

# CHERRY CREEK SCHOOL DISTRICT NO. 5

## 2025-2026 EDUCATIONAL SUPPORT PERSONNEL

### WAGE SCHEDULE

| RANGE | MINIMUM | MIDPOINT       | MAXIMUM |
|-------|---------|----------------|---------|
| 1     | \$15.06 | <b>\$18.59</b> | \$22.12 |
| 2     | \$15.89 | <b>\$19.62</b> | \$23.35 |
| 3     | \$16.79 | <b>\$20.73</b> | \$24.67 |
| 4     | \$17.74 | <b>\$21.90</b> | \$26.06 |
| 5     | \$18.69 | <b>\$23.07</b> | \$27.45 |
| 6     | \$19.75 | <b>\$24.38</b> | \$29.01 |
| 7     | \$20.79 | <b>\$25.67</b> | \$30.55 |
| 8     | \$21.99 | <b>\$27.15</b> | \$32.31 |
| 9     | \$23.19 | <b>\$28.63</b> | \$34.07 |
| 10    | \$24.47 | <b>\$30.21</b> | \$35.95 |
| 11    | \$25.77 | <b>\$31.81</b> | \$37.85 |
| 12    | \$27.18 | <b>\$33.55</b> | \$39.92 |
| 13    | \$28.59 | <b>\$35.30</b> | \$42.01 |
| 14    | \$30.25 | <b>\$37.35</b> | \$44.45 |
| 15    | \$31.91 | <b>\$39.40</b> | \$46.89 |
| 16    | \$33.71 | <b>\$41.62</b> | \$49.53 |

*All Educational Support Personnel positions are classified as non-exempt from overtime pay per the Fair Labor Standards Act (FLSA).*

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| RANGE | MINIMUM | MIDPOINT       | MAXIMUM | JOB CLASSIFICATION TITLE                                    | EMPLOYEE GROUP              |
|-------|---------|----------------|---------|-------------------------------------------------------------|-----------------------------|
| 1     | \$15.06 | <b>\$18.59</b> | \$22.12 | -                                                           | -                           |
| 2     | \$15.89 | <b>\$19.62</b> | \$23.35 | -                                                           | -                           |
| 3     | \$16.79 | <b>\$20.73</b> | \$24.67 | Before and After School Assistant                           | Extended Childcare Services |
|       |         |                |         | Child Development Assistant                                 | Extended Childcare Services |
|       |         |                |         | Extended Childcare Services Clerk                           | Staff Support               |
|       |         |                |         | Medicaid Program Assistant                                  | Staff Support               |
| 4     | \$17.74 | <b>\$21.90</b> | \$26.06 | Audiology Program Specialist                                | Staff Support               |
|       |         |                |         | Food Service Worker                                         | Food and Nutrition Services |
| 5     | \$18.69 | <b>\$23.07</b> | \$27.45 | Administrative Health Liaison                               | Staff Support               |
|       |         |                |         | Assistive Technology Assistant                              | Staff Support               |
|       |         |                |         | Before and After School Leader                              | Extended Childcare Services |
|       |         |                |         | Career and Technical Education Café Supervisor              | Staff Support               |
|       |         |                |         | English Language Supports Project Assistant                 | Staff Support               |
|       |         |                |         | Food and Nutrition Services Payroll and Staffing Specialist | Staff Support               |
|       |         |                |         | Health Liaison                                              | Staff Support               |
|       |         |                |         | Instructional Para-Educator                                 | Para-Educators              |
|       |         |                |         | Instrument Repair Technician                                | Staff Support               |
|       |         |                |         | Kitchen Assistant Manager                                   | Food and Nutrition Services |
|       |         |                |         | Post Graduate Specialist                                    | Staff Support               |
|       |         |                |         | Print Operations and Accounting Specialist                  | Staff Support               |
|       |         |                |         | School Support Para-Educator                                | Para-Educators              |
|       |         |                |         | Technology Support                                          | Staff Support               |
|       |         |                |         | Technology Technician                                       | Para-Educators              |
| 6     | \$19.75 | <b>\$24.38</b> | \$29.01 | Adaptive Programs Registrar                                 | Staff Support               |
|       |         |                |         | Apprenticeship Enrollment Data Specialist                   | Staff Support               |
|       |         |                |         | Assessment Data Assistant                                   | Staff Support               |
|       |         |                |         | Assistant Baker                                             | Food and Nutrition Services |
|       |         |                |         | Audiology Technician                                        | Para-Educators              |
|       |         |                |         | Before and After School Support Leader                      | Extended Childcare Services |
|       |         |                |         | Behavior Regulation Technician                              | Para-Educators              |
|       |         |                |         | Challenge School Registrar                                  | Staff Support               |
|       |         |                |         | Cherry Creek Elevation Registrar                            | Staff Support               |
|       |         |                |         | Copy Cataloger                                              | Staff Support               |
|       |         |                |         | Child Find Program Specialist                               | Staff Support               |
|       |         |                |         | Instructional Engineering Specialist                        | Staff Support               |
|       |         |                |         | Instructional Health and Wellness Specialist                | Staff Support               |
|       |         |                |         | Instructional Hospitality and Tourism Specialist            | Staff Support               |
|       |         |                |         | Instructional Transportation Specialist                     | Staff Support               |
|       |         |                |         | Middle School Registrar                                     | Staff Support               |

