

Espanola Public Schools



Salary Guides 2021-2022

ESPANOLA PUBLIC SCHOOLS

2021-22 Teachers Counselors/Social Workers

Salary Guide

Step	LEVEL (TIER) I						LEVEL (TIER) II					LEVEL (TIER) III & Counselors					
	BA+00	BA+15	BA+45/MA+00	MA+15	MA+45	EdD, PHD	BA+00	BA+15	BA+45/MA+00	MA+15	MA+45	EdD, PHD	NB or MA	MA+15	MA+45	MA+MA,EDS	EDD, PHD
0	41,000	41,500	42,000	42,500	43,000	44,000											
1	42,025	42,538	43,050	43,563	44,075	45,100											
2	42,446	42,963	43,481	43,999	44,516	45,551											
3	42,549	43,067	43,585	44,102	44,620	45,655	50,000	50,200	50,400	50,600	50,625	51,025					
4	42,653	43,170	43,688	44,206	44,723	45,759	51,250	51,455	51,660	51,865	51,891	52,301					
5	42,756	43,274	43,792	44,309	44,827	45,862	51,763	51,970	52,177	52,384	52,411	52,825					
6	42,860	43,377	43,895	44,413	44,930	45,966	51,790	51,997	52,204	52,386	52,413	52,851	60,000	60,200	60,400	60,600	60,800
7	42,963	43,481	43,999	44,516	45,034	46,069	51,893	52,100	52,307	52,387	52,516	52,876	61,500	61,705	61,910	62,115	62,320
8	42,965	43,483	44,001	44,518	45,036	46,071	51,997	52,204	52,411	52,439	52,568	52,928	62,115	62,323	62,530	62,737	62,944
9	42,966	43,484	44,002	0	0	0	52,100	52,307	52,514	52,491	52,620	52,980	62,118	62,325	62,532	62,739	62,946
10	42,967	43,485	44,003	0	0	0	52,204	52,411	52,618	52,543	52,671	53,032	62,119	62,326	62,533	62,740	62,947
11	42,968	43,486	44,004	0	0	0	52,307	52,514	52,721	52,928	53,135	53,138	62,120	62,327	62,534	62,741	62,948
12	42,970	43,487	44,005	0	0	0	52,411	52,618	52,825	53,032	53,239	53,241	62,121	62,328	62,535	62,742	62,949
13	42,971	0	0	0	0	0	52,514	52,721	52,928	53,135	53,343	53,345	62,122	62,329	62,536	62,743	62,950
14	42,972	0	0	0	0	0	52,618	52,825	53,032	53,239	53,446	53,448	62,123	62,330	62,537	62,744	62,951
15	42,973	0	0	0	0	0	52,721	52,928	53,135	53,343	53,550	53,552	62,124	62,331	62,538	62,745	63,893
16	0	0	0	0	0	0	52,825	53,032	53,239	53,446	53,653	53,655	62,125	62,332	62,539	62,746	63,894
17	0	0	0	0	0	0	52,928	53,135	53,343	53,550	53,757	53,759	62,126	62,333	62,540	63,151	63,895
18	0	0	0	0	0	0	53,032	53,239	53,446	53,653	53,704	53,833	62,127	62,334	62,541	63,203	63,896
19	0	0	0	0	0	0	53,135	53,343	53,550	53,757	53,808	54,041	62,128	62,335	62,542	63,307	63,897
20	0	0	0	0	0	0	53,161	53,368	53,575	53,782	53,833	54,248	62,129	62,336	62,543	63,410	63,898
21	0	0	0	0	0	0	53,187	53,394	53,601	53,808	53,860	54,455	62,130	62,337	62,544	63,514	63,899
22	0	0	0	0	0	0	53,212	53,419	53,626	53,833	53,886	54,662	62,131	62,338	62,545	63,617	64,045
23	0	0	0	0	0	0	53,239	53,446	53,653	53,860	53,911	54,869	62,132	62,339	62,546	63,721	64,190
24	0	0	0	0	0	0	53,265	53,472	53,679	53,886	53,937	55,076	62,133	62,340	62,547	63,752	64,191
25	0	0	0	0	0	0	53,290	53,497	53,704	53,911	53,964	55,283	62,134	62,341	62,548	63,898	64,484
26	0	0	0	0	0	0	53,316	53,523	53,730	53,937	53,989	55,490	62,135	62,342	62,549	63,899	64,497
27	0	0	0	0	0	0	53,343	53,550	53,757	53,964	54,015	55,697	62,136	62,343	62,550	63,900	64,704
28	0	0	0	0	0	0	53,368	53,575	53,782	53,989	54,041	55,904	62,137	62,344	62,551	63,901	64,911
29	0	0	0	0	0	0	53,394	53,601	53,808	54,015	54,067	56,111	62,138	62,345	62,552	63,902	65,118
30	0	0	0	0	0	0	53,419	53,626	53,833	54,041	54,093	56,318	62,139	62,346	62,553	64,715	65,221
31	0	0	0	0	0	0	53,446	53,653	53,860	54,067	54,118	56,525	62,140	62,347	62,554	64,716	65,325
32	0	0	0	0	0	0	53,472	53,679	53,886	54,093	54,144	56,732	62,141	62,348	62,555	64,717	65,428
33	0	0	0	0	0	0	53,497	53,704	53,911	54,118	54,171	56,939	62,142	62,349	62,556	64,718	65,430
34	0	0	0	0	0	0	53,523	53,730	53,937	54,144	54,196	57,146	62,144	62,351	62,558	64,719	65,431
35	0	0	0	0	0	0	53,550	53,757	53,964	54,171	54,378	57,353	62,145	62,352	62,559	64,720	65,432
36	0	0	0	0	0	0	0	0	0	0	0	0	62,146	62,623	62,624	64,721	65,433

