



2025-26 Educational Support Professional Salary Schedule

2.5% Increase

< 1 year 1 - 2 years 3+ years
Step 0 Step 1 Step 2

				Factor 1 (TSD Only)	
Clerical				Education Level 0	0 0-9 Credits
C I	\$ 23.91	\$ 25.58	\$ 27.19	Education Level 1	0.49 10-19 Credits
Copy Center Operator (inactive)				Education Level 2	0.97 20-29 Credits
C II	\$ 27.93	\$ 29.82	\$ 31.73	Education Level 3	1.46 30-39 Credits
Library Materials Technican				Education Level 4	1.95 40-49 Credits
Office Assistant				Education Level 5	2.44 50-59 Credits
C III	\$ 32.44	\$ 34.55	\$ 36.65	Education Level 6	2.92 60-69 Credits
Secretary				Education Level 7	3.41 70+ Credits
Registrar					
Receptionist/Sub Coordinator					
Library Media Technician					
Educational Support				Factor 2 (TSD Only - Based on FTE)	
ES I	\$ 30.83	\$ 32.83	\$ 34.81	Longevity 1	- 0-1 YEAR
Para				Longevity 2	500 2-5 YEARS
Assessment Specialist Elementary				Longevity 3	1,000 6-10 YEARS
ES II	\$ 31.82	\$ 33.89	\$ 35.93	Longevity 4	1,500 11-15 YEARS
ELL Para				Longevity 5	2,500 16+ YEARS
Sp Ed Para (includes ECSE ESP)					
College & Career Readiness Specialist					
Assessment Specialist Secondary					
ES III	\$ 45.87	\$ 48.99	\$ 52.11	All Substitute ESP's are paid at the STEP 0 rate regardless of experience	
Assessment Specialist District					
Early Learning Lead Teacher					
Professional				Factor 3 (X Factor)	
P I	\$ 30.83	\$ 32.83	\$ 34.81	% Increase on Hourly rate	N/A
Health Assistant					
P II	\$ 39.93	\$ 42.53	\$ 45.11		
Office Manager					
Administrative Assistant					
Community Liaison					
Community Liaison - Language Access					
Licensed Nurse Practioner (inactive)					
McKinney Vento Liaison					
Grant Compliance Analyst					
P III	\$ 45.13	\$ 48.07	\$ 50.97		
HR Business Specialist					
Quality Engagement Specialist					
Payroll Specialist					
Business Specialist (inactive)					
P IV	\$ 45.87	\$ 48.85	\$ 52.51		
Registered Nurse					
Accountant					
Technology					
T I (inactive)	\$ 36.40	\$ 38.89	\$ 41.35		
Network System Technician I					
T II	\$ 41.91	\$ 46.81	\$ 51.69		
Network System Technician II					
T III	\$ 67.35	\$ 71.74	\$ 76.06		
Network System Analyst					
Program/Building Support					
PBS I	\$ 36.40	\$ 38.89	\$ 41.35		
Success Coordinator					
Student Success ReEngagement Coord (FHS)					
Gear Up Specialist					
Stay in School Coordinator (inactive)					
PBS II	\$ 37.89	\$ 40.48	\$ 43.03		
Family Support Specialist					
PBS III	\$ 38.89	\$ 41.52	\$ 44.21		
Security Officer					
PBS IV					
Foster HS & District Lead Security Officer	\$ 45.54	\$ 48.63	\$ 51.78		