

**2026-2027 ESP A10-A13
New Hire Placement Guide**



| Experience | A10 | A10 AA | A10 BA | A10 MA | A11 | A11 AA | A11 BA | A11 MA | A12 | A12 AA | A12 BA | A12 MA | A13 | A13 AA | A13 BA | A13 MA |
|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0-1 Years | \$ 15.98 | \$ 16.24 | \$ 16.96 | \$ 17.39 | \$ 16.53 | \$ 16.95 | \$ 17.69 | \$ 18.12 | \$ 18.11 | \$ 18.52 | \$ 19.26 | \$ 19.68 | \$ 19.67 | \$ 20.10 | \$ 20.83 | \$ 21.26 |
| 2-3 Years | \$ 16.11 | \$ 16.37 | \$ 17.11 | \$ 17.52 | \$ 16.67 | \$ 17.10 | \$ 17.84 | \$ 18.26 | \$ 18.25 | \$ 18.69 | \$ 19.43 | \$ 19.85 | \$ 19.84 | \$ 20.28 | \$ 21.02 | \$ 21.44 |
| 4+ Years | \$ 16.24 | \$ 16.51 | \$ 17.25 | \$ 17.68 | \$ 16.80 | \$ 17.23 | \$ 17.98 | \$ 18.42 | \$ 18.41 | \$ 18.85 | \$ 19.58 | \$ 20.03 | \$ 20.02 | \$ 20.46 | \$ 21.20 | \$ 21.63 |

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|--------------------------|---|-------------------------------------|---|
| ~ Bus Monitor - 193 days | ~Attendance Clerk - 214 days | ~Health Asst. - 201 days | ~Admin. Support Technician - 260 days |
| ~Club Leader - 194 days | ~Club Leader - 194 days | ~IA In School Suspension - 194 days | ~Bus Driver - 193 days |
| ~IA Classroom - 194 days | ~Day Porter - 209 days | ~IA Kids Club/PreK - 196 days | ~Site Support Technician - 260 days |
| | ~FIT Driver - 193 days | ~IA Resource - 194 days | ~Student Services (M.S. Athletics) - 206 days |
| | ~IA Academic Int. - 194 days | ~IA Resource CCB/S - 194 days | |
| | ~IA Alt. Recess - 194 days | ~IA Resource CCD/S - 194 days | |
| | ~IA ELD - 194 days | ~IA Resource PreK - 194/196 days | |
| | ~IA Innovation - 194 days | ~IA Resource PreK CCDS - 194 days | |
| | ~IA Intervention - 194 days | ~Program Specialist - 196 days | |
| | ~IA Math - 194 days | ~Transportation IA - 193 days | |
| | ~IA Reading - 194 days | | |
| | ~IA Title Intervention - 194 days | | |
| | ~Media Center Asst. - 199 days | | |
| | ~Registrar - 214 days | | |
| | ~Warehouse Materials Processor - 260 days | | |

**2026-2027 ESP B21-B25/32
New Hire Placement Guide**



| Experience | B21 | B21 AA | B21 BA | B21 MA | B22 | B22 AA | B22 BA | B22 MA | B23 | B23 AA | B23 BA | B23 MA | B24/B31 | B24/B31 AA | B24/B31 BA | B24/B31 MA | B25/B32 | B25/B32 AA | B25/B32 BA | B25/B32 MA |
|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------------|------------|------------|----------|------------|------------|------------|
| 0-1 Years | \$ 20.08 | \$ 20.52 | \$ 21.24 | \$ 21.68 | \$ 21.23 | \$ 21.66 | \$ 22.39 | \$ 22.82 | \$ 22.46 | \$ 22.88 | \$ 23.63 | \$ 24.04 | \$ 23.90 | \$ 24.33 | \$ 25.05 | \$ 25.48 | \$ 25.79 | \$ 26.19 | \$ 26.94 | \$ 27.37 |
| 2-3 Years | \$ 20.28 | \$ 20.70 | \$ 21.44 | \$ 21.86 | \$ 21.43 | \$ 21.85 | \$ 22.61 | \$ 23.02 | \$ 22.67 | \$ 23.10 | \$ 23.84 | \$ 24.27 | \$ 24.12 | \$ 24.54 | \$ 25.30 | \$ 25.72 | \$ 26.01 | \$ 26.44 | \$ 27.18 | \$ 27.61 |
| 4+ Years | \$ 20.46 | \$ 20.88 | \$ 21.63 | \$ 22.07 | \$ 21.62 | \$ 22.06 | \$ 22.81 | \$ 23.24 | \$ 22.87 | \$ 23.31 | \$ 24.05 | \$ 24.48 | \$ 24.34 | \$ 24.79 | \$ 25.51 | \$ 25.96 | \$ 26.25 | \$ 26.68 | \$ 27.44 | \$ 27.89 |