District recognizes up to 20 years of experience upon hire
Salaries based on work schedule of 184 Days / 7 hours per day
Placement and Additional Information can be found in HR or Payroll Office

ESPANOLA PUBLIC SCHOOLS

2021-22 Instructional Support

Salary Guide

	BA-LEVEL 1	MA- NO OCC	MA- LEVEL 1	MA +15- LEVEL 1	MA +45- LEVEL 1	MA LEVEL 2	MA +15 LEVEL 2	MA +45 LEVEL 2	LEVEL 2 2MA/EDS	LEVEL 3- MA	MA +15 LEVEL 3	MA+86-PHD EdD LEVEL 3
STEP 1	40,500	41,200	42,000	43,000	44,000	45,000	46,000	47,000	48,000	55,000	57,500	60,000
STEP 2	41,600	42,300	43,000	44,000	45,000	46,000	47,000	48,000	49,000	56,000	58,500	61,000
STEP 3	42,700	43,350	44,000	45,000	46,000	47,500	48,500	49,500	50,500	56,600	59,100	61,600
STEP 4	43,800	44,400	45,000	46,000	47,000	49,000	50,000	51,000	52,000	57,200	59,700	62,200
STEP 5	44,900	45,450	46,000	47,000	48,000	50,500	51,500	52,500	53,500	57,800	60,300	62,800
STEP 6	46,000	46,500	47,000	48,000	49,000	52,000	53,000	54,000	55,000	58,400	60,900	63,400
STEP 7	47,600	47,800	48,000	49,000	50,000	53,500	54,500	55,500	56,500	59,000	61,500	64,000
STEP 8	48,200	48,600	49,000	50,000	51,000	54,750	55,750	56,750	57,750	59,600	62,100	64,600
STEP 9	48,800	49,400	50,000	51,000	52,000	56,000	57,000	58,000	59,000	60,200	62,700	65,200
STEP 10	49,400	50,200	51,000	52,000	53,000	57,000	58,000	59,000	60,000	60,800	63,300	65,800
STEP 11	50,000	50,900	51,800	52,800	53,800	58,000	59,000	60,000	61,000	61,400	63,900	66,400
STEP 12	50,600	51,500	52,400	53,400	54,400	59,000	60,000	61,000	62,000	62,000	64,500	67,000
STEP 13	51,200	52,100	53,000	54,000	55,000	60,000	61,000	62,000	63,000	62,600	65,100	67,600
STEP 14	51,800	52,700	53,600	54,600	55,600	61,000	62,000	63,000	64,000	63,200	65,700	68,200
STEP 15	52,400	53,300	54,200	55,200	56,200	62,000	63,000	64,000	65,000	63,800	66,300	68,800
STEP 16	53,000	53,900	54,800	55,800	56,800	63,000	64,000	65,000	66,000	64,400	66,900	69,400
STEP 17	53,600	54,500	55,400	56,400	57,400	64,000	65,000	66,000	67,000	65,000	67,500	70,000
STEP 18	54,200	55,100	56,000	57,000	58,000	65,000	66,000	67,000	68,000	65,600	68,100	70,600
STEP 19	54,750	55,700	56,650	57,650	58,650	66,000	67,000	68,000	69,000	66,000	68,700	71,200
STEP 20	55,500	56,500	57,500	58,500	59,500	67,000	68,000	69,000	70,000	66,500	69,200	71,700
STEP 21	55,600	56,600	57,600	58,600	59,600	68,122	68,122	69,122	70,122	67,000	69,700	72,200
STEP 22	55,700	56,700	57,700	58,700	59,700	68,123	68,123	69,123	70,123	67,500	70,200	72,700
STEP 23	55,800	56,800	57,800	58,800	59,800	68,124	68,124	69,124	70,124	68,000	70,700	73,200
STEP 24	55,900	56,900	57,900	58,900	59,900	68,125	68,125	69,125	70,125	68,500	71,200	73,700
STEP 25	56,000	57,000	58,000	59,000	60,000	68,126	68,126	69,126	70,126	69,000	71,700	74,200
STEP 26	56,100	57,100	58,100	59,100	60,100	68,127	68,127	69,127	70,127	69,500	72,200	74,700
STEP 27	56,200	57,200	58,200	59,200	60,200	68,128	68,128	69,128	70,128	70,000	72,700	75,200
STEP 28	56,300	57,300	58,300	59,300	60,300	68,129	68,129	69,129	70,129	70,500	73,200	75,700
STEP 29	56,400	57,400	58,400	59,400	60,400	68,130	68,130	69,130	70,130	71,000	73,700	76,200

