Education Support Professionals Salary Setting Guide

2026-27 School Year
Jeffco Public Schools - Total Rewards Department



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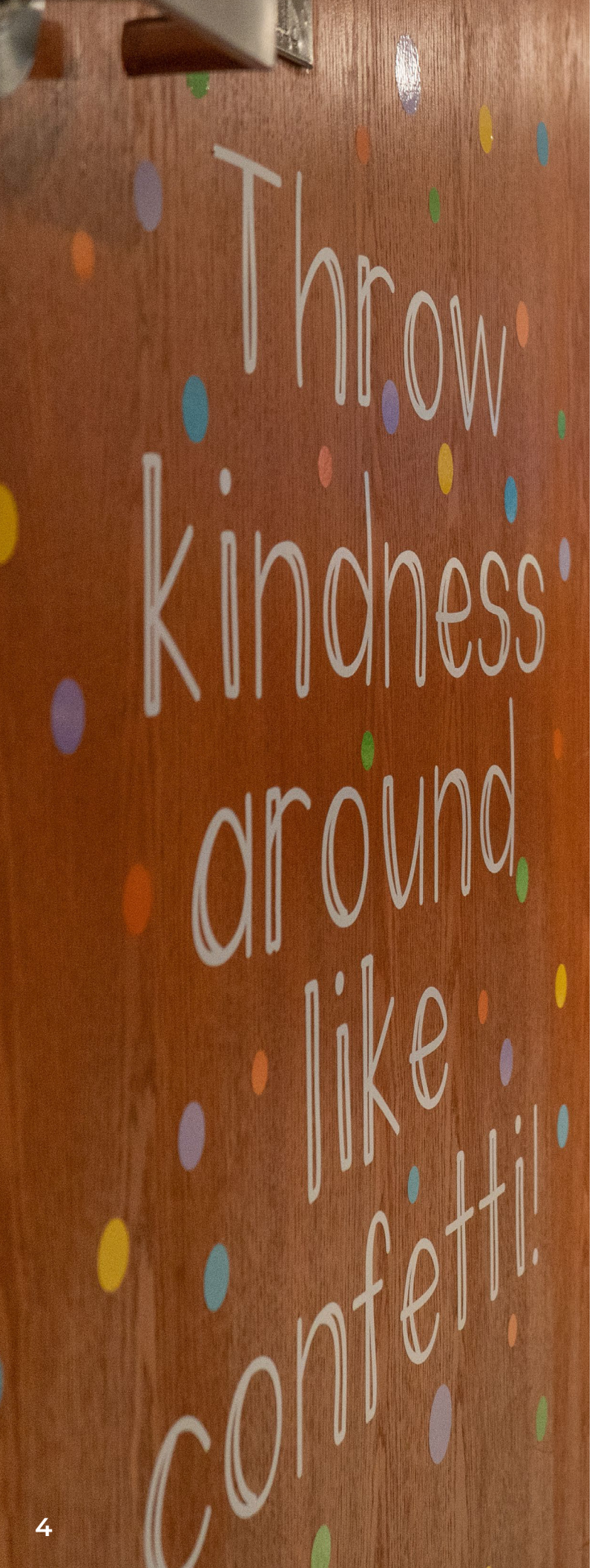


About Jeffco Public Schools' ESP Compensation System

At Jeffco Public Schools (Jeffco), we value the essential roles that bus drivers, food service workers, custodians, secretaries, and paraprofessionals play in the success of our schools. We are committed to providing a transparent, competitive, and fair compensation system that reflects the importance of your work. Our Total Rewards program is reviewed and improved regularly to ensure we remain competitive with surrounding districts – because we know that attracting and retaining exceptional professionals like you is key to supporting our students' growth and success.

Join a team where your work matters and your contributions are valued. Come be a part of Jeffco Public Schools and help make a difference in the lives of our students every day!