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| RANGE | MINIMUM | MIDPOINT | MAXIMUM | JOB CLASSIFICATION TITLE                 | EMPLOYEE GROUP                   |
|-------|---------|----------|---------|------------------------------------------|----------------------------------|
| 6     | \$19.75 | \$24.38  | \$29.01 | Moderate Needs Para-Educator             | Para-Educators                   |
|       |         |          |         | Music Programs Technician                | Para-Educators                   |
|       |         |          |         | Out of District Specialist               | Staff Support                    |
|       |         |          |         | Printing Production Specialist           | Staff Support                    |
|       |         |          |         | Science Resource Specialist              | Staff Support                    |
|       |         |          |         | Reporting Data Specialist                | Staff Support                    |
|       |         |          |         | Social-Emotional Learning Technician     | Staff Support                    |
|       |         |          |         | Special Education Employment Specialist  | Staff Support                    |
|       |         |          |         | Technology Specialist                    | Staff Support                    |
|       |         |          |         | Vision Technician                        | Para-Educators                   |
|       |         |          |         | Wellness Specialist                      | Staff Support                    |
| 7     | \$20.79 | \$25.67  | \$30.55 | Accounts Payable Specialist              | Staff Support                    |
|       |         |          |         | Admissions Specialist                    | Staff Support                    |
|       |         |          |         | Athletics Communication Specialist       | Staff Support                    |
|       |         |          |         | Challenge School Bookkeeper              | Staff Support                    |
|       |         |          |         | Cherry Creek Elevation Bookkeeper        | Staff Support                    |
|       |         |          |         | Cherry Creek Innovation Campus Registrar | Staff Support                    |
|       |         |          |         | Colorado Preschool Program Specialist    | Staff Support                    |
|       |         |          |         | Department Office Assistant              | Educational Office Professionals |
|       |         |          |         | Digital Copy and Press Operator          | Staff Support                    |
|       |         |          |         | Early Childhood Education Registrar      | Staff Support                    |
|       |         |          |         | High School Registrar                    | Staff Support                    |
|       |         |          |         | Early Childhood Education Liaison        | Early Childhood Education        |
|       |         |          |         | Fingerprint Technician                   | Staff Support                    |
|       |         |          |         | Free and Reduced Meal Manager            | Staff Support                    |
|       |         |          |         | Grounds Support Specialist               | Staff Support                    |
|       |         |          |         | Health Services Program Coordinator      | Staff Support                    |
|       |         |          |         | High School Assistant Bookkeeper         | Staff Support                    |
|       |         |          |         | Kitchen Manager I                        | Food and Nutrition Services      |
|       |         |          |         | Library Technician                       | Para-Educators                   |
|       |         |          |         | Maintenance Support Specialist           | Staff Support                    |
|       |         |          |         | Medicaid Data Specialist                 | Staff Support                    |
|       |         |          |         | Middle School Bookkeeper                 | Staff Support                    |
|       |         |          |         | Printing Production Coordinator          | Staff Support                    |
|       |         |          |         | Transition Program Para-Educator         | Para-Educators                   |
|       |         |          |         | School Office Assistant                  | Educational Office Professionals |
|       |         |          |         | Severe Needs Para-Educator               | Para-Educators                   |
|       |         |          |         | Warehouse Driver                         | Staff Support                    |
|       |         |          |         | Warehouse/Mail Courier                   | Staff Support                    |

