

## **Salary Schedule and Compensation**

### **How does a salary schedule work? Isn't it unsustainable?**

Despite what the board would have you believe, salary schedules are sustainable and have been used by Geneva 304 for nearly 50 years. In the Chicagoland area, the overwhelming majority of school districts use a salary schedule model similar to Geneva. For this reason, to stay competitive with other school districts, the GEA believes Geneva needs to continue using a salary schedule. For decades, Geneva has used a salary schedule because it allows the district to attract and retain quality teachers, plan for future budgets, and ensure contracts can be sustainable and affordable. This chart displays why Geneva would be much less competitive if it moved away from a salary schedule.