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|---------------------------------------|---|--|--|-------------------------------------|
| ~Accounting Technician - 260 days | ~Admin. Support Specialist - 260 days | ~Buyer - 260 days | ~Administrative Coordinator - 260 days | ~Paralegal - 260 days |
| ~Admin. Support Technician - 260 days | ~Alternative Comm. Specialist - 194 days | ~Carpenter - 260 days | | ~Program Coordinator III - 260 days |
| ~Building Manager - 260 days | ~Behavior Intervention Specialist - 194 days | ~Communications Specialist - 260 days | | |
| ~Bus Dispatcher - 193/260 days | ~Cement Asst. - 260 days | ~Electrician - 260 days | | |
| ~Bus Driver Trainer - 260 days | ~Grounds Specialist - 260 days | ~HVAC Mechanic - 260 days | | |
| ~Groundskeeper Tech. - 260 days | ~Mechanic - 260 days | ~Lead Mechanic - 260 days | | |
| ~Mechanic Tech. - 260 days | ~Native American Program Coord. - 194 days | ~Maintenance Locksmith Specialist - 260 days | | |
| ~Printing Tech. - 260 days | ~Printing Specialist - 260 days | ~Painter - 260 days | | |
| | ~Program Coordinator I - 196/230/260 days | ~Plumber - 260 days | | |
| | ~Program Coordinator Title VI - 194 days | ~Program Coordinator II - 196/230/260 days | | |
| | ~Property Control Specialist - 260 days | ~Routing Specialist - 260 days | | |
| | ~Security Office III - 201/260 days | ~Specialist - 260 days | | |
| | ~Regional Enrollment Specialist - 260 days | ~Support Specialist Lead - 260 days | | |
| | ~Title I Family Engagement Coordinator - 195 days | ~Warehouse Supervisor - 260 days | | |
| | ~Trade Technician - 260 days | | | |

**2026-2027 ESP C41-C44
New Hire Placement Guide**



| Experience | C41 | C41 AA | C41 BA | C41 MA | C44 | C44 AA | C44 BA | C44 MA |
|------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 0-1 Years | \$ 60,914.69 | \$ 61,832.67 | \$ 63,340.79 | \$ 64,236.91 | \$ 70,728.36 | \$ 71,624.48 | \$ 73,154.45 | \$ 74,050.58 |
| 2-3 Years | \$ 61,482.97 | \$ 62,379.08 | \$ 63,909.06 | \$ 64,827.05 | \$ 71,405.92 | \$ 72,280.18 | \$ 73,832.02 | \$ 74,728.14 |
| 4+ Years | \$ 62,073.09 | \$ 62,969.22 | \$ 64,521.05 | \$ 65,417.17 | \$ 72,061.61 | \$ 72,979.59 | \$ 74,531.43 | \$ 75,449.41 |

~Accounting Analyst - 260 days

~Operations Analyst Sr. - 260 days

~Budget Analyst - 260 days

~Research Analyst - 260 days

~Executive Assistant - 260 days

~Management Analyst - 260 days

~Senior Buyer - 260 days