



Position Title: School Social Worker

Location: Perandoe Special Education District

Reports to: Executive Director or Designee

Qualifications: The School Social Worker will hold a current and valid Professional Educator License with an endorsement in School Social Work. Masters Degree in Social Work.

Evaluation: The School Social Worker will be evaluated by the Executive Director or designee according to the Perandoe Evaluation Plan

FLSA Class: Exempt

SUMMARY: The School Social Worker provides direct and indirect social work services to students experiencing social, emotional and/or behavioral problems that interfere with their performance in school, and facilitates communication among school, home and community providers.

RESPONSIBILITIES:

1. Communicate and collaborate effectively with others.
2. Ensure confidentiality of sensitive information.
3. Maintain a record of dependability as evidenced by consistent attendance, punctuality and attention to work.
4. Understand and adapt to a variety of situations.
5. Maintain and exhibit general and personal safety practices.
6. Work independently and exercise good judgment.
7. Assume personal responsibility for professional performance and growth.
8. Utilize effective problem-solving processes.
9. Read, understand, and follow verbal and written directions.
10. Utilize applicable technology to support performance responsibilities.

SPECIFIC:

1. Develop, deliver, evaluate, and revise the school social work program.
2. Demonstrate knowledge of content and application in the practice of social work services within a school setting.
3. Assist students in the areas of academic, social, behavioral, and emotional development as well in career awareness.
4. Provide individual and small group social work services in a variety of settings.
5. Consult and collaborate with teachers, staff, and parents in understanding and meeting the needs of students in the school setting.
6. Responding proactively to behavior by offering strategies to school staff and parents to promote social emotional wellbeing of students.
7. Collaborate with school staff and school psychologist to formulate, initiate, and manage behavior plans.
8. Provide in-service training and make presentations to staff.
9. Assessing the needed services and coordinate those services with parents, outside agencies, and school staff.
10. Participate in activities that contribute to the effective operation of the district and schools.
11. Monitor and advise students of their progress and provide on-going communication with parents.
12. In collaboration with teachers, parents, and staff, prepare students for transition to the next levels.
13. Adhere to ethical standards that are outlined by NASW and Illinois School Code.
14. Participate and prepare information for re-evaluations, annual review, and progress review meetings as determined by district.
15. Keep ongoing records including both academic and behavioral progress.
16. All other duties as assigned.

The statements in this job description are intended to describe the general nature and level of the work to be performed by (an) individual(s) assigned to this position. They are not an exhaustive list of all duties and responsibilities related to the position. This job description will be reviewed periodically as duties and responsibilities change with district necessity and Management Council policy and procedures. Essential and marginal job functions are subject to modification.

Employee Benefits: Social Worker 2025-26 SY

Total Salary/Benefit Package (For School Year)

- Based tentatively per resume (we will need transcripts for final determination) for 190 days.

2025-2026

190 Days	BS	BS+15	MS	MS+15	MS+30	MS+45
1	46,181	46,972	47,764	48,556	53,094	57,317
2	47,447	48,239	49,031	49,822	54,361	58,583
3	48,714	49,506	50,297	51,089	55,628	59,850
4	49,981	50,772	51,564	52,356	56,894	61,117
5	51,247	52,039	52,831	53,622	58,161	62,383
6	52,514	53,306	54,097	54,889	59,428	63,650
7	53,781	54,572	55,364	56,156	60,694	64,917
8	55,047	55,839	56,631	57,422	61,961	66,183
9	56,314	57,106	57,897	58,689	63,228	67,450
10	57,581	58,372	59,164	59,956	64,494	68,717
11	58,847	59,639	60,431	61,222	65,761	69,983
12	60,114	60,906	61,697	62,489	67,028	71,250
13	61,381	62,172	62,964	63,756	68,294	72,517
14	62,647	63,439	64,231	65,022	69,561	73,783
15	63,914	64,706	65,497	66,289	70,828	75,050
16	65,181	65,972	66,764	67,556	72,094	76,317
17	66,447	67,239	68,031	68,822	73,361	77,583
18	67,714	68,506	69,297	70,089	74,628	78,850
19	68,981	69,772	70,564	71,356	75,894	80,117
20	70,247	71,039	71,831	72,622	77,161	81,383
21	71,514	72,306	73,097	73,889	78,428	82,650
22	72,781	73,572	74,364	75,156	79,694	83,917
23	74,047	74,839	75,631	76,422	80,961	85,183
24	75,314	76,106	76,897	77,689	82,228	86,450
25	76,581	77,372	78,164	78,956	83,494	87,717

Retirement Plan

- TRS (Teacher's Retirement System)
- Employee pays \$0 and Employer pays TRS 9%, THIS .90%, ETHIS .67%, and TRS 2.2 .58% rate.

Medical Insurance:

- \$7,130 toward employee policy premium
- or \$6,630 Cash Option added to salary
- Vision and Dental: Employee paid

Paid Leave:

- Sick Days: 16 (unused accumulate to a maximum of 240 days)
- Personal Days: 3 (not used rolls into sick days)

Mileage:

- Reimbursed at the IRS rate

Professional Development

- District Paid Professional Development Opportunities