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| RANGE | MINIMUM | MIDPOINT | MAXIMUM | JOB CLASSIFICATION TITLE                   | EMPLOYEE GROUP                   |
|-------|---------|----------|---------|--------------------------------------------|----------------------------------|
| 8     | \$21.99 | \$27.15  | \$32.31 | Aerospace Manufacturing Specialist         | Staff Support                    |
|       |         |          |         | Baker                                      | Staff Support                    |
|       |         |          |         | Before and After School Assistant Director | Extended Childcare Services      |
|       |         |          |         | Child Development Leader                   | Extended Childcare Services      |
|       |         |          |         | Child Development Support Leader           | Extended Childcare Services      |
|       |         |          |         | Community Liaison                          | Staff Support                    |
|       |         |          |         | Early Childhood Education Bookkeeper       | Early Childhood Education        |
|       |         |          |         | Early Childhood Education Instructor       | Early Childhood Education        |
|       |         |          |         | Educational Health Assistant               | Staff Support                    |
|       |         |          |         | Extended Childcare Services Bookkeeper     | Extended Childcare Services      |
|       |         |          |         | High School Business Manager               | Staff Support                    |
|       |         |          |         | IDEA Part B Business Manager               | Staff Support                    |
|       |         |          |         | Kitchen Manager II                         | Food and Nutrition Services      |
|       |         |          |         | School Administrative Assistant            | Educational Office Professionals |
|       |         |          |         | Security Patrol                            | Staff Support                    |
|       |         |          |         | Security Specialist                        | Staff Support                    |
| 9     | \$23.19 | \$28.63  | \$34.07 | Automotive Technician                      | Vehicle Maintenance              |
|       |         |          |         | Campus Security Assistant Supervisor       | Staff Support                    |
|       |         |          |         | Cataloger                                  | Staff Support                    |
|       |         |          |         | Deafblind Intervener                       | Staff Support                    |
|       |         |          |         | Executive Baker                            | Staff Support                    |
|       |         |          |         | Facility Rental Specialist                 | Staff Support                    |
|       |         |          |         | Kitchen Manager III                        | Food and Nutrition Services      |
|       |         |          |         | Licensed Practical Nurse                   | Staff Support                    |
|       |         |          |         | Medicaid Trainer                           | Staff Support                    |
|       |         |          |         | Operations Dispatcher                      | Staff Support                    |
|       |         |          |         | Vehicle Parts Specialist                   | Staff Support                    |
|       |         |          |         | Warehouse Driver Lead                      | Staff Support                    |
|       |         |          |         | Warehouse Lead                             | Staff Support                    |
|       |         |          |         | Youth Leadership Community Specialist      | Staff Support                    |
| 10    | \$24.47 | \$30.21  | \$35.95 | Accounting Bookkeeper                      | Staff Support                    |
|       |         |          |         | Admissions Community Resource Specialist   | Staff Support                    |
|       |         |          |         | Braillist                                  | Staff Support                    |
|       |         |          |         | CAD Operator                               | Staff Support                    |
|       |         |          |         | Cultural Liaison Interpreter               | Staff Support                    |
|       |         |          |         | Department Administrative Specialist       | Educational Office Professionals |
|       |         |          |         | Facility Use Coordinator                   | Staff Support                    |
|       |         |          |         | Grants Financial Specialist                | Staff Support                    |
|       |         |          |         | Graphic Designer                           | Staff Support                    |