Jeffco's Compensation Philosophy:

- Compensate our employees in a manner that adequately shows the value they provide to our students, families and community.

Our Compensation Principles:

- **Equity:** Our pay practices will be fair and equitable. Equal work deserves equal pay regardless of an employee's race, gender, ethnicity, age, religion or other non-job-related factors.
- **Transparency:** Our pay practices will be easy to understand and will be shared with our employees and candidates.
- **Stewardship:** We will be good stewards of our taxpayers and community dollars.
- **Sustainable:** Compensation decisions are made for the long term, and not the immediate need.
- **Competitive:** We aspire to maintain competitive compensation by comparing our pay rates to those of our competitors.

My First Salary at Jeffco

Education Support Professionals (ESP) at Jeffco include a wide assortment of jobs from across the organization. When you are hired into an ESP position at Jeffco, your initial salary is determined by two factors:

1. Pay Grade - The Range of pay from the lowest to highest pay any individual can earn. ESP pay grades typically have 8 steps and additional longevity steps at 12, 16, and 20 years.
2. Recent similar employment - Each year of relevant experience can be counted towards a step value (up to step 6).

Your wage is calculated prior to you receiving your offer and is based on the experience you submit during recruitment.

1. Find your hourly pay:

- Pay grades are located on the *Jeffco Careers Page*. To locate the hourly rates for all ESP positions, find the "grade" associated with the *job title* you are interested in. Then use the pay grade code on the *Wage Schedule* to find the hourly step values.
- Pay grades are reviewed annually to ensure competitiveness with similar positions within the market. Jeffco compares to 9 similar school districts and similar government employers in the Denver Metro area.

2. How to estimate your step using previous experience:

Generally speaking, one full year of work experience within a similar position or within another Education Support Professional role equates to one **"step"** on the salary schedule.

A new employee coming from recent similar employment will be placed on the appropriate step by the hiring manager & Human Resources up to **Step 6** based upon qualifications and experience. Placement on Step 7 and Step 8 requires an exception approved by the Executive Director of Total Rewards for advanced/specialized experience and/or qualifications.

What if I return to Jeffco?

If you previously worked for Jeffco in a JESPA role and are considering returning to a JESPA role, we would love to have you back! If you are returning within 36 months of your departure, you will have your accrued benefits and privileges restored. If you return outside of 36 months, you will be freshly evaluated and placed at a salary according to the rules at the time of rehire.

How and When Will My Jeffco Salary Increase?

Annual step increases for ESPs are effective each August if agreed upon in bargaining sessions between the District and Jeffco Education Support Professionals Association (JESPA). Salary increases consists of two components:

- **Increases to the base wage schedule** - An increase to the salary schedule is negotiated based on cost of living adjustments (COLA) and potentially other factors to ensure pay is aligned to the market.
- **Step increase** - ESPs who are employed by Jeffco by April 1st will receive a step increase, if agreed upon during negotiations and are eligible for a step.



Additional Pay Information

In addition to base pay, support professionals may be eligible for additional pay as defined below.

Overtime and Compensatory Time:

Overtime will be paid at **one and one-half (1.5) times the employee's regular hourly rate.** Overtime will be considered as all hours worked in excess of forty (40) hours in a scheduled work week. If employees work more than 40 hours you get either overtime or compensatory time.

Employees who are authorized to work more than forty hours per week may be offered compensatory time instead of overtime. The supervisor may offer compensatory time, but the employee has the right to accept or decline the compensatory time off.

Call-in Pay:

Employees called in on an emergency shall receive a minimum of three (3) hours pay and be paid round-trip mileage if the work is outside of, and not continuous with, their regular workday. This only applies if employees are called in and required to report to their work location.

- Hourly employees who are requested by the District to report to work will receive a minimum of 3 hours pay at their regular rate. Employees that work 4 hours or less will receive a minimum of 2 hours pay at their regular rate.

