



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14**  
**EDUCATIONAL SUPPORT PERSONNEL (ESP) - HOURLY**  
**2025-2026 SALARY SCHEDULE PLACEMENT RANGE**  
**(NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)**

Table 1 - Category Placement											
	A	B	C	D	E	F	G	H	I	J	K
<b>A12</b>	\$16.91	\$17.00	\$17.05	\$17.12	\$17.17	\$17.23	\$17.28	\$17.34	\$17.39	\$17.45	\$17.50
<b>A13</b>	\$17.31	\$17.39	\$17.45	\$17.50	\$17.56	\$17.63	\$17.68	\$17.74	\$17.79	\$17.85	\$17.90
<b>B21</b>	\$17.70	\$17.78	\$17.84	\$17.89	\$17.95	\$18.00	\$18.06	\$18.12	\$18.18	\$18.24	\$18.29
<b>B21.1</b>	\$20.03	\$20.12	\$20.24	\$20.35	\$20.46	\$20.59	\$20.72	\$20.83	\$20.94	\$21.05	\$21.17
<b>B22</b>	\$18.59	\$18.69	\$18.75	\$18.80	\$18.86	\$18.91	\$18.97	\$19.02	\$19.08	\$19.14	\$19.20
<b>B22.1</b>	\$19.04	\$19.14	\$19.27	\$19.39	\$19.51	\$19.65	\$19.79	\$19.93	\$20.05	\$20.19	\$20.31
<b>B22.2</b>	\$19.16	\$19.25	\$19.31	\$19.36	\$19.42	\$19.47	\$19.53	\$19.58	\$19.65	\$19.70	\$19.76
<b>B23</b>	\$20.15	\$20.25	\$20.30	\$20.36	\$20.41	\$20.47	\$20.53	\$20.58	\$20.64	\$20.70	\$20.76
<b>B23.1</b>	\$20.74	\$20.84	\$20.96	\$21.09	\$21.22	\$21.34	\$21.47	\$21.61	\$21.74	\$21.86	\$21.98
<b>B23.2</b>	\$23.38	\$23.49	\$23.80	\$24.10	\$24.41	\$24.71	\$25.02	\$25.34	\$25.64	\$25.95	\$26.25
<b>B24</b>	\$20.93	\$21.03	\$21.09	\$21.14	\$21.21	\$21.26	\$21.32	\$21.37	\$21.43	\$21.48	\$21.54
<b>B24.1</b>	\$23.17	\$23.29	\$23.42	\$23.56	\$23.69	\$23.83	\$23.97	\$24.10	\$24.24	\$24.38	\$24.51
<b>B24.2</b>	\$28.12	\$28.26	\$28.41	\$28.56	\$28.70	\$28.86	\$29.00	\$29.14	\$29.29	\$29.44	\$29.59
<b>B31</b>	\$20.93	\$21.03	\$21.09	\$21.14	\$21.21	\$21.26	\$21.32	\$21.37	\$21.43	\$21.48	\$21.54

Table 2 - Professional Growth	
15 credits	\$1,000
30 credits	\$2,000
45 credits	\$3,000
60 credits	\$4,000

Table 3 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 4 - Pay for Performance
Up to \$500.00

**Footnotes**

1. To find your Category for use with Table 1 - Locate your position and note the level code above

LEVEL	POSITION	LEVEL	POSITION
<b>A12</b>	Child Nutrition Assistant	<b>B22</b>	Specialist - Health/Media
<b>A12</b>	Maintenance & Operations Worker	<b>B22.1</b>	Transportation Specialist
<b>A12</b>	Student Support Assistant - Schools	<b>B22.2</b>	Specialist - Instructional Support/PE - HQ
<b>A12</b>	Student Support Assistant - Transportation	<b>B23</b>	Fiscal Specialist
<b>A13</b>	Administrative Technician	<b>B23</b>	Instructional Support Specialist, Senior
<b>A13</b>	Child Nutrition Technician	<b>B23</b>	Mechanic
<b>A13</b>	Child Nutrition Delivery/Van Driver/Driver in Training	<b>B23</b>	Student Management Specialist, Senior
<b>A13</b>	Maintenance & Operations Technician	<b>B23.1</b>	Trades Specialist (Carpenter)
<b>A13</b>	Warehouse Technician	<b>B23.2</b>	Trades Specialist (Special System Technician)
<b>B21</b>	Child Nutrition Cooks/Bakers	<b>B24</b>	Human Resource, Specialist
<b>B21</b>	Maintenance & Operations Technician, Senior	<b>B24</b>	Fiscal Specialist, Senior
<b>B21.1</b>	Bus Driver	<b>B24.1</b>	Fiscal Specialist, Payroll
<b>B22</b>	Administrative Specialist	<b>B24.1</b>	Trades Specialist, Senior
<b>B22</b>	Community Ed Outreach Specialist	<b>B24.2</b>	Technology Specialist, Senior
<b>B22</b>	LPN - School Nurse	<b>B31</b>	Child Nutrition Supervisor
		<b>B31</b>	Maintenance & Operations Supervisor

2. New Employee (Table 1) is based upon:
- A. Relevant coursework.
  - B. Previous related experience up to 10 years
3. Professional Growth (Table 2) for purposes of salary advancement is defined as approved professional activities which will improve the employee's performance of duties and success in the accomplishment of the District's Mission, Goals, and Objectives.
4. Longevity (Table 3) based on years of employment in district
5. Pay for Performance (Table 4):
- To be eligible for Pay for Performance the staff member must:
    - A. Not be on a performance improvement plan at the end of the school year.
    - B. Be employed at least 25% of the school year.
    - C. Complete the work year.
6. Mileage Allowance is district approved based on job requirement and supervisor approval.
7. Up to 10 bus drivers 12 month