



EDUCATIONAL SUPPORT PERSONNEL (ESP)
2026-2027 Performance-Based Increase

- CPI (December 2025 CPI-all urban consumers) performance based increase of 2.7% (1.00% annual increase and 1.70% with P or E rating)
 - 2025-2026 CPI (December 2024 CPI-all urban consumers) performance based increase of 2.9% (1.0% annual increase and 1.9% with P or E annual performance rating)
 - 2024-2025 CPI (December 2023 CPI-all urban consumers) performance based increase of 3.4% (2.0% annual increase and 1.4% with P or E annual performance rating)
 - 2023-2024 market adjustments or 5.5% performance based annual increase for current employees above adjusted starting wage to receive 5.5% performance based increase; 2.0% +3.5% with Proficient or Excellent Rating

2026-2027 ESP STARTING WAGES - NEW EMPLOYEES

- Custodian - \$19.00/hour
- Part-Time Custodian - \$17.50/hour
- Lead Building Attendant - \$30.00/hour
- Bus Driver - \$29.00/hour
- Kitchen Supervisor - \$23.50/hour
- Kitchen Assistant - \$18.50/hour
- Learning Center Assistant - \$18.50/hour
- Building/Lunchroom Aide - \$16.50/hour
- Lunchroom Cashier - \$16.50/hour
- School Office Administrative Assistant - \$21.50/hour
- School Secretary - \$19.00/hour
- School Nurse - \$31.00/hour
- Instructional Support Aide - \$19.50/hour
- Special Education Classroom Assistant - \$19.50/hour

2026-2027 SUBSTITUTE DAILY RATE

- \$170/day for all daily substitutes
 - \$165/day in 2025-2026; \$160/day in 2024-2025; \$150 from 2022 through 2024
- Equal to per diem rate for BA-1 Full Time Teacher Position (\$285.64/day) for long-term substitutes who work a minimum of 20 days