Bilingual Pay:

Education Support Professionals who are multilingual in Spanish, Vietnamese, or Russian and called upon by a Supervisor outside their essential roles and responsibilities to facilitate communication with multilingual stakeholders will receive additional compensation equal to **5% of base compensation** (paid in monthly installments) upon providing to Human Resources proof that they have passed a District-recognized language proficiency test.

Benefits

Retirement benefits are provided through Colorado Public Employees' Retirement Association (PERA). Instead of paying into Social Security, both the employee and Jeffco make mandatory contributions towards the employee's retirement benefits (pension). Employees contribute 11% of their salary and the district contributes 21.4% on top of the employee's salary towards PERA.

All Jeffco Employees are eligible for benefits such as:

- Employee Assistance Program
- Employee Wellness
- Voluntary Retirement Plans

Based on FTE, employees may be eligible for additional benefits such as:

- Medical
- Dental
- Vision
- HSA or FSA saving accounts
- Basic Life Insurance, Accidental Death & Dismemberment Insurance, and Short & Long Term Disability Insurances.

Multiple Jobs

Some employees have more than one job in the district.

- **Total Hours** - The total combined hours cannot be more than 40 hours a week (1.0 FTE).
- **Overtime** - While hours may be reported separately for each job, the combined total hours will determine if eligible for overtime. As required by law, overtime is paid in order of when hours occurred in the week, not which job required "extra hours".
- **Benefits** - If both positions are "benefit eligible", the combined total hours will be used to determine benefits.
- **Bargaining Unit** - If the second position is not part of JESPA, rules that are specific to JESPA do not apply to the second position.

Food & Nutrition Services

The Food and Nutrition Services team makes sure our students, from Pre-K all the way through 12th grade receive tasty, high-quality, and healthy meals that help students stay strong, feel good, and do well in school. This team helps create a positive and healthy school environment for everyone.

Job Title	Days Worked	Hiring Range		Max Pay
Food Services Worker	180	$19.79	$23.02	$26.25
Food Service Worker - Satellite		$20.33	$23.68	$27.01
Site Manager 1 - Food Service	181	$22.78	$26.50	$30.21
Site Manager 2 - Food Service		$24.27	$28.05	$32.03
Site Manager 3 - Food Service		$25.51	$ 29.31	$ 33.48
Site Manager 1 Satellite-Food Service		$24.27	$28.05	$32.03
Site Manager 2 Satellite-Food Service		$25.89	$29.75	$33.98
Site Manager 3 Satellite-Food Service		$27.64	$31.55	$36.05
Food Services Equipment Repair Assistant	246	$26.08	$30.18	$34.48
Technician - Food Services Equipment		$34.56	$40.23	$46.06
Trainer - Food & Nutrition Services		$27.86	$33.43	$38.31
Warehouse Driver - Food Services		$25.28	$29.29	$33.49
Warehouse Inventory Lead - Food Services		$27.86	$33.43	$38.31
Warehouse Worker - Food Services		$23.84	$27.65	$31.54

Food Service Managers who are scheduled to work on a non-scheduled workday will receive a minimum of two (2) hours pay for Monday through Friday and a minimum of three (3) hours pay for Saturday, Sunday, and Holidays.



Facilities

The Facilities team works hard to maintain and operate our school buildings and grounds. They make sure all our spaces are great for learning and provide a positive experience for everyone in the school community.

Job Title	Days Worked	Hiring Range		Max Pay
Custodian	246	$20.87	$24.62	$28.09
Facility Manager I		$23.84	$27.65	$31.54
Facility Manager II		$25.28	$29.29	$33.49
Facility Manager III		$27.86	$33.43	$38.31
Facility Manager IV		$29.04	$34.56	$39.54
Facility Manager V		$30.13	$35.58	$40.77
Head Custodian I		$23.10	$26.88	$30.66
Head Custodian II		$23.84	$27.65	$31.54
Head Custodian III		$24.62	$28.47	$32.49
Office Support I - Facilities		$23.84	$27.65	$31.54
Office Support II - Facilities		$25.28	$29.29	$33.49
Office Support III - Facilities		$26.68	$30.94	$35.30
Technician - Custodial Coverage		$25.28	$29.29	$33.49
Technician Facilities Service Desk		$26.68	$30.94	$35.30



Transportation

Safe and dependable transportation is essential to student success, and the Transportation Department makes this possible every day. By providing safe, reliable, and on-time rides, we help students participate fully in all their classes, field trips, athletics, and after-school activities.