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### WAGE SCHEDULE

| RANGE | MINIMUM | MIDPOINT | MAXIMUM | JOB CLASSIFICATION TITLE                            | EMPLOYEE GROUP                   |
|-------|---------|----------|---------|-----------------------------------------------------|----------------------------------|
| 10    | \$24.47 | \$30.21  | \$35.95 | Kitchen Manager IV                                  | Food and Nutrition Services      |
|       |         |          |         | Maintenance Business Manager                        | Staff Support                    |
|       |         |          |         | Output and Prepress Specialist                      | Staff Support                    |
|       |         |          |         | Payroll Specialist                                  | Staff Support                    |
|       |         |          |         | Route Planner                                       | Staff Support                    |
|       |         |          |         | Route Planner and RFID Card Coordinator             | Staff Support                    |
|       |         |          |         | School Office Manager                               | Educational Office Professionals |
|       |         |          |         | Science Resource Coordinator                        | Staff Support                    |
|       |         |          |         | Special Needs Transportation Trainer                | Staff Support                    |
| 11    | \$25.77 | \$31.81  | \$37.85 | Accounting Specialist                               | Staff Support                    |
|       |         |          |         | Accounts Payable Lead                               | Staff Support                    |
|       |         |          |         | Before and After School Director                    | Extended Childcare Services      |
|       |         |          |         | CDL Transportation Trainer                          | Staff Support                    |
|       |         |          |         | Child Development Director                          | Extended Childcare Services      |
|       |         |          |         | Early Childhood Education Onsite Director           | Early Childhood Education        |
|       |         |          |         | Executive Assistant I                               | Educational Office Professionals |
|       |         |          |         | Kitchen Training Manager                            | Food and Nutrition Services      |
|       |         |          |         | Paralegal                                           | Staff Support                    |
|       |         |          |         | Recruiting and Training Specialist                  | Staff Support                    |
|       |         |          |         | Security Supervisor                                 | Staff Support                    |
|       |         |          |         | Training and Compliance Specialist                  | Staff Support                    |
| 12    | \$27.18 | \$33.55  | \$39.92 | Buyer I                                             | Staff Support                    |
|       |         |          |         | Campus Security Supervisor                          | Staff Support                    |
|       |         |          |         | Career and Technical Education Financial Specialist | Staff Support                    |
|       |         |          |         | Cherry Creek Pathways Project Manager               | Staff Support                    |
|       |         |          |         | Early Childhood Education Coordinator               | Staff Support                    |
|       |         |          |         | Early Childhood Education Licensing Specialist      | Staff Support                    |
|       |         |          |         | Elementary School Technology Liaison                | Staff Support                    |
|       |         |          |         | Extended Childcare Services Licensing Specialist    | Staff Support                    |
|       |         |          |         | Extended Childcare Services Resource Specialist     | Staff Support                    |
|       |         |          |         | Facility Specialist                                 | Staff Support                    |
|       |         |          |         | Fleet Operations Budget Manager                     | Staff Support                    |
|       |         |          |         | Help Desk Support Specialist                        | Staff Support                    |
|       |         |          |         | Human Resources Generalist                          | Staff Support                    |
|       |         |          |         | Mechanic                                            | Vehicle Maintenance              |
|       |         |          |         | Medicaid Financial Specialist                       | Staff Support                    |
|       |         |          |         | Roofer                                              | Staff Support                    |
|       |         |          |         | Safety and Training Lead                            | Staff Support                    |
|       |         |          |         | Special Populations Systems Specialist              | Staff Support                    |

