



ESP Salary Schedule Placement Guidelines for New Hires **2026-2027**

New ESP hires will be placed on the *Educational Support Professional Salary Schedule* upon the following guidelines:

Salary placement is assessed on verified work experiences relevant to the position you are hired for or education.

1. Relevant work experience:

- a. Relevant work experience will be assessed on a 2 for 1 step level.

2. Education levels are as followed:

- a. Associates Degree- equivalent to 2 years of relevant work experience
- b. Bachelor's Degree- equivalent to 4 years of relevant work experience
- c. Master's Degree- equivalent to 8 years of relevant work experience

*Salaries will be placed at a max level of Step 8 *