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 179 Days / 7 hours per day

Placement and Additional Information can be found in HR or Payroll Office

ESPANOLA PUBLIC SCHOOLS

2021-22 Librarians

Salary Guide

Step	Level II BA+00	Level II BA+15	Level II BA+45 / MA+00	Negotiated - Level II MA+15	Level III MA/EDS	LEVEL III EdD, PhD	RTW/LVL II
0	42,500	43,000	43,300	43,400	54,500	57,460	42,000
1	43,563	44,075	44,383	44,485	55,863	58,897	43,050
2	43,999	44,516	44,827	44,930	56,422	59,487	43,481
3	44,206	44,723	45,034	45,137	56,525	59,488	43,792
4	44,413	44,930	45,241	45,344	56,629	59,489	44,102
5	44,620	45,137	45,448	45,551	56,732	59,490	44,413
6	44,827	45,344	45,655	45,759	56,836	59,491	44,723
7	45,034	45,551	45,862	45,966	56,939	59,493	45,034
8	45,241	45,759	46,069	46,173	57,043	59,494	45,344
9	45,448	45,966	46,276	46,380	57,146	59,494	45,655
10	45,655	46,173	46,483	46,587	57,250	59,495	45,966
11	45,862	46,380	46,690	46,794	57,353	59,496	46,276
12	46,069	46,587	46,897	47,001	57,457	59,497	46,587
13	46,276	46,794	47,104	47,208	57,560	59,498	46,897
14	46,483	47,001	47,311	47,415	57,664	59,499	47,208
15	46,690	47,208	47,518	47,622	57,767	59,500	47,518
16	46,897	47,415	47,726	47,829	57,871	59,501	47,829
17	47,104	47,622	47,933	48,036	57,974	59,502	48,140
18	47,311	47,829	48,140	48,243	58,078	59,504	48,450
19	47,518	48,036	48,347	48,450	58,182	59,505	48,761
20	47,726	48,243	48,554	48,657	58,285	59,506	49,071
21	47,933	48,450	48,761	48,864	58,389	59,507	49,382
22	48,140	48,657	48,968	49,071	58,492	59,508	49,692
23	48,347	48,864	49,175	49,278	58,596	59,509	50,003
24	48,554	49,071	49,382	49,485	58,699	59,510	50,314
25	48,761	49,278	49,589	49,692	58,803	59,511	50,624
26	48,968	49,485	49,796	49,900	58,906	59,512	50,935
27	49,175	54,190	54,501	54,604	59,010	59,513	51,245
28	49,382	54,191	54,502	54,605	59,113	59,514	51,556
29	49,589	54,192	54,503	54,606	59,217	59,515	51,867
30	49,796	54,193	54,504	54,607	59,320	59,516	52,177
31	50,003	54,194	54,505	54,608	59,424	59,517	52,488
32	50,210	54,195	54,506	54,609	59,527	59,518	52,798
33	50,417	54,196	54,507	54,610	59,631	59,519	53,109
34	50,624	54,198	54,509	54,612	59,734	59,520	55,052

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 184 Days / 7 hours per day

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ESPANOLA PUBLIC SCHOOLS

2021-22 Registered Nurses & Health Aides

Salary Guide

Step	Health Aide	LEVEL I W/ AA	LEVEL II W/ AA	LEVEL II W/ BA	LEVEL III W/ AA	LEVEL III W/ BA
0	20,000	40,000	45,000	50,000	55,000	60,000
1	21,000	41,000	46,125	51,250	56,375	61,500
2	21,900	41,410	46,587	51,763	56,939	62,115
3	22,000	41,514	46,690	52,126	57,043	62,219
4	22,100	41,877	46,794	52,488	57,146	62,323
5	22,200	42,239	46,897	52,851	57,250	62,426
6	22,300	42,602	47,001	53,212	57,353	62,530
7	22,400	42,963	47,104	53,575	57,457	62,633
8	22,500	43,326	47,208	53,937	57,560	62,737
9	22,600	43,688	47,311	54,300	57,664	62,840
10	22,700	44,051	47,415	54,662	57,767	62,944
11	22,800	44,413	47,518	55,025	57,871	63,047
12	22,900	44,776	47,622	55,386	57,974	63,151
13	23,000	45,137	47,726	55,749	58,078	63,254
14	23,100	45,190	47,829	56,111	58,182	63,358
15	23,200	45,241	47,933	56,474	58,285	63,461
16	23,300	45,293	48,036	56,836	58,389	63,565
17	23,400	45,344	48,140	57,199	58,492	63,668
18	23,500	45,363	48,243	57,560	58,596	63,772
19	23,600	45,448	48,347	57,923	58,699	63,875
20	23,700	45,844	48,450	58,285	58,803	63,979
21	23,800	46,103	48,554	58,648	58,906	64,082
22	23,900	46,361	48,657	59,010	59,010	64,186
23	24,000	46,621	48,761	59,373	59,113	64,290
24	24,100	46,879	48,864	59,734	59,217	64,393
25	24,200	47,138	48,968	60,097	59,320	64,497
26	24,300	47,396	49,071	60,459	59,424	64,600
27	24,400	47,656	49,175	60,822	59,527	64,704
28	24,500	47,914	49,278	61,184	59,631	64,807
29	24,600	48,173	49,382	61,547	59,734	64,911
30	24,700	48,432	49,485	61,908	59,838	65,014

