



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
 EDUCATIONAL SUPPORT PERSONNEL (ESP) - HOURLY
 2025-2026 SALARY SCHEDULE PLACEMENT RANGE
 (NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)**

Table 1 - Category Placement											
	A	B	C	D	E	F	G	H	I	J	K
A12	\$16.91	\$17.00	\$17.05	\$17.12	\$17.17	\$17.23	\$17.28	\$17.34	\$17.39	\$17.45	\$17.50
A13	\$17.31	\$17.39	\$17.45	\$17.50	\$17.56	\$17.63	\$17.68	\$17.74	\$17.79	\$17.85	\$17.90
B21	\$17.70	\$17.78	\$17.84	\$17.89	\$17.95	\$18.00	\$18.06	\$18.12	\$18.18	\$18.24	\$18.29
B21.1	\$20.03	\$20.12	\$20.24	\$20.35	\$20.46	\$20.59	\$20.72	\$20.83	\$20.94	\$21.05	\$21.17
B22	\$18.59	\$18.69	\$18.75	\$18.80	\$18.86	\$18.91	\$18.97	\$19.02	\$19.08	\$19.14	\$19.20
B22.1	\$20.06	\$20.16	\$20.29	\$20.41	\$20.53	\$20.67	\$20.81	\$20.95	\$21.07	\$21.21	\$21.33
B22.2	\$19.16	\$19.25	\$19.31	\$19.36	\$19.42	\$19.47	\$19.53	\$19.58	\$19.65	\$19.70	\$19.76
B23	\$20.15	\$20.25	\$20.30	\$20.36	\$20.41	\$20.47	\$20.53	\$20.58	\$20.64	\$20.70	\$20.76
B23.1	\$20.74	\$20.84	\$20.96	\$21.09	\$21.22	\$21.34	\$21.47	\$21.61	\$21.74	\$21.86	\$21.98
B23.2	\$23.38	\$23.49	\$23.80	\$24.10	\$24.41	\$24.71	\$25.02	\$25.34	\$25.64	\$25.95	\$26.25
B24	\$20.93	\$21.03	\$21.09	\$21.14	\$21.21	\$21.26	\$21.32	\$21.37	\$21.43	\$21.48	\$21.54
B24.1	\$23.17	\$23.29	\$23.42	\$23.56	\$23.69	\$23.83	\$23.97	\$24.10	\$24.24	\$24.38	\$24.51
B24.2	\$28.12	\$28.26	\$28.41	\$28.56	\$28.70	\$28.86	\$29.00	\$29.14	\$29.29	\$29.44	\$29.59
B31	\$20.93	\$21.03	\$21.09	\$21.14	\$21.21	\$21.26	\$21.32	\$21.37	\$21.43	\$21.48	\$21.54

Table 2 - Professional Growth	
15 credits	\$1,000
30 credits	\$2,000
45 credits	\$3,000
60 credits	\$4,000

Table 3 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 4 - Pay for Performance
Up to \$500.00

Footnotes

1. To find your Category for use with Table 1 - Locate your position and note the level code above

LEVEL	POSITION	LEVEL	POSITION
A12	Child Nutrition Assistant	B22	Specialist - Health/Media
A12	Maintenance & Operations Worker	B22.1	Transportation Specialist
A12	Student Support Assistant - Schools	B22.2	Specialist - Instructional Support/PE - HQ
A12	Student Support Assistant - Transportation	B23	Fiscal Specialist
A13	Administrative Technician	B23	Instructional Support Specialist, Senior
A13	Administrative Technician - Exceptional Student Services	B23	Mechanic
A13	Child Nutrition Technician	B23	Student Management Specialist, Senior
A13	Child Nutrition Delivery/Van Driver/Driver in Training	B23.1	Trades Specialist (Carpenter)
A13	Maintenance & Operations Technician	B23.2	Trades Specialist (Special System Technician)
A13	Warehouse Technician	B24	Human Resource, Specialist
B21	Child Nutrition Cooks/Baker	B24	Fiscal Specialist, Senior
B21	Maintenance & Operations Technician, Senior	B24.1	Fiscal Specialist, Payroll
B21.1	Bus Driver	B24.1	Trades Specialist, Senior
B22	Administrative Specialist	B24.2	Technology Specialist, Senior
B22	Community Ed Outreach Specialist	B31	Child Nutrition Supervisor
B22	LPN - School Nurse	B31	Maintenance & Operations Supervisor

2. New Employee (Table 1) is based upon:

- A. Relevant coursework.
- B. Previous related experience up to 10 years

3. Professional Growth (Table 2) for purposes of salary advancement is defined as approved professional activities which will improve the employee's performance of duties and success in the accomplishment of the District's Mission, Goals, and Objectives.

4. Longevity (Table 3) based on years of employment in district

5. Pay for Performance (Table 4):

To be eligible for Pay for Performance the staff member must:

- C. Not be on a performance improvement plan at the end of the school year.
- D. Be employed at least 25% of the school year.
- E. Complete the work year.

6. Mileage Allowance is district approved based on job requirement and supervisor approval.

7. Up to 10 bus drivers 12 month