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### WAGE SCHEDULE

| RANGE | MINIMUM | MIDPOINT | MAXIMUM | JOB CLASSIFICATION TITLE                                | EMPLOYEE GROUP                   |
|-------|---------|----------|---------|---------------------------------------------------------|----------------------------------|
| 12    | \$27.18 | \$33.55  | \$39.92 | Student Achievement Resource Center Specialist          | Staff Support                    |
|       |         |          |         | Student Wellness and Family Resource Specialist         | Staff Support                    |
|       |         |          |         | Talent Management Specialist                            | Staff Support                    |
| 13    | \$28.59 | \$35.30  | \$42.01 | Admissions Lead                                         | Staff Support                    |
|       |         |          |         | Food and Nutrition Services Hiring and Training Manager | Staff Support                    |
|       |         |          |         | Food and Nutrition Services Receiving Manager           | Staff Support                    |
|       |         |          |         | General Maintenance Supervisor                          | Staff Support                    |
|       |         |          |         | Human Resources Lead                                    | Staff Support                    |
|       |         |          |         | Life Safety Systems Assistant                           | Staff Support                    |
|       |         |          |         | Life Safety Systems Technician                          | Staff Support                    |
|       |         |          |         | McKinney-Vento and Title I Project Coordinator          | Staff Support                    |
|       |         |          |         | McKinney-Vento Student Support Specialist               | Staff Support                    |
|       |         |          |         | Neurodiverse Student Services Project Manager           | Staff Support                    |
|       |         |          |         | Payroll Lead                                            | Staff Support                    |
|       |         |          |         | Printing Services Lead                                  | Staff Support                    |
|       |         |          |         | Purchasing Card Program Coordinator                     | Staff Support                    |
|       |         |          |         | Senior Information Technology Service Desk Analyst      | Staff Support                    |
|       |         |          |         | Technology Support Analyst                              | Staff Support                    |
| 14    | \$30.25 | \$37.35  | \$44.45 | Certified Occupational Therapy Assistant                | Staff Support                    |
|       |         |          |         | Certified Physical Therapy Assistant                    | Staff Support                    |
|       |         |          |         | Deaf and Hard-of-Hearing Assistant                      | Staff Support                    |
|       |         |          |         | Journey Electrician I                                   | Staff Support                    |
|       |         |          |         | Life Safety Systems Lead                                | Staff Support                    |
|       |         |          |         | Registered Behavior Technician                          | Staff Support                    |
|       |         |          |         | Special Education Technician                            | Staff Support                    |
|       |         |          |         | Student Health Outreach and Wellness Lead               | Staff Support                    |
| 15    | \$31.91 | \$39.40  | \$46.89 | Educational Sign Language Interpreter                   | Staff Support                    |
|       |         |          |         | Environmental Specialist                                | Staff Support                    |
|       |         |          |         | Executive Assistant II                                  | Educational Office Professionals |
|       |         |          |         | Journey Electrician II                                  | Staff Support                    |
|       |         |          |         | Journey Mechanic                                        | Vehicle Maintenance              |
|       |         |          |         | Senior Technology Support Analyst                       | Staff Support                    |
|       |         |          |         | Special Education Technician Lead                       | Staff Support                    |
| 16    | \$33.71 | \$41.62  | \$49.53 | Information Technology Project Specialist               | Staff Support                    |
|       |         |          |         | Shop Foreman                                            | Vehicle Maintenance              |

**CHERRY CREEK SCHOOL DISTRICT NO. 5  
2025-2026 EDUCATIONAL SUPPORT PERSONNEL  
WAGE SCHEDULE**

| <b>2025-2026 CLASSIFIED SUBSTITUTE WAGE RATES</b> |                             |
|---------------------------------------------------|-----------------------------|
| <b>JOB CLASSIFICATION TITLE</b>                   | <b>SUBSTITUTE WAGE RATE</b> |
| Instructional Para-Educator                       | \$18.69                     |
| School Support Para-Educator                      | \$18.69                     |
| Technology Technician                             | \$18.69                     |
| Audiology Technician                              | \$19.75                     |
| Behavior Regulation Technician                    | \$19.75                     |
| Moderate Needs Para-Educator                      | \$19.75                     |
| Music Programs Technician                         | \$19.75                     |
| Vision Technician                                 | \$19.75                     |
| Department Office Assistant                       | \$20.79                     |
| Library Technician                                | \$20.79                     |
| School Office Assistant                           | \$20.79                     |
| Severe Needs Para-Educator                        | \$20.79                     |
| Transition Program Para-Educator                  | \$20.79                     |
| Community Liaison                                 | \$0.00                      |
| School Administrative Assistant                   | \$0.00                      |
| Department Administrative Specialist              | \$24.47                     |
| School Office Manager                             | \$24.47                     |
| Executive Assistant I                             | \$25.77                     |
| Executive Assistant II                            | \$31.91                     |