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 184 Days / 7 hours per day

Placement and Additional Information can be found in HR or Payroll Office

ESPANOLA PUBLIC SCHOOLS

2021-22 Administrative Assistants

Salary Guide

Step	ELEM OM <200	ELEM OM >200	ADMIN II (260 days)	ADMIN III (260 days)	Exec Admin	AP, AR, Procurement Support	HR, PR, Finance, Insurance Specialist	Accounts Payable/Payroll Lead	Grandfathered Program Specialist	Technology Specialist	Technology Cert/Degree
0	21,800	22,800	24,960	33,920	40,000	34,000	37,000	42,750	40,000	40,000	50,000
1	22,890	23,940	26,208	35,616	42,000	35,700	38,850	44,888	42,000	42,000	52,500
2	23,119	24,180	26,472	35,973	42,420	36,057	39,239	45,337	42,420	42,420	53,025
3	23,504	24,843	26,473	36,057	42,686	36,270	39,769	45,576	42,951	42,951	53,556
4	23,756	24,816	26,513	36,872	43,216	36,482	40,299	45,814	43,481	43,481	54,086
5	24,074	25,134	27,043	36,906	43,747	36,694	40,830	46,053	43,729	44,011	54,616
6	24,392	25,452	27,309	36,949	44,277	36,906	41,626	46,292	44,259	44,277	55,146
7	24,710	25,771	27,573	36,992	44,807	37,118	41,678	46,530	44,825	44,807	55,677
8	25,028	26,089	27,851	37,098	45,337	37,330	42,906	46,769	44,931	45,337	56,207
9	25,346	26,407	28,275	37,204	45,868	37,542	42,907	47,008	45,037	45,868	56,737
10	25,665	26,725	28,699	37,310	46,398	37,754	42,951	47,246	45,143	46,398	57,267
11	25,930	26,991	29,123	37,416	46,928	38,360	43,057	47,485	45,249	46,928	57,798
12	26,195	27,255	29,547	37,522	47,458	38,466	43,163	47,723	45,355	47,458	58,328
13	26,460	27,521	29,972	37,628	47,034	38,572	43,269	47,962	45,461	47,989	58,858
14	26,725	27,786	30,396	37,734	47,326	38,678	43,375	48,201	45,567	51,034	59,388
15	26,991	28,051	30,820	37,840	47,617	38,784	43,481	48,439	45,673	51,564	59,919
16	27,255	28,316	31,285	37,917	47,909	38,890	43,587	48,677	45,779	52,094	60,449
17	27,521	28,581	31,763	39,823	48,201	38,996	43,693	48,917	45,885	52,624	60,979
18	27,707	28,767	32,240	39,929	48,493	39,102	43,799	49,155	45,992	53,409	61,509
19	28,263	29,324	32,717	40,035	48,783	39,209	43,905	49,394	46,098	53,515	62,040
20	28,316	29,376	33,194	40,141	49,075	39,315	44,011	49,632	46,204	53,621	62,570
21	28,369	29,430	33,672	40,143	49,235	39,421	44,117	49,871	46,310	53,727	63,100
22	28,422	29,482	34,149	40,144	49,394	39,527	44,223	50,110	46,910	53,833	63,630
23	28,475	29,536	34,626	40,145	49,553	39,633	44,329	50,348	47,441	53,939	64,161
24	28,528	29,588	35,103	40,146	49,712	39,739	44,435	50,586	47,971	54,045	64,691
25	28,581	29,642	35,581	40,147	49,871	39,845	44,541	50,826	48,501	54,151	65,221
26	28,634	29,694	35,633	40,148	50,030	39,951	44,648	51,064	49,307	54,257	65,751
27	28,688	29,748	35,687	40,149	50,189	40,057	44,754	51,302	49,308	54,363	66,282
28	28,740	29,801	35,739	40,150	50,348	40,163	44,860	51,541	49,310	54,469	66,812
29	28,794	29,854	35,793	40,151	50,508	40,269	44,966	51,780	49,311	54,575	67,342
30	28,851	29,902	35,845	40,152	50,666	40,375	45,072	52,019	49,312	54,681	67,872
31	28,900	29,960	35,899	40,154	50,826	40,481	45,178	52,257	49,313	54,787	68,403
32	28,952	30,013	35,951	40,155	50,984	40,587	45,284	52,495	49,314	54,893	68,933
33	28,954	30,015	35,954	40,156	50,986	40,588	45,286	52,497	49,314	54,894	68,935
34	28,955	30,016	35,955	40,157	50,987	40,589	45,287	52,498	49,316	54,896	68,936
35	28,956	30,017	35,956	40,158	50,988	40,590	45,288	52,499	49,317	54,897	68,937
36	28,957	30,018	35,957	40,159	0	0	0	0	0	0	0
37	28,958	30,019	35,958	40,159	0	0	0	0	0	0	0
38	28,959	30,020	35,959	40,160	0	0	0	0	0	0	0
39	34,178	35,238	35,960	40,161	0	0	0	0	0	0	0
40	34,179	35,240	35,961	40,162	0	0	0	0	0	0	0
41	34,180	37,485	35,962	40,163	0	0	0	0	0	0	0

