

TEACHER COMPENSATION



SCHOOL YEAR 2026-2027

Years Acknowledged	Non-Licensed Staff	Licensed Staff	Licensed Staff with an ESL, Learning Specialists, or RSPs
0 years	\$61,500	\$63,500	\$64,500
1 year	\$63,000	\$65,000	\$66,000
2 years	\$64,500	\$66,500	\$67,500
3 years	\$66,000	\$68,000	\$69,000
4 years	\$67,500	\$69,500	\$70,500
5 years	\$69,500	\$71,500	\$72,500
6 years	\$71,750	\$73,750	\$74,750
7 years	\$74,000	\$76,000	\$77,000
8 years	\$76,750	\$78,750	\$79,750
9 years	\$79,000	\$81,000	\$82,000
10 years	\$82,750	\$84,750	\$85,750
11 years	\$86,000	\$88,000	\$89,000
12 years	\$90,000	\$92,000	\$93,000
13 years	\$93,000	\$95,000	\$96,000
14 years	\$95,500	\$97,500	\$98,500
15 years	\$97,750	\$99,750	\$100,750
16 years	\$100,000	\$102,000	\$103,000
17 years	\$102,000	\$104,000	\$105,000
18 years	\$103,000	\$105,000	\$106,000
19 years	\$104,000	\$106,000	\$107,000

+\$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.