



Understanding Teacher and ESP Pay

Work Year

Teachers and ESP's are paid to work 183 days. The teacher's work day is 6.58 hours while the ESP's is 7.0 hours. Each position is granted a certain number of sick days and personal days, but there are no paid vacation days or paid holidays. The AEA contracts state annual salaries, and the examples below show the compensation per school year, per day, and per hour.

Teacher with a master's degree on step 6

Annual salary: \$73,704

Daily rate: $\$73,704/183 = \$402.75$

Hourly Rate: $\$402.75/6.58 = \$61.21$

ESP1 on step 5

Annual salary: \$36,628

Daily rate: $\$36,628/183 = \$200.15$

Hourly rate: $\$200.15/7 = \$28.59$

Payment Method

Ashland pays ESP's and teachers in 26 bi-weekly payments from September - June, and the bi-weekly gross pay is calculated by dividing the annual salary by 26. The final five paychecks of the year are received on the last day of school, and the purpose of this payment method is to provide the educational staff with income prior to the summer recess.

Teacher with master's degree on step 6

Bi-weekly gross pay: \$2,834.77

$\$73,704/26 = \$2,834.77$

Lump sum payment on last day of school

$\$2,834.77 \times 5 = \$14,173.85$

ESP1 on step 5

Bi-weekly gross pay: \$1,408.77

$\$36,628/26 = \$1,408.77$

Lump sum payment on last day of school

$\$1,408.77 \times 5 = \$7,043.85$