Education Support Professional

2026-2027 Education Support Professional SALARY SCHEDULE

EFFECTIVE SEPTEMBER 1, 2026

CLASSIFICATION	Code	03 D	04 E	05 F	06 G	07 H	08 I	09 J	10 K	After completion of 15 yrs. L	After completion of 20 yrs. M
ESP-4	**PA4**	28.753	29.620	30.604	31.432	32.377	33.302	34.188	35.135	36.135	37.135
AA or AS Degree (+ $ .75)		29.503	30.370	31.354	32.182	33.127	34.052	34.938	35.885	36.885	37.885
BA or BS Degree (+ $ 1.00)		29.753	30.620	31.604	32.432	33.377	34.302	35.188	36.135	37.135	38.135
ESP-4 Ed Sup Prof SPED (+$.75)	**PA4 (SPED)**	29.503	30.370	31.354	32.182	33.127	34.052	34.938	35.885	36.885	37.885
AA or AS Degree (+ $ .75)		30.253	31.120	32.104	32.932	33.877	34.802	35.688	36.635	37.635	38.635
BA or BS Degree (+ $ 1.00)		30.503	31.370	32.354	33.182	34.127	35.052	35.938	36.885	37.885	38.885
ESP-5	**PA5**	30.644	31.550	32.416	33.323	34.188	35.135	36.060	37.005	38.005	39.005
AA or AS Degree (+ $ .75)		31.394	32.300	33.166	34.073	34.938	35.885	36.810	37.755	38.755	39.755
BA or BS Degree (+ $ 1.00)		31.644	32.550	33.416	34.323	35.188	36.135	37.060	38.005	39.005	40.005
ESP-6	**PA6**	33.282	34.168	35.135	36.020	36.946	37.773	38.718	39.643	40.643	41.643
AA or AS Degree (+ $ .75)		34.032	34.918	35.885	36.770	37.696	38.523	39.468	40.393	41.393	42.393
BA or BS Degree (+ $ 1.00)		34.282	35.168	36.135	37.020	37.946	38.773	39.718	40.643	41.643	42.643
ESP-7	**PA7**	36.039	36.966	37.773	38.777	39.643	40.550	41.475	42.401	43.401	44.401
AA or AS Degree (+ $ .75)		36.789	37.716	38.523	39.527	40.393	41.300	42.225	43.151	44.151	45.151
BA or BS Degree (+ $ 1.00)		37.039	37.966	38.773	39.777	40.643	41.550	42.475	43.401	44.401	45.401
ESP-8 COTA / PTA	**PA8**	38.631	39.266	39.903	40.557	41.212	42.558	43.942	45.362	46.362	47.362
AA or AS Degree (+ $ .75)		39.381	40.016	40.653	41.307	41.962	43.308	44.692	46.112	47.112	48.112
BA or BS Degree (+ $ 1.00)		39.631	40.266	40.903	41.557	42.212	43.558	44.942	46.362	47.362	48.362
ESP-8 Sign Language Interpreter (No AA)	**PA9**	38.631	39.266	39.903	40.557	41.212	42.558	43.942	45.362	46.362	47.362
Lead (+$.50)		39.131	39.766	40.403	41.057	41.712	43.058	44.442	45.862	46.862	47.862
ESP-9 Sign Language Interpreter (AA / AS + EIPA 3.5)	**PA10**	44.240	44.876	45.513	46.167	46.821	48.167	49.551	50.972	51.972	52.972
Lead (+$.50)		44.740	45.376	46.013	46.667	47.321	48.667	50.051	51.472	52.472	53.472
ESP-10 Sign Language Interpreter (BA / BS + EIPA 4.0 or Nat'l C	**PA11**	46.110	46.746	47.382	48.036	48.690	50.037	51.420	52.842	53.842	54.842
Lead (+$.50)		46.610	47.246	47.882	48.536	49.190	50.537	51.920	53.342	54.342	55.342
ESP-11 Health Room Assistant		48.110	48.746	49.382	50.036	50.690	52.037	53.420	54.842	55.842	56.842
AA or AS Degree (+ $ .75)		48.860	49.496	50.132	50.786	51.440	52.787	54.170	55.592	56.592	57.592
BA or BS Degree (+ $ 1.00)		49.110	49.746	50.382	51.036	51.690	53.037	54.420	55.842	56.842	57.842
ESP - School Supervision	**PA1A**	20.00									
Substitutes		28.753	==> Subs paid at ESP-4, step D								

Health Room Assistants (ESP-11) receive $2.00 more than ESP-10
Job Titles "Ed Sup Prof SpEd" receive a SPED differential of $.75 per hour

SPECIAL NOTE: This schedule was based on the allocation by the State Legislature that includes a 2.6% Implicit Price Deflator (IPD) and may be subject to change by the Legislature during the 2026-27 fiscal year