District recognizes up to 5 years of experience for HR & Business Services and 3 years for all other positions upon hire

Office Managers - Salaries based on work schedule of 205 days / 8 hours per day

All Others - Salaries based on work schedule of 260 days / 8 hours per day

Placement and Additional Information can be found in HR or Payroll Office

ESPANOLA PUBLIC SCHOOLS

2021-22 Bus Drivers & Assistants

Salary Guide

Step	Bus Driver		Bus Assistant		SPED Driver		SPED Bus Assistant	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Level 1	\$ 17.94	\$ 19,262	\$ 11.88	\$ 12,755	\$ 17.94	\$ 19,262	\$ 11.88	\$ 12,755
Level 2	\$ 20.79	\$ 22,320	\$ 12.91	\$ 13,855	\$ 19.69	\$ 21,138	\$ 12.91	\$ 13,855
Level 3	\$ 20.87	\$ 22,397	\$ 14.03	\$ 15,060	\$ 21.45	\$ 23,014	\$ -	\$ -
Level 4	\$ 23.27	\$ 24,982	\$ -	\$ -	\$ 23.27	\$ 24,982	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CDL Level 1	\$ -	\$ -	\$ 17.68	\$ 18,970	\$ -	\$ -	\$ 17.68	\$ 18,970
CDL Level 2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 19.68	\$ 21,126
Pre-K Route	\$ -	\$ -	\$ 19.68	\$ 21,126	\$ -	\$ -	\$ -	\$ -

District recognizes up to 6 years of experience upon hire

Salaries based on work schedule of 179 Days / 6 hours per day

Placement and Additional Information can be found in HR or Payroll Office

ESPANOLA PUBLIC SCHOOLS

2021-22 Cooks

Salary Guide

Step	COOK		184D 6H		HC 1-3 Cooks 184D 6.5H		HC 4-6 Cooks 184D 6.5H		Multi-Site Cook 184D 7H		Multi-Site HC 1-3 Cooks 184D 7.5H		Multi-Site HC 4-6 Cooks 184D 7.5H	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	\$12.00	13,248	\$12.25	14,651	\$12.50	14,651	\$12.50	14,651	\$12.75	16,422	\$13.00	17,595	\$13.25	18,285
1	\$12.05	13,303	\$12.30	14,711	\$12.55	15,010	\$12.55	15,010	\$12.80	16,486	\$13.05	18,009	\$13.30	18,354
2	\$12.10	13,358	\$12.35	14,771	\$12.60	15,070	\$12.60	15,070	\$12.85	16,551	\$13.10	18,078	\$13.35	18,423
3	\$12.15	13,414	\$12.40	14,830	\$12.65	15,129	\$12.65	15,129	\$12.90	16,615	\$13.15	18,147	\$13.40	18,492
4	\$12.20	13,469	\$12.45	14,890	\$12.70	15,189	\$12.70	15,189	\$12.95	16,680	\$13.20	18,216	\$13.45	18,561
5	\$12.25	13,524	\$12.50	14,950	\$12.75	15,249	\$12.75	15,249	\$13.00	16,744	\$13.25	18,285	\$13.50	18,630
6	\$12.30	13,579	\$12.55	15,010	\$12.80	15,309	\$12.80	15,309	\$13.05	16,808	\$13.30	18,354	\$13.55	18,699
7	\$12.35	13,634	\$12.60	15,070	\$12.85	15,369	\$12.85	15,369	\$13.10	16,873	\$13.35	18,423	\$13.60	18,768
8	\$12.40	13,690	\$12.65	15,129	\$12.90	15,428	\$12.90	15,428	\$13.15	16,937	\$13.40	18,492	\$13.65	18,837
9	\$12.45	13,745	\$12.70	15,189	\$12.95	15,488	\$12.95	15,488	\$13.20	17,002	\$13.45	18,561	\$13.70	18,906
10	\$12.50	13,800	\$12.75	15,249	\$13.00	15,548	\$13.00	15,548	\$13.25	17,066	\$13.50	18,630	\$13.75	18,975
