

**AMEND BOARD RULE 4-1.1
EDUCATIONAL SUPPORT PERSONNEL SALARIES - ADJUSTMENT OF**

THE GENERAL COUNSEL RECOMMENDS:

Amend Board Rule 4-1.1, Educational Support Personnel Salaries - Adjustment of.

(g) *Anniversary Dates for Educational Support Personnel Step Increases.* An educational support personnel employee paid on a graded salary schedule shall be eligible for advancement to the next step provided that the employee has completed the period of continuous service required for such advancement. Salary increases for non school-based or non union educational support personnel are suspended for fiscal year 2003 (July 1, 2002 through June 30, 2003).

(h) *Adjustment to Anniversary Dates for Educational Support Personnel Step Increases.* When an educational support personnel employee paid on a graded salary schedule is promoted and receives a salary increase, said employee's anniversary date for automatic step increases based on longevity shall be reestablished as one year from the effective date of the promotion, provided the employee has completed the required period of continuous service for advancement to the next step. Each subsequent year the employee shall advance to the next higher step provided the employee has completed the period of continuous service required for such advancement. If said promoted employee has not completed sufficient continuous service to advance to the next step one year after the effective date of such promotion, the anniversary date for subsequent increases shall remain the same. Salary increases for non school-based or non union educational support personnel are suspended for fiscal year 2003 (July 1, 2002 through June 30, 2003).

Subsection (h) shall also apply to those educational support personnel employees who received salary step consideration, limited to a maximum increase of ten percent or to the entrance step of the appropriate grade, for previous experience inside the Chicago Public Schools system, outside the Chicago Public Schools systems, or a combination of inside and outside experience.

Approved:



Marilyn F. Johnson
General Counsel