Job Title	Days Worked	Hiring Range		Max Pay
Bus Driver	182	$27.01	$31.24	$35.68
Bus Driver Assistant		$21.42	$24.58	$28.00
Driver - Non-CDL		$22.59	$26.50	$30.40
Bodyman/Painter	246	$31.19	$36.72	$42.05
Dispatcher - Transportation		$27.86	$33.43	$38.31
Mechanic - Fleet Services		$31.19	$36.72	$42.05
Shop Foreman - Fleet Maintenance		$33.43	$39.04	$44.68
Shop Foreman - Support Services		$35.58	$41.49	$47.51
Shop Foreman - Utility Fleet Maintenance		$35.58	$41.49	$47.51
Supervisor - Fleet Operations		$34.56	$40.23	$46.06
Supervisor - Transportation Training		$34.56	$40.23	$46.06
Technician - Fleet Services		$27.86	$33.43	$38.31
Technician - Parts & Warranty - Fleet		$30.13	$35.58	$40.77
Technician - Transportation Operations		$27.86	$33.43	$38.31
Trainer - Transportation		$30.13	$35.58	$40.77



Maintenance

The Maintenance Department is staffed with skilled professionals, including electricians, plumbers, and technicians. This team addresses repairs across our Pre-K through 12th grade schools and other district facilities, and performs critical preventive maintenance to keep systems running smoothly. They respond quickly and effectively to ensure every school building remains safe, functional, and ready for learning.

Job Title	Days Worked	Hiring Range		Max Pay
Area Grounds Worker - Entry	246	$26.08	$30.18	$34.48
Area Grounds Worker - Journey		$27.86	$33.43	$38.31
Cabinet Maker - Journey		$31.19	$36.72	$42.05
District Roofing Specialist		$33.43	$39.04	$44.68
Electrician - Journey		$34.56	$40.23	$46.06
Electrician - Master		$36.72	$42.77	$49.01
Electronics - Journey System Technology		$34.56	$40.23	$46.06
Electronics - Master System Technology		$35.58	$41.49	$47.51
Glazier - Journey		$31.19	$36.72	$42.05
Group Leader		$36.72	$42.77	$49.01
Group Leader - Environmental Services		$36.72	$42.77	$49.01
Group Leader - Equipment Repair		$36.72	$42.77	$49.01
Group Leader - Fire, Security, Electronics		$36.72	$42.77	$49.01
Group Leader - Landscape Services		$36.72	$42.77	$49.01
Group Leader - Pavement & Equipment		$36.72	$42.77	$49.01
Group Leader - Preventative Maintenance		$36.72	$42.77	$49.01
Group Leader - Structural Systems		$36.72	$42.77	$49.01
Herbicide Applicator		$30.13	$35.58	$40.77
HVAC/C - Journey		$35.58	$41.49	$47.51
HVAC/C - Master		$36.72	$42.77	$49.01
HVAC/M - Master		$36.72	$42.77	$49.01
HVAC/R - Journey		$34.56	$40.23	$46.06
Lead Locksmith		$32.36	$37.86	$43.33
Lead Technician - Material Distribution		$29.04	$34.56	$39.54
Locksmith - Journey		$31.19	$36.72	$42.05
Painter - Journey		$27.86	$33.43	$38.31
Pavement/Equipment - Entry		$26.08	$30.18	$34.48
Pavement/Equipment - Journey		$27.86	$33.43	$38.31
Plumber - Journey		$34.56	$40.23	$46.06
Plumber - Master		$36.72	$42.77	$49.01
Roofer - Journey		$29.04	$34.56	$39.54
Site Maintenance - Lead		$30.13	$35.58	$40.77
Structural - Journey		$31.19	$36.72	$42.05
Technician - Environmental Services		$31.19	$36.72	$42.05
Technician - Equipment Repair		$31.19	$36.72	$42.05