11	\$12.55	13,855	\$12.80	15,309	\$13.05	15,608	\$13.05	15,608	\$13.30	17,130	\$13.55	18,699	\$13.80	19,044
12	\$12.60	13,910	\$12.85	15,369	\$13.10	15,668	\$13.10	15,668	\$13.35	17,195	\$13.60	18,768	\$13.85	19,113
13	\$12.65	13,966	\$12.90	15,428	\$13.15	15,727	\$13.15	15,727	\$13.40	17,259	\$13.65	18,837	\$13.90	19,182
14	\$12.70	14,021	\$12.95	15,488	\$13.20	15,787	\$13.20	15,787	\$13.45	17,324	\$13.70	18,906	\$13.95	19,251
15	\$12.75	14,076	\$13.00	15,548	\$13.25	15,847	\$13.25	15,847	\$13.50	17,388	\$13.75	18,975	\$14.00	19,320
16	\$12.80	14,131	\$13.05	15,608	\$13.30	15,907	\$13.30	15,907	\$13.55	17,452	\$13.80	19,044	\$14.05	19,389
17	\$12.85	14,186	\$13.10	15,668	\$13.35	15,967	\$13.35	15,967	\$13.60	17,517	\$13.85	19,113	\$15.25	21,048
18	\$12.90	14,242	\$13.15	15,727	\$13.40	16,026	\$13.40	16,026	\$13.65	17,581	\$13.90	19,182	\$15.48	21,366
19	\$12.95	14,297	\$13.20	15,787	\$13.45	16,086	\$13.45	16,086	\$13.70	17,646	\$13.95	19,251	\$15.71	21,684
20	\$13.00	14,352	\$13.25	15,847	\$13.50	16,146	\$13.50	16,146	\$13.75	17,710	\$14.00	19,320	\$16.41	22,642
21	\$13.05	14,407	\$13.72	16,408	\$13.81	16,514	\$13.81	16,514	\$13.96	17,986	\$14.05	19,389	\$16.64	22,960
22	\$13.10	14,462	\$13.85	16,567	\$13.94	16,673	\$13.94	16,673	\$14.21	18,304	\$14.26	19,683	\$16.87	23,278
23	\$13.96	15,410	\$13.98	16,726	\$14.07	16,832	\$14.07	16,832	\$14.46	18,622	\$14.49	20,001	\$17.10	23,596
24	\$13.96	15,411	\$14.12	16,886	\$14.21	16,992	\$14.21	16,992	\$14.70	18,940	\$14.72	20,319	\$17.33	23,914
25	\$13.96	15,412	\$15.00	17,943	\$15.09	18,049	\$15.09	18,049	\$14.95	19,259	\$14.95	20,637	\$17.56	24,232
26	\$13.96	15,413	\$15.18	18,155	\$15.27	18,261	\$15.27	18,261	\$15.20	19,577	\$15.18	20,955	\$17.79	24,551
27	\$13.96	15,413	\$15.36	18,367	\$15.45	18,473	\$15.45	18,473	\$15.45	19,895	\$15.42	21,273	\$18.02	24,869
28	\$13.96	15,414	\$15.53	18,579	\$15.62	18,685	\$15.62	18,685	\$15.69	20,213	\$15.65	21,592	\$18.25	25,187
29	\$13.96	15,416	\$15.71	18,791	\$15.80	18,897	\$15.80	18,897	\$15.94	20,531	\$15.88	21,910	\$18.48	25,505
30	\$13.96	15,417	\$15.89	19,003	\$15.98	19,109	\$15.98	19,109	\$16.19	20,849	\$16.11	22,228	\$18.71	25,823
31	\$13.97	15,418	\$16.07	19,215	\$16.16	19,322	\$16.16	19,322	\$16.43	21,167	\$16.34	22,546	\$18.94	26,141
32	\$13.97	15,419	\$16.24	19,428	\$16.33	19,534	\$16.33	19,534	\$16.68	21,486	\$16.57	22,864	\$19.17	26,459
33	\$13.97	15,420	\$16.42	19,640	\$16.51	19,746	\$16.51	19,746	\$16.93	21,804	\$16.80	23,182	\$19.40	26,778
34	\$13.97	15,421	\$16.60	19,852	\$16.69	19,958	\$16.69	19,958	\$17.18	22,122	\$17.03	23,501	\$19.63	27,096
35	\$13.97	15,422	\$17.20	20,570	\$17.29	20,676	\$17.29	20,676	\$17.42	22,440				

