Eagle County School District
Support Staff Hourly Wage Schedule
Effective 2026-2027 School Year

	JOBS	Minimum	Maximum	Hiring Max
PARAPROFESSIONAL	Assistive Technology Specialist	$ 23.12	$ 36.99	$ 27.74
	Preschool/Infant Toddler ACT - Non Qualified	$ 19.71	$ 31.54	$ 23.65
	Preschool/Infant Toddler ACT - Qualified	$ 20.24	$ 32.38	$ 24.29
	Preschool/Infant Toddler ECT - Non Certified	$ 20.30	$ 32.48	$ 24.36
	Preschool/Infant Toddler Specialist	$ 22.63	$ 36.21	$ 27.16
	Preschool Special Education Paraprofessional	$ 19.22	$ 30.75	$ 23.06
	Infant/Toddler Coordinator	$ 23.40	$ 37.44	$ 28.08
	Health Assistant	$ 19.91	$ 31.86	$ 23.89
	In-House Suspension Coordinator/Campus Supervisor	$ 18.90	$ 30.24	$ 22.68
	Paraprofessional (Significant Support/Affective/Moderate Needs/Sign Language/Transition)	$ 19.91	$ 31.86	$ 23.89
	Paraprofessional (Instructional - Building/ELL/Media/Parent Liaison/Technology)	$ 18.90	$ 30.24	$ 22.68
	Paraprofessional (Non-Instructional)	$ 17.94	$ 28.70	$ 21.53
FACILITIES MAINTENANCE	AC/Refrigeration	$ 26.27	$ 42.03	$ 31.52
	Building Maintenance Generalist	$ 24.20	$ 38.72	$ 29.04
	Facilities Maintenance Supervisor	$ 30.90	$ 49.44	$ 37.08
	Carpenter	$ 24.20	$ 38.72	$ 29.04
	Central Delivery Driver - Mail	$ 20.79	$ 33.26	$ 24.95
	Custodian - AM	$ 18.90	$ 30.24	$ 22.68
	Custodian - PM	$ 20.25	$ 32.40	$ 24.30
	Groundskeeper	$ 22.66	$ 36.26	$ 27.19
	Grounds Supervisor	$ 30.90	$ 49.44	$ 37.08
	HVAC-Boiler	$ 30.90	$ 49.44	$ 37.08
	Journeyman Electrician	$ 29.36	$ 46.98	$ 35.23
	Journeyman Plumber	$ 29.36	$ 46.98	$ 35.23
	Lead Custodian - Regional	$ 21.79	$ 34.86	$ 26.15
	Locksmith	$ 26.27	$ 42.03	$ 31.52
	Master Electrician	$ 30.90	$ 49.44	$ 37.08
	Master Plumber	$ 30.90	$ 49.44	$ 37.08
	Painter/Building Finish	$ 24.20	$ 38.72	$ 29.04
	Park Manager (per month)	$ 1,000.00	$ 1,000.00	$ 1,000.00
	Seasonal Groundskeeper	$ 18.02	$ 28.83	$ 21.62
PROFESSIONAL/TECHNICAL	Accounts Payable Accountant	$ 23.66	$ 37.86	$ 28.39
	Administrative Specialist	$ 22.95	$ 36.72	$ 27.54
	Bookkeeper	$ 20.59	$ 32.94	$ 24.71
	Executive Assistant to Superintendent & BOE	$ 29.16	$ 46.66	$ 34.99
	Budget Analyst	$ 29.82	$ 47.71	$ 35.78
	Classified Coach/Sponsor	$ 17.17	$ 17.17	$ 17.17
	District Translator/Interpreter/Outreach Coordinator	$ 25.82	$ 41.31	$ 30.98
	Enrollment and Records Coordinator	$ 22.95	$ 36.72	$ 27.54
	Family Advocate/Family Advocate Coordinator	$ 21.86	$ 34.98	$ 26.23
	Fiscal & Operations Specialist	$ 22.95	$ 36.72	$ 27.54
	Grants Administrator	$ 25.25	$ 40.40	$ 30.30
	Guest Teacher	$ 20.40	$ 20.40	$ 20.40
	FM/District Housing Coordinator	$ 25.82	$ 41.31	$ 30.98
	Health/Family Services Manager	$ 28.15	$ 45.04	$ 33.78
	Human Resources Specialist/Recruitment Specialist/Health & Wellness Specialist	$ 26.69	$ 42.70	$ 32.03
	IT Associate Support Specialist	$ 20.20	$ 32.32	$ 24.24
	IT Support Specialist/Technology Operations Coordinator	$ 24.69	$ 39.50	$ 29.63
	Lead Staff Accountant	$ 32.32	$ 51.71	$ 38.78
	Office Manager	$ 22.72	$ 36.35	$ 27.26
	Payroll Specialist	$ 26.69	$ 42.70	$ 32.03
	Quality Specialist	$ 25.25	$ 40.40	$ 30.30
	SIS and State Reporting Assistant	$ 25.25	$ 40.40	$ 30.30
	Registrar	$ 21.46	$ 34.34	$ 25.75
	Secretary - Athletics/School/Case Management Assistant/HR & DO	$ 20.20	$ 32.32	$ 24.24
	Sports Time & Record Keeper	$ 15.16	$ 15.16	$ 15.16
	Staff Accountant	$ 28.30	$ 45.28	$ 33.96
	Substitute Interpreter	$ 19.01	$ 19.01	$ 19.01
	Support Specialist - CareerX/ESS/Facilities/HR/Learning Services/MTSS/Technology	$ 22.72	$ 36.35	$ 27.26
	Temporary Positions	$ 15.16	$ 15.16	$ 15.16

FOOD	Cafeteria Manager	$ 21.36	$ 34.18	$ 25.63
	Cafeteria Monitor	$ 15.16	$ 24.26	$ 18.19
	Central Delivery Driver - Food	$ 19.64	$ 31.42	$ 23.57
	Cook	$ 18.30	$ 29.28	$ 21.96
TRANSPORTATION	Bus Driver	$ 24.41	$ 39.06	$ 29.29
	Bus Driver - Special Needs	$ 24.69	$ 39.50	$ 29.63
	Bus Driver Trainer	$ 25.50	$ 40.80	$ 30.60
	Bus Duty/Crossing Guard	$ 15.16	$ 24.26	$ 18.19
	Dispatch Coordinator	$ 26.78	$ 42.85	$ 32.14
	Small Vehicle Route Driver	$ 20.28	$ 32.45	$ 24.34
	Support Specialist	$ 26.09	$ 41.74	$ 31.31
	Transportation Para	$ 17.67	$ 28.27	$ 21.20
	Transportation Scheduler	$ 26.09	$ 41.74	$ 31.31
	Transportation/Maintenance Generalist	$ 24.41	$ 39.06	$ 29.29
	Vehicle Tech Helper	$ 22.75	$ 36.40	$ 27.30
	Vehicle Technician	$ 28.19	$ 45.10	$ 33.83

All Substitutes are paid at the minimum rate for the position

Facilities positions CDL-A increase pay by $1.44
Guest Teacher (licensed teacher who currently works part-time in ECSD) $40.25
Guest Teacher (licensed teacher who worked in ECSD within the past 3 years) $35.25
Guest Teacher (100 jobs completed) $21.15
COLORADO MINIMUM WAGE IS $15.16

Family Service Team Coordinator $2.41 per hour additional
Bus Driver retention bonus 5% of hours worked
Bus Driver Wage Step Plan +$1.25 at 3 months, 6 months or 2nd year, +$1.25 at 2nd year and 3rd year