



**Agreement  
Between  
Education Support  
Service Organization  
  
and the  
Board of Education,  
District U-46  
  
2020-2024**



## **ARTICLE XVII: WAGES**

### **17.1 Wages**

FY21 – All employees in grades 1-2 will receive a \$750 lump sum increase to their annual salary, all employees grades 3-7 will receive a \$1,000 lump sum increase to their annual salary, and all employees grades 8 and above will receive a \$1,250 lump sum increase to their annual salary for FY21 which will be distributed in a lump sum once the contract is ratified (all employees will remain in their current cells in the wage schedule (Appendix B) until FY22). An employee moving as a result of bargaining will move to the new grade level at the same step on the next pay period after ratification of this Agreement. The employee's one-time lump sum payment will be at the new grade level. Employees currently on Step F will maintain his/her current hourly rate and receive the negotiated increase in FY22 on that rate.

FY22 – Employees who are in cells A through E of Appendix B will receive their step annual increase by moving one lane in Appendix B on July 1. Employees beyond Column F will receive a 3% increase. All wage increases and lane changes will only take effect on July 1.\*

FY23 – Employees who are in cells A through E of Appendix B will receive their step annual increase by moving one lane in Appendix B on July 1. Employees beyond Column F will receive a 2.75% increase. All wage increases and lane changes will only take effect on July 1.\*

FY24 – Employees who are in cells A through E of Appendix B will receive their step annual increase by moving one lane in Appendix B on July 1. Employees beyond Column F will receive a 2.75% increase. All wage increases and lane changes will only take effect on July 1.\*

\*All employees hired prior to January 1 of the contract year will receive a step increase on July 1. Employees hired after January 1, will not receive a step increase until the following July 1. All increases will be distributed on July 1 for FY22-24.

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