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 184 Days

Placement and Additional Information can be found in HR or Payroll Office

ESPANOLA PUBLIC SCHOOLS

2021-22 Educational Assistants

Salary Guide

Step	TA 48cr / Parapro		TA 49-60 cr		SPED TA 48cr / Parapro		SPED TA 49-60cr	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
0	\$11.50	14,812	\$11.65	15,000	\$11.50	14,812	\$11.65	15,000
1	\$11.82	15,225	\$12.23	15,750	\$11.82	15,225	\$12.23	15,750
2	\$11.94	15,378	\$12.35	15,908	\$11.94	15,378	\$12.35	15,908
3	\$12.22	15,739	\$12.57	16,189	\$12.20	15,717	\$12.53	16,133
4	\$12.83	16,526	\$13.20	17,000	\$12.37	15,929	\$13.15	16,940
5	\$12.83	16,527	\$13.20	17,001	\$12.53	16,141	\$13.15	16,941
6	\$12.83	16,530	\$13.20	17,002	\$12.81	16,505	\$13.15	16,942
7	\$13.00	16,742	\$13.20	17,003	\$12.82	16,515	\$13.16	16,944
8	\$13.16	16,954	\$13.44	17,306	\$13.66	17,589	\$13.49	17,369
9	\$13.21	17,010	\$13.50	17,385	\$13.72	17,668	\$13.81	17,793
10	\$13.21	17,016	\$13.56	17,464	\$13.72	17,669	\$14.08	18,135
11	\$13.21	17,019	\$13.62	17,544	\$13.72	17,670	\$14.12	18,189
12	\$13.31	17,146	\$13.68	17,624	\$13.72	17,671	\$14.16	18,241
13	\$13.41	17,274	\$13.74	17,703	\$13.72	17,675	\$14.20	18,295
14	\$13.51	17,401	\$13.81	17,782	\$13.72	17,676	\$14.24	18,347
15	\$13.61	17,529	\$13.87	17,862	\$13.89	17,888	\$14.29	18,401
16	\$13.71	17,655	\$13.93	17,942	\$14.05	18,100	\$14.39	18,536
17	\$13.81	17,782	\$14.04	18,078	\$14.22	18,312	\$14.54	18,731
18	\$13.91	17,910	\$14.12	18,184	\$14.38	18,525	\$14.67	18,890
19	\$14.07	18,116	\$14.20	18,290	\$14.55	18,737	\$14.79	19,050
20	\$14.15	18,222	\$14.28	18,396	\$14.71	18,949	\$14.91	19,208
21	\$14.23	18,328	\$14.37	18,503	\$14.88	19,161	\$15.04	19,368
22	\$14.31	18,434	\$14.45	18,609	\$14.94	19,241	\$15.31	19,714
23	\$14.39	18,540	\$14.53	18,715	\$15.09	19,440	\$15.39	19,820
24	\$14.48	18,646	\$14.61	18,821	\$15.18	19,546	\$15.61	20,108
25	\$14.56	18,752	\$14.69	18,927	\$15.26	19,652	\$15.76	20,302
26	\$14.64	18,858	\$14.78	19,033	\$15.34	19,758	\$15.84	20,408
27	\$14.72	18,965	\$14.86	19,139	\$15.42	19,864	\$15.93	20,514
28	\$14.81	19,071	\$14.94	19,245	\$15.50	19,970	\$16.01	20,620
29	\$14.89	19,177	\$15.02	19,351	\$15.59	20,076	\$16.09	20,726
30	\$14.97	19,283	\$15.11	19,457	\$15.67	20,183	\$16.17	20,832
31	\$15.05	19,389	\$15.19	19,563	\$15.75	20,289	\$16.26	20,939
32	\$15.14	19,495	\$15.27	19,669	\$15.83	20,395	\$16.34	21,045
33	\$15.22	19,601	\$15.35	19,775	\$15.92	20,501	\$16.42	21,151
34	\$15.30	19,707	\$15.44	19,881	\$16.00	20,607	\$16.50	21,257
35	\$15.38	19,813	\$15.52	19,987	\$16.08	20,713	\$16.59	21,363
36	\$15.47	19,919	\$15.60	20,093	\$16.16	20,819	\$16.67	21,469
37	\$15.55	20,025	\$15.68	20,199	\$16.25	20,925	\$17.57	22,630

District recognizes up to 3 years of experience upon hire

Salaries based on work schedule of 184 Days / 7 hours per day

Placement and Additional Information can be found in HR or Payroll Office

ESPANOLA PUBLIC SCHOOLS

2021-22 Certified & Licensed Trades Personnel

Salary Schedule

	LEVEL I	LEVEL II	LEVEL III	LEVEL IV
0	37,500	40,000	42,000	44,000
1	39,375	42,000	44,100	46,200
2	39,769	42,420	44,541	46,662
3	40,697	44,011	45,072	47,723
4	41,919	45,072	45,602	48,783
5	42,339	46,132	46,662	49,844
6	42,340	47,193	47,723	50,904
7	43,279	48,393	48,783	51,965
8	43,674	48,465	49,844	53,025
9	44,072	48,814	50,395	54,086
10	44,468	49,049	50,904	55,146
11	44,469	49,314	51,965	56,207
12	44,470	49,579	53,025	57,267
13	44,471	49,844	54,086	58,328

ESPANOLA PUBLIC SCHOOLS

2021-22 Library Assistants

Salary Guide

Step	Library Assistants	
	Hourly	Annual
0	\$11.50	14,812
1	\$11.70	15,068
2	\$11.82	15,219
3	\$12.53	16,133
4	\$12.85	16,557
5	\$12.93	16,650
6	\$13.15	16,942
7	\$13.16	16,944
8	\$13.16	16,945
9	\$13.68	17,623
10	\$13.69	17,630
11	\$13.69	17,638
12	\$13.70	17,648
13	\$13.74	17,701
14	\$13.78	17,754
15	\$13.83	17,807
16	\$13.87	17,860
17	\$13.91	17,913
18	\$13.95	17,966
19	\$13.99	18,020
20	\$14.03	18,072
21	\$14.07	18,126
22	\$14.11	18,178
23	\$14.16	18,232
24	\$14.20	18,284
25	\$14.24	18,338
26	\$14.48	18,646
27	\$14.49	18,657
28	\$14.49	18,667
29	\$14.50	18,678
30	\$14.51	18,688
31	\$14.52	18,700
32	\$14.53	18,709
33	\$14.53	18,721
34	\$14.54	18,731

District recognizes up to 3 years of experience upon hire
Salaries based on work schedule of 184 Days / 7 hours per day
Placement and Additional Information can be found in HR or Payroll Office

