

TEACHER COMPENSATION

SCHOOL YEAR 2025-2026



Years Acknowledged	Non-Licensed Staff	Licensed Staff	Licensed Staff with an ESL or LBS1
0 years	\$60,750	\$62,750	\$63,750
1 year	\$62,250	\$64,250	\$65,250
2 years	\$63,750	\$65,750	\$66,750
3 years	\$65,250	\$67,250	\$68,250
4 years	\$66,750	\$68,750	\$69,750
5 years	\$68,750	\$70,750	\$71,750
6 years	\$71,000	\$73,000	\$74,000
7 years	\$73,250	\$75,250	\$76,250
8 years	\$76,000	\$78,000	\$79,000
9 years	\$78,250	\$80,250	\$81,250
10 years	\$82,000	\$84,000	\$85,000
11 years	\$85,250	\$87,250	\$88,250
12 years	\$89,000	\$91,000	\$92,000
13 years	\$92,000	\$94,000	\$95,000
14 years	\$94,500	\$96,500	\$97,500
15 years	\$96,750	\$98,750	\$99,750
16 years	\$99,000	\$101,000	\$102,000
17 years	\$101,000	\$103,000	\$104,000
18 years	\$102,000	\$104,000	\$105,000
19 years	\$103,000	\$105,000	\$106,000

+\$10,000

Teachers with 3 or more years of exceptional results are eligible to receive Distinguished Teacher recognition with an additional \$10,000 annual stipend.

TEACHER LICENSURE

Current and aspiring teachers are eligible to receive tuition support toward earning an Illinois teaching license and/or endorsements along with full reimbursement of license registration and testing fees.

+7% PENSION CONTRIBUTION

In addition to the salary schedule, Noble currently contributes 7% of a teacher's expected 9% Chicago Teachers Pension Fund contribution for licensed employees.

STIPENDS

Voluntary time spent coaching sports teams, sponsoring clubs, and running other after-school programs provides eligibility for additional stipends.

10 YEARS

Noble acknowledges up to 10 years of outside-of-Noble teaching experience towards the salary schedule.

EMPLOYEE BENEFITS

- Highly-competitive medical, dental, and vision benefits.
- Parental Leave: Up to 18 to 20 weeks of eligible leave.
- Free financial planning and advising.
- Mental Health: Free access to mental health support.
- Academic calendar designed for robust campus and network-based professional development. And more!

All salaries are annualized.