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Job Title	Days Worked	Hiring Range		Max Pay
Technician - Fire Extinguisher Support	246	$27.86	$33.43	$38.31
Technician - Maintenance Distribution		$24.62	$28.47	$32.49
Technician - Materials Handling & Distribution		$23.84	$27.65	$31.54
Technician - Preventative Maintenance		$27.86	$33.43	$38.31
Technician - Regulatory Refrigerant		$32.36	$37.86	$43.33
Technician - School Fire Inspector		$32.36	$37.86	$43.33
Technician - Security Fire Alarm Intercom		$34.56	$40.23	$46.06





School Support

School support positions assist with supporting classroom instruction, connecting families with resources, and school office/library administrative tasks. By taking on these essential responsibilities, they ensure schools run smoothly and give teachers and school leaders more time to focus on supporting student learning and growth. Substitute positions are available but are not covered by the JESPA collective bargaining agreement.

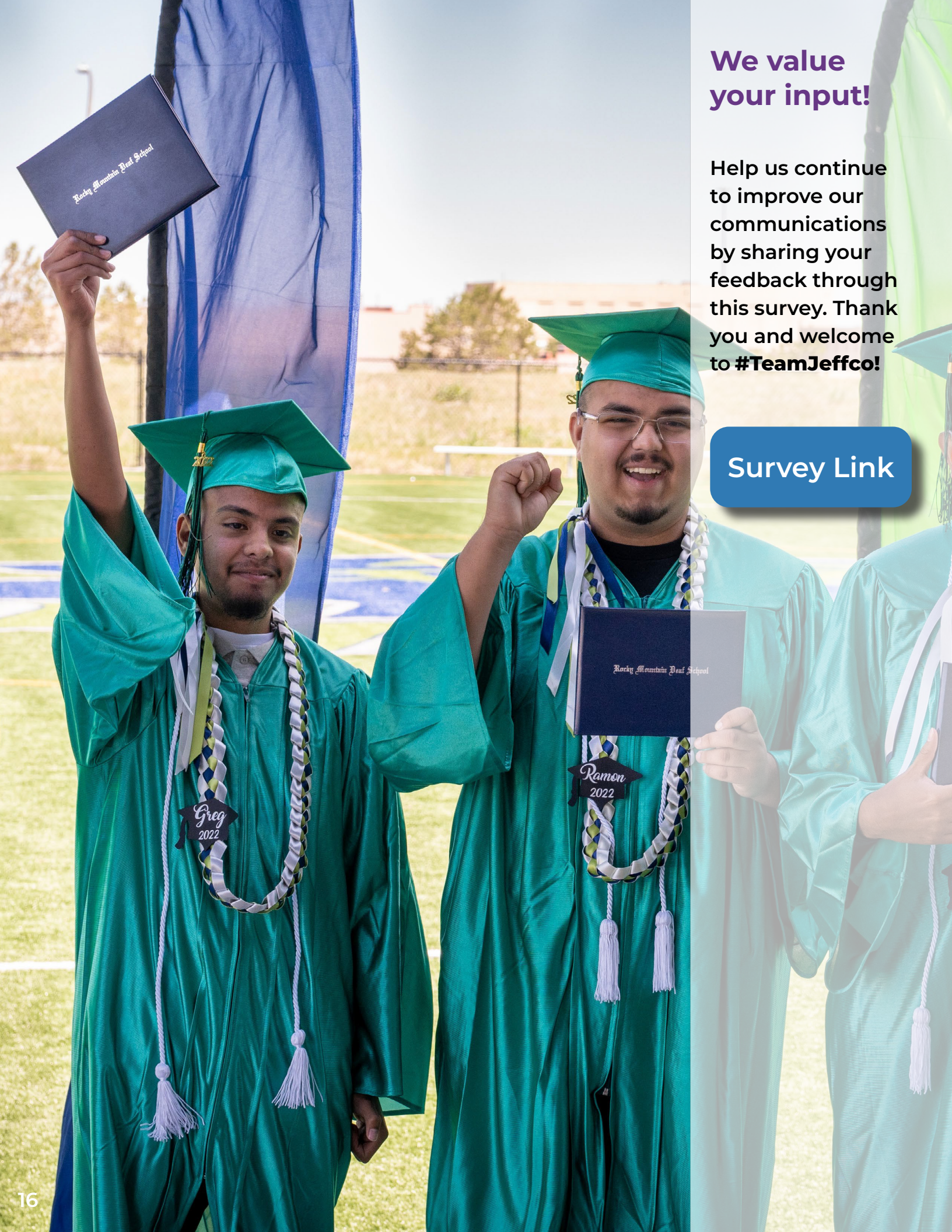
Job Title	Days Worked	Hiring Range		Max Pay
Parapro - Regular	175	$19.79	$22.73	$25.85
Parapro - Special Education Building Support		$19.79	$22.73	$25.85
Parapro - Instructional, Non-Instructional, or Library		$19.79	$22.73	$25.85
Educational Interpreter	178	$28.02	$34.70	$40.04
Health Technician / Health Technician - Hourly		$21.14	$24.21	$27.61
Notetaker (Deaf & DHH)		$22.74	$26.79	$30.57
Para Educator - Center / Center Hourly		$22.74	$26.79	$30.57
Para Educator - Center Program, Sign Language		$25.31	$31.10	$35.80
Para Educator - Float Jeffco Transition Services		$22.74	$26.79	$30.57
