CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14
EDUCATIONAL SUPPORT PERSONNEL (ESP) - HOURLY
2026-2027 SALARY SCHEDULE PLACEMENT RANGE

NOT A STEP SCHEDULE - FOR PLACEMENT ONLY

PLACEMENT																		
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
A	$17.04	$17.45	$17.65	$17.84	$18.13	$18.42	$18.74	$19.02	$19.31	$20.31	$21.10	$21.78	$22.59	$23.28	$23.35	$23.69	$23.74	$28.34
B	$17.13	$17.53	$17.73	$17.92	$18.21	$18.50	$18.84	$19.12	$19.40	$20.41	$21.20	$21.88	$22.69	$23.48	$23.47	$23.81	$23.86	$28.48
C	$17.18	$17.59	$17.79	$17.98	$18.27	$18.56	$18.90	$19.18	$19.46	$20.46	$21.26	$21.94	$22.75	$23.54	$23.61	$23.95	$24.00	$28.63
D	$17.26	$17.64	$17.84	$18.03	$18.32	$18.61	$18.95	$19.23	$19.51	$20.52	$21.31	$21.99	$22.80	$23.59	$23.75	$24.09	$24.14	$28.79
E	$17.31	$17.70	$17.90	$18.09	$18.38	$18.67	$19.01	$19.29	$19.57	$20.57	$21.38	$22.06	$22.87	$23.66	$23.88	$24.22	$24.27	$28.93
F	$17.37	$17.77	$17.97	$18.14	$18.43	$18.72	$19.06	$19.34	$19.62	$20.63	$21.43	$22.11	$22.92	$23.71	$24.02	$24.36	$24.41	$29.09
G	$17.42	$17.82	$18.02	$18.20	$18.49	$18.78	$19.12	$19.40	$19.68	$20.69	$21.49	$22.17	$22.98	$23.77	$24.16	$24.50	$24.55	$29.23
H	$17.48	$17.88	$18.08	$18.26	$18.55	$18.84	$19.17	$19.45	$19.73	$20.74	$21.54	$22.22	$23.03	$23.82	$24.29	$24.63	$24.68	$29.37
I	$17.53	$17.93	$18.13	$18.32	$18.61	$18.90	$19.23	$19.51	$19.81	$20.80	$21.60	$22.28	$23.09	$23.88	$24.43	$24.77	$24.82	$29.52
J	$17.59	$17.99	$18.19	$18.38	$18.67	$18.96	$19.29	$19.57	$19.86	$20.86	$21.65	$22.33	$23.14	$23.93	$24.57	$24.91	$24.96	$29.67
K	$17.64	$18.04	$18.24	$18.43	$18.72	$19.01	$19.35	$19.63	$19.92	$20.92	$21.71	$22.39	$23.20	$23.99	$24.70	$25.04	$25.09	$29.82

LONGEVITY	
3 YEARS	$1,000
5 YEARS	$2,000
10 YEARS	$4,000
15 YEARS	$6,000

PROFESSIONAL GROWTH	
15 CREDITS	$1,000
30 CREDITS	$2,000
45 CREDITS	$3,000
60 CREIDTS	$4,000

PERFORMANCE PAY
UP TO $1000
PLUS ADDITIONAL $200 BASED ON SCHOOL/DISTRICT SOFG ANNUAL OUTCOMES

FOOTNOTES

1.New Employee Placement is based upon:

a. Relevant and related to position.

b. Previous related experience; not to exceed 10 years

2. Compensation schedules are contingent upon funding.

3. In addition to base pay, employees may qualify for Longevity, Professional Growth and Performance Pay as indicated on this schedule.

4. Cellular Phone Allowance is District approved based on job requirement and supervisor approval.

5. Professional Growth for the purpose of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to academic achievement and success in the accomplishment of the District's Mission, Goals and Objectives. These professional growth activities must be done on the employee's own time and at their expense.

6. Longevity is based on years of employment with the District.

7. Mileage Allowance is District approved based on job requirement and supervisor approval.

8. Performance Pay is earned in the current year.

To be eligible for Performance Pay the staff member must:

a. Be employed at least 25% of the school year.

b. Not be on a Performance Improvement Plan at the end of the school year.

c. Complete the work year.

	POSITION
GRADE 1	AIDE -DUTY/RECESS/MEDIA/CROSSING GUARD
GRADE 2	CUSTODIAN 1 - NIGHT,CLERK 1 - SCHOOL,FOOD SERVICE WORKER
GRADE 3	CUSTODIAN 2 - DAY,HUMAN RESOURCES DISTRICT OFFICE RECEPTIONIST,FOOD SERVICE CUSTODIAN
GRADE 4	GROUND CREW,FOOD SERVICE COOK/BAKER,FOOD SERVICE CASHIER 1
GRADE 5	CUSTODIAN 3 - NIGHT LEAD (SITE),FOOD SERVICE CASHIER 2,WAREHOUSE RECEIVING/DELIVERY
GRADE 6	CUSTODIAN 4 - NIGHT LEAD (DISTRICT),REGISTRAR (EDUCATION SECRETARY),CLERK 2 - DEPARTMENT
GRADE 7	COMMUNITY ED OUTREACH
GRADE 8	ADMINISTRATIVE SPECIALIST - DEPARTMENT (HR, ESS, COMM ED, CI&A, FOOD SERVICE)
GRADE 9	PARAPROFESSIONAL 1 - INSTRUCTIONAL AIDE/PE AIDE/HEALTH SPECIALIST/MEDIA SPECIALIST
GRADE 10	PARAPROFESSIONAL 2 - SELF CONTAINED SPED, PRESCHOOL, STUDENT MANAGEMENT,FOOD SERVICE DELIVERY DRIVER
GRADE 11	BUILDING MAINTENANCE SUPERVISOR, FOOD SERVICE - SCHOOL SITE KITCHEN MANAGER
GRADE 12	HUMAN RESOURCES SPECIALIST 1, FISCAL SPECALIST 1 - ACCOUNTS PAYABLE, FOOD SERVICE - CENTRAL KITCHEN MANAGER
GRADE 13	MEDICAID SPECIALIST, FOOD SERVICE FISCAL SPECIALIST
GRADE 14	HUMAN RESOURCES SPECIALIST 2
GRADE 15	TRADE SPECIALIST 1, PAYROLL SPECIALIST, FOOD SERVICE WAREHOUSE MANAGER, TECH SPECIALIST 1
GRADE 16	BUS DRIVER **SEE TRANSPORTATION SCHEDULE*
GRADE 17	TRANSPORTATION SPECIALIST **SEE TRANSPORTATION SCHEDULE*
GRADE 18	TRADE SPECIALIST 2, TECH SPECIALIST 2, LICENSED PRACTICAL NURSE (LPN)

WORK YEAR - 9,10 or 12 MONTHS

PARTIAL YEARS WILL BE PRORATED BASED UPON DAYS EMPLOYED

GOVERNING BOARD APPROVED 6/23/2026