	21	17	4				7,250	H			3,631	95	8,370	95	11
HEALTH AIDES	2	2					7,250	H			3,631	95	8,370	95	11
LIBRARY AIDES	7	7					7,500	H			3,631	95	8,370	95	11
MAINTENANCE WORKERS	7	7					10,000	H			3,631	95	8,370	95	11
MECHANICS	3	3					8,000	H			3,631	95	8,370	95	11
SECRETARIES	22	20	2				7,250	H			3,631	95	8,370	95	11
SECURITY	3	3					8,000	H			3,631	95	8,370	95	11
TEACHER AIDES	6	6									3,631	95	8,370	95	11
OTHER ED SUPPORT STAFF	2	1	1								3,631	95	8,370	95	11
TOTAL	143	120	23												11
VALLEY VIEW CUSD #365U															
BOOKKEEPERS	1	1					31,217	Y					4,024	100	3
BUS DRIVERS	60		60		7,890	H	12,820	H							11
COOKS	2	2			12,730	H	13,020	H	1	3	16				1
OTHER FOOD SERVICE	93	4	89		6,650	H	12,490	H			16				1
CUSTODIANS	4	4			10,840	H	15,380	H					4,024	100	2
ENGINEERS	3	3			15,980	H	19,990	H					4,024	100	2
HEALTH ASSISTANTS	10	2	8		11,520	H	11,890	H	21						1
MAINTENANCE WORKERS	35	35	8		7,580	H	18,030	H	20				4,024	100	2
PLAYGROUND SUPERVISORS			40				7,890	H							1
SECRETARIES	90	72	18		8,400	H	20,070	H					4,024		12
SECURITY	4	3	1		10,580	H	21,673	Y	21						1
TEACHER AIDES	95	88	9		10,590	H	11,170	H	21						2
OTHER ED SUPPORT STAFF	23	23			18,588	Y	68,428	Y	21				4,024	100	3
TOTAL	420	235	233												1
100 MARION COMM UNIT SCH DIST 2															
BOOKKEEPERS	3	3									1,735	75	3,254	75	3
CLERKS	2	1	1				6,000	H							11
COOKS	23	23	6		6,250	H	10,940	H			1,735	75	3,254	75	3

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05/20/96  
NSS95002

ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1985-96 \*

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CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR PG	HIGH. LONG.	** D	MEMBER INSUR.	% PAID	BD INSUR.	FAMILY PAID	% BD PAID	POLICIES PROVISION
MARION COMM UNIT SCH DIST 2	(CONT.)															
OTHER FOOD SERVICE	1			20,000	Y				21,000	Y	1	1,735	75	3,254	75	3
CUSTODIANS	7	8	2	6.50	H				13.84	H	15	1,735	75	3,254	75	3
HEALTH AIDES	1	1							22,051	Y	15					
LIBRARY AIDES	8	8	2	6.85	H	11.54	H				17	1,735	75	3,254	75	3
MAINTENANCE WORKERS	4	4										1,735	75	3,254	75	3
PLAYGROUND SUPERVISORS		21		6.00	H				9.82	H	25					
SECRETARIES	12	12		10,840	Y	13,832	Y		21,053	Y	15	1,735	75	3,254	75	3
OTHER ED SUPPORT STAFF	5	3	10	6.00	H	10.00	H					1,735	75	3,254	75	3
TOTAL	68	80	42													
HERRIN C U SCH DIST 4																
ATTENDANCE OFFICERS	2	2	1	7.00	H	21,280	Y	20			20	2,258	72	2,864	32	1
BOOKKEEPERS	3	3		13,885	Y	43,188	Y	20			20	2,258	72	2,864	32	1
COOKS	13	12	4	7.00	H	13.00	H	20			20	2,258	72	2,864	32	1
OTHER FOOD SERVICE	2	2		11,151	Y	16,481	Y	20			20	2,258	72	2,864	32	1
CUSTODIANS	15	15		11.35	H							2,258	72	2,864	32	16
MAINTENANCE WORKERS	2	2		44,041	Y	9						2,258	72	2,864	32	1
PLAYGROUND SUPERVISORS		11		7.50	H	8.00	H	2			2					
SECRETARIES	6	6		12,880	Y	35,880	Y	20			20	2,258	72	2,864	32	1
SECURITY		9		7.00	H											
TEACHER AIDES		6		7.00	H											
OTHER ED SUPPORT STAFF		4		8.00	H											
TOTAL	43	42	35													
101 HARLEM UNIT DIST 122																
BUS DRIVERS	37	35	2	18.00	T	48.00	T	8				1,970	100	3,314	44	3
OTHER TRANSPORTATION	5	2	10	4.75	H	4.95	H	2	6.95	H	16	1,970	100	3,314	44	3
CLERKS	2	2		7.45	H	8.70	H	5	13.92	H	16	1,970	100	3,314	44	3
COOKS	8	8	1	6.20	H	7.85	H	2	11.78	H	20	1,970	100	3,314	44	3
OTHER FOOD SERVICE	23	5	18	4.75	H	5.25	H	3	9.80	H	22	1,970	100	3,314	44	3
CUSTODIANS	34	32	2	6.70	H	9.20	H	5	16.11	H	14	1,970	100	3,314	44	3
LIBRARY AIDES	10	2	8	5.00	H	5.20	H	2				1,970	100	3,314	44	3
MAINTENANCE WORKERS	5	5		8.60	H	10.10	H	5	17.19	H	16	1,970	100	3,314	44	3
MECHANICS	2	2		7.70	H	9.20	H	5				1,970	100	3,314	44	3
PLAYGROUND SUPERVISORS	51	2	54	5.00	H	5.20	H	2				1,970	100	3,314	44	3
SECRETARIES	41	39	2	5.75	H	8.70	H	5	12.54	H	12	1,970	100	3,314	44	3
SECURITY	2	2		6.60	H	7.10	H	5	12.81	H	16	1,970	100	3,314	44	3
TEACHER AIDES	37	37		5.50	H	5.50	H	1	8.95	H	19	1,970	100	3,314	44	3
TEACHER ASSISTANTS	24	6	18	4.75	H	5.50	H	3	5.70	H	4	1,970	100	3,314	44	3
OTHER ED SUPPORT STAFF	8	8		23,000	Y	45,370	Y					1,970	100	3,314	44	3
TOTAL	289	187	115													

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
\*\* D=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.