Para Educator - Independence Support or Center		$22.74	$26.79	$30.57
Para Educator - Independence Support, Sign Lang		$25.31	$31.10	$35.80
Para Educator - Intervener, Deaf/Blind Only		$25.31	$31.10	$35.80
Para Educator - Transition		$22.74	$26.79	$30.57
Tutor Transition Support		$25.31	$31.10	$35.80
Braillist	180	$24.48	$30.14	$34.75
Liaison Restorative Practices		$26.68	$30.94	$35.30
Liaison Title I Parent, Home, School, Community		$26.68	$30.94	$35.30
Bilingual Liaison - Title 1		$27.86	$33.43	$38.31
Tutor - Instructional / Instructional Hourly		$23.16	$28.46	$32.77
504 Support Technician	194	$23.30	$27.19	$31.06
Technician - School Technology Assistant		$23.30	$27.19	$31.06
Secretary - School 205	205	$23.78	$27.66	$31.54
Secretary - School Support		$23.78	$27.66	$31.54
Liaison, Student Engagement Bilingual	210	$28.62	$34.05	$38.96
Liaison, Student Engagement		$28.62	$34.05	$38.96
Secretary - Principal Elementary 8hr/210		$26.83	$31.04	$35.45
Secretary - Principal Middle 8hr/215	215	$26.79	$31.02	$35.42
Site Tech - School Based		$27.60	$33.07	$37.89
Secretary - Principal Senior 8hr/220	220	$26.77	$30.99	$35.39

Non-School Based Support:

In addition to the departments already listed, there are many central services departments supporting our schools. Examples include Information Technology (IT), Student Services, and Human Resources (HR). These teams ensure that all schools and students receive the necessary resources and administrative support to thrive.







We value your input!

Help us continue to improve our communications by sharing your feedback through this survey. Thank you and welcome to **#TeamJeffco!**

Survey Link