

**Education Support Professional**  
**2025-2026 Education Support Professional SALARY SCHEDULE**  
**EFFECTIVE SEPTEMBER 1, 2025**

<u>CLASSIFICATION</u>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>	<b>08</b>	<b>09</b>	<b>10</b>	<b>After completion of 15 yrs.</b>	<b>After completion of 20 yrs.</b>
	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>
<b>ESP-4</b>	27.754	28.591	29.541	30.340	31.252	32.145	33.000	33.914	34.914	35.914
<b>AA or AS Degree (+ \$ .75)</b>	28.504	29.341	30.291	31.090	32.002	32.895	33.750	34.664	35.664	36.664
<b>BA or BS Degree (+ \$ 1.00)</b>	28.754	29.591	30.541	31.340	32.252	33.145	34.000	34.914	35.914	36.914
<b>ESP-4 Ed Sup Prof SPED (+\$.75)</b>	28.504	29.341	30.291	31.090	32.002	32.895	33.750	34.664	35.664	36.664
<b>AA or AS Degree (+ \$ .75)</b>	29.254	30.091	31.041	31.840	32.752	33.645	34.500	35.414	36.414	37.414
<b>BA or BS Degree (+ \$ 1.00)</b>	29.504	30.341	31.291	32.090	33.002	33.895	34.750	35.664	36.664	37.664
<b>ESP-5</b>	29.579	30.454	31.290	32.165	33.000	33.914	34.807	35.719	36.719	37.719
<b>AA or AS Degree (+ \$ .75)</b>	30.329	31.204	32.040	32.915	33.750	34.664	35.557	36.469	37.469	38.469
<b>BA or BS Degree (+ \$ 1.00)</b>	30.579	31.454	32.290	33.165	34.000	34.914	35.807	36.719	37.719	38.719
<b>ESP-6</b>	32.125	32.981	33.914	34.768	35.662	36.460	37.373	38.265	39.265	40.265
<b>AA or AS Degree (+ \$ .75)</b>	32.875	33.731	34.664	35.518	36.412	37.210	38.123	39.015	40.015	41.015
<b>BA or BS Degree (+ \$ 1.00)</b>	33.125	33.981	34.914	35.768	36.662	37.460	38.373	39.265	40.265	41.265
<b>ESP-7</b>	34.787	35.681	36.460	37.430	38.265	39.141	40.034	40.928	41.928	42.928
<b>AA or AS Degree (+ \$ .75)</b>	35.537	36.431	37.210	38.180	39.015	39.891	40.784	41.678	42.678	43.678
<b>BA or BS Degree (+ \$ 1.00)</b>	35.787	36.681	37.460	38.430	39.265	40.141	41.034	41.928	42.928	43.928
<b>ESP-8 COTA / PTA</b>	37.289	37.902	38.516	39.148	39.780	41.079	42.415	43.786	44.786	45.786
<b>AA or AS Degree (+ \$ .75)</b>	38.039	38.652	39.266	39.898	40.530	41.829	43.165	44.536	45.536	46.536
<b>BA or BS Degree (+ \$ 1.00)</b>	38.289	38.902	39.516	40.148	40.780	42.079	43.415	44.786	45.786	46.786
<b>ESP-8 Sign Language Interpreter (No AA)</b>	37.289	37.902	38.516	39.148	39.780	41.079	42.415	43.786	44.786	45.786
<b>Lead (+\$.50)</b>	37.789	38.402	39.016	39.648	40.280	41.579	42.915	44.286	45.286	46.286
<b>ESP-9 Sign Language Interpreter (AA / AS + EIPA 3.5)</b>	42.703	43.317	43.931	44.563	45.194	46.493	47.829	49.201	50.201	51.201
<b>Lead (+\$.50)</b>	43.203	43.817	44.431	45.063	45.694	46.993	48.329	49.701	50.701	51.701
<b>ESP-10 Sign Language Interpreter (BA / BS + EIPA 4.0 or Nat'l C)</b>	44.508	45.122	45.736	46.367	46.998	48.298	49.633	51.006	52.006	53.006
<b>Lead (+\$.50)</b>	45.008	45.622	46.236	46.867	47.498	48.798	50.133	51.506	52.506	53.506
<b>ESP-11 Health Room Assistant</b>	46.508	47.122	47.736	48.367	48.998	50.298	51.633	53.006	54.006	55.006
<b>AA or AS Degree (+ \$ .75)</b>	47.258	47.872	48.486	49.117	49.748	51.048	52.383	53.756	54.756	55.756
<b>BA or BS Degree (+ \$ 1.00)</b>	47.508	48.122	48.736	49.367	49.998	51.298	52.633	54.006	55.006	56.006
<b>Substitutes</b>	27.754	==> Subs paid at ESP-4, step D								

Health Room Assistants (ESP-11) receive \$2.00 more than ESP-10  
Job Titles "Ed Sup Prof SpEd" receive a SPED differential of \$.75 per hour

SPECIAL NOTE: This schedule was based on the allocation by the State Legislature that includes a 2.5% Implicit Price Deflator (IPD)  
and may be subject to change by the Legislature during the 2025-26 fiscal year