ILLINOIS STATE BOARD OF EDUCATION  
JOSEPH A. SPAGNOLD, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-98 \*

CITY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	**	MAX SALARY	**	YR	PG	HIGH. LONG.	**	MEMBER INSUR.	% PAID	BO	FAMILY INSUR.	% PAID	POLICIES PROVISION	
ROCKFORD SCHOOL DIST 205																		
ARCHITECTS	1	1				50,976	Y					1,935	100		4,665	100		1 1
ATTORNEYS	1	1				89,454	Y					1,935	100		4,665	100		1 1
BOOKKEEPERS	21	21		9.64	H	11.68	H	5	5			1,935	100		4,665	94		1 11 13
BUS DRIVERS	238	238		8.01	H	11.40	H	16	12			1,935	100		4,665	94		1 1 11
CLERKS	42	42		8.30	H	10.57	H	5	5			1,935	100		4,665	94		1 11 13
COOKS	44	44		7.17	H	9.88	H	3	3			1,935	100		4,665	94		1 1
OTHER FOOD SERVICE	208		208	5.49	H	7.43	H	3	3			1,935	100		4,665	94		1 1
CUSTODIANS	86	86		8.95	H	11.03	H	2	3			1,935	100		4,665	94		1 11 13
ENGINEERS	61	61		11.19	H	17.04	H	2	3			1,935	100		4,665	94		1 11 13
LIBRARY AIDES	45	45		5.65	H	8.30	H	11	10			1,935	100		4,665	94		1 1 11
MAINTENANCE WORKERS	25	25		11.80	H	13.42	H	2	3			1,935	100		4,665	94		1 11 13
MECHANICS	17	17		15.18	H	16.26	H	2	3			1,935	100		4,665	94		1 11 13
PLAYGROUND SUPERVISORS			148	5.30	H	7.70	H	10	9									1 11 13
SECRETARIES	115	115		9.18	H	12.24	H	5	5			1,935	100		4,665	94		1 11 13
TEACHER AIDES	69	69		5.85	H	8.30	H	11	10			1,935	100		4,665	94		1 1 11
OTHER ED SUPPORT STAFF	318	318	50															
TOTAL	1289	1081	406															

\* SALARIES INCLUDE RETIREMENT CONTRIBUTION.  
\*\* O=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.



POSITION (12-13)	NUMBER OF STAFF ELIGIBLE TO PARTICIPATE IN IMRF (14-16)	USE YOUR DISTRICTS DEFINITION FOR THE NUMBER OF STAFF WHO ARE:		SALARY (Enter the salary of the highest beginning and highest maximum without longevity for each position)				FRINGE BENEFITS				POLICIES AND PROVISIONS																	
		Full-Time (19-23)	Part-Time (24-27)	Beginning (28-33)	H or Y (34)	Maximum (35-40)	H or Y (41)	Years to Reach or Maximum (42-43)	Number of Pay Grades (44-45)	Highest Longevity Salary (46-51)	H or Y (52)	Years to Attain Longevity (53-54)	Employee Yearly Insurance Premium (56-60)	Percent of Premium Paid by Board (61-65)	Family Yearly Premium (64-68)	Percent of Premium Paid by Board (69-71)	A (72)	B (73)	C (74)	D (75)	E (76)	F (77)	G (78)	H (79)	I (80)				
12. Health Aides																													
13. Health Assistants																													
14. Library Aides																													
Maintenance Workers																													
16. Mechanics																													
17. Playground Supervisors																													
18. Secretaries																													
19. Security Teacher Aides																													
20. Teacher Assistants																													
21. Other Educ. Support Staff																													
99 TOTALS																													

\* Regardless of whether they are eligible for IMRF

\*\* Please insert a  
 D - for Daily  
 H - for Hourly  
 M - for Monthly  
 T - for Per Trip  
 W - for Weekly  
 Y - for Yearly

\*\*\* Please use the following numbers to indicate the Affiliation of the employees' organization when there is a signed written agreement.  
 1 = AFSCME  
 2 = IFT-AFT  
 3 = IEA-NEA  
 4 = TEAMSTERS  
 5 = Service Employee  
 6 = Other. Please List

\*\*\*\* Please list the premium for ALL insurance coverage provided the employee through the school district.  
 Please list the percent of the insurance(s) premium which is paid for by the board.  
 Please list the same insurance data for the employee's family. The data should not include the employee.

\*\*\*\*\* Please place a 1 under each Policy and Provision column which applies except column A (2 or 3).  
 A = Board Paid Retirement  
 2 = Full Board Paid Retirement  
 3 = Partial Board Paid Retirement  
 B = Direct Educational Reimbursement paid by the board  
 C = Early Retirement paid by the board  
 D = Fair Share clause in the negotiated contract  
 E = Merit Pay  
 F = Saverance Pay  
 G = Sick Leave Bank  
 H = Sick Leave Beyond 180 Days  
 I = Personal business, emergency leave with pay

Date

Signature of Superintendent

Phone Number



**U.S. DEPARTMENT OF EDUCATION**  
*Office of Educational Research and Improvement (OERI)*  
*Educational Resources Information Center (ERIC)*



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