



**MISSION STATEMENT**

WHY DO WE EXIST?

INSPIRE AND EMPOWER  
ALL STUDENTS  
TO THRIVE

**PENNOYER SCHOOL DISTRICT 79**

PENNOYER SCHOOL DISTRICT 79 IS A ONE SCHOOL DISTRICT BORDERING THE NORTHWEST SIDE OF CHICAGO SERVING APPROXIMATELY 450 STUDENTS AGES PRESCHOOL THROUGH EIGHTH GRADE.

**SERVING**  
PRESCHOOL THROUGH EIGHTH GRADE

**PENNOYER**  
**NUMBERS** **450** **CURRENT**  
**ENROLLMENT**

**STAFF**  
**MEMBERS** **58** **21.4** **AVERAGE**  
**CLASS SIZE**

**EMPLOYEE HEALTH INSURANCE**  
**PPO/HMO & DENTAL**

PAID AT **100%** FOR EMPLOYEE

BETWEEN 58% - 100% FOR  
FAMILY/SPOUSE/CHILDREN PLANS  
(PLAN DEPENDENT)

**CERTIFIED TEACHER SALARY AND INCENTIVES**

**STARTING TEACHER SALARY BETWEEN**

**\$53,000 - \$63,349**

WITH ANNUAL INCREASES OF:

**4.00%** **4.25%** **4.50%**  
2025-2026 2026-2027 2027-2028

**LONGEVITY PAY (PER YEAR)**

**11-19 YEARS = \$500**

**20+ YEARS = \$1,000 - \$1,200**

**LONGEVITY SICK DAY INCENTIVES**

0-5 YEARS EXPERIENCE IN THE DISTRICT = 12 DAYS

6-10 YEARS EXPERIENCE = 15 DAYS

11-15 YEARS EXPERIENCE = 18 DAYS

16-20 YEARS EXPERIENCE = 20 DAYS

21+ YEARS EXPERIENCE = 25 DAYS

\*TEACHERS MAY ACCUMULATE UP TO 400 SICK DAYS.

TEACHERS WHO USE TWO (2) OR FEWER SICK LEAVE DURING THE SCHOOL YEAR SHALL BE AWARDED 1 ADDITIONAL SICK DAY AND 1 ADDITIONAL PERSONAL DAY AT THE BEGINNING OF THE FOLLOWING SCHOOL YEAR.

**TEACHER STIPENDS**

**\$500** YEARLY STIPEND FOR THE FOLLOWING ENDORSEMENTS (UP TO 3)

- READING SPECIALIST
- EL/BILINGUAL
- SPECIAL EDUCATION (LBS1)
- HIGH SCHOOL MATH CERTIFICATION
- ECE PRESCHOOL (MUST BE ELIGIBLE TO TEACH PRESCHOOL FOR ALL)
- ASSISTIVE TECHNOLOGY
- BOARD CERTIFIED BEHAVIOR ANALYST
- COMPUTER SCIENCE ENDORSEMENT

**\$2,000** YEARLY STIPEND FOR NATIONAL BOARD CERTIFIED TEACHERS

**PLUS** MANY OTHER OPPORTUNITIES FOR ADDITIONAL DUTY PAY RANGING FROM COACHING TO TEACHER LEADERSHIP POSITIONS.

**AND MORE**

- \$75,000 IN LIFE INSURANCE BENEFITS
- BOARD PAID EMPLOYEE ASSISTANCE PROGRAM
- TUITION REIMBURSEMENT PROGRAM WITH STEP AND LANE SALARY ADVANCEMENTS