ESPANOLA PUBLIC SCHOOLS

Salary Guide - 2021-22 Security

Step	184 DAY HEAD OF SECURITY		184 DAY SECURITY OFFICER	
	HOURLY	ANNUAL	HOURLY	ANNUAL
0	\$17.39	25,600	\$14.47	21,300
1	\$18.26	26,880	\$15.19	22,365
2	\$18.44	27,149	\$15.35	22,589
3	\$18.59	27,361	\$15.49	22,801
4	\$18.73	27,573	\$16.41	24,161
5	\$18.88	27,786	\$16.53	24,326
6	\$19.02	27,998	\$16.67	24,538
7	\$19.16	28,210	\$16.81	24,750
8	\$19.31	28,422	\$16.86	24,822
9	\$19.45	28,634	\$17.01	25,035
10	\$19.60	28,846	\$17.09	25,153
11	\$19.74	29,058	\$17.16	25,259
12	\$19.88	29,270	\$17.23	25,365
13	\$20.03	29,482	\$17.30	25,471
14	\$20.17	29,694	\$17.38	25,577
15	\$20.32	29,907	\$17.65	25,981
16	\$20.46	30,119	\$17.67	26,007
17	\$20.61	30,331	\$17.69	26,033
18	\$20.75	30,543	\$17.70	26,059
19	\$20.89	30,755	\$17.72	26,087
20	\$21.04	30,967	\$17.74	26,113
21	\$21.18	31,179	\$17.76	26,139
22	\$21.33	31,391	\$17.78	26,165
23	\$21.47	31,603	\$18.55	27,305
24	\$21.61	31,815	\$18.55	27,306
25	\$22.03	32,435	\$18.55	27,307
26	\$22.04	32,436	\$18.55	27,308
27	\$22.04	32,437	\$18.55	27,309
28	\$22.04	32,438	\$18.55	27,311

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 184 Days / 8 hours per day

Placement and Additional Information can be found in HR or Payroll Office

ESPANOLA PUBLIC SCHOOLS

2021-22 Custodian - Warehouse - Maintenance

Salary Guide

Step	Custodian		Head Custodian		WAREHOUSE/ MAINTENANCE	
	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	\$11.50	23,920	\$11.60	24,128	\$11.65	24,232
1	\$11.55	24,024	\$11.65	24,232	\$11.96	24,885
2	\$11.67	24,266	\$11.73	24,392	\$12.02	25,002
3	\$11.73	24,392	\$11.78	24,498	\$12.08	25,127
4	\$11.80	24,554	\$11.86	24,660	\$12.09	25,148
5	\$11.82	24,582	\$12.03	25,015	\$12.10	25,168
6	\$11.83	24,612	\$12.03	25,016	\$12.11	25,189
7	\$11.85	24,642	\$12.03	25,017	\$12.12	25,210
8	\$11.86	24,675	\$12.03	25,018	\$12.45	25,896
9	\$11.92	24,798	\$12.03	25,019	\$12.57	26,146
10	\$11.98	24,922	\$12.03	25,028	\$12.58	26,167
11	\$12.04	25,044	\$12.09	25,150	\$12.59	26,188
12	\$12.09	25,150	\$12.14	25,256	\$12.60	26,208
13	\$12.16	25,289	\$12.28	25,535	\$12.83	26,687
14	\$12.21	25,395	\$12.33	25,641	\$13.06	27,165
15	\$12.26	25,501	\$12.38	25,748	\$13.16	27,373
16	\$12.34	25,658	\$12.43	25,854	\$13.26	27,581
17	\$12.39	25,764	\$12.48	25,960	\$13.36	27,789
18	\$12.45	25,903	\$12.57	26,150	\$13.47	28,018
19	\$12.51	26,026	\$12.62	26,256	\$13.57	28,226
20	\$12.63	26,271	\$12.67	26,362	\$13.67	28,434
21	\$12.68	26,378	\$12.73	26,468	\$13.77	28,642
22	\$12.73	26,484	\$12.78	26,574	\$13.88	28,871
23	\$13.19	27,425	\$13.24	27,531	\$13.98	29,079
24	\$13.48	28,039	\$13.53	28,145	\$14.08	29,287
25	\$13.78	28,653	\$13.83	28,759	\$16.28	33,863
26	\$13.83	28,759	\$13.88	28,865	\$16.38	34,071
27	\$13.88	28,865	\$13.93	28,971	\$16.48	34,279
28	\$13.93	28,971	\$13.98	29,077	\$16.58	34,487
29	\$13.98	29,077	\$14.03	29,183	\$16.68	34,695
30	\$14.03	29,183	\$14.08	29,289	\$16.79	34,924
31	\$15.55	32,336	\$15.60	32,442	\$16.89	35,132
32	\$15.60	32,442	\$15.65	32,548	\$18.32	38,106
33	\$15.65	32,548	\$15.70	32,654	\$18.33	38,127

District recognizes up to 3 years of experience upon hire

Salaries based on work schedule of 184 Days / 7 hours per day

Placement and Additional Information can be found in HR or Payroll Office

ESPANOLA PUBLIC SCHOOLS

2021-22 Principals

Salary Guide

Step	HEAD TEACHER	ELEMENTARY DEAN OF STUDENTS	SECONDARY DEAN OF STUDENTS	ASST. ELEM. PRINC.	ELEM PRINC 1 205<200	ELEM PRINC 2 205>200	ASST MS PRINC - 205	MS PRINCIPAL	ASST. HS PRINC. - 220	HS PRINCIPAL - 260
0	69,500	64,000	74,500	66,000	72,000	73,000	71,000	84,000	75,000	96,000
1	71,238	65,650	76,363	67,650	73,800	74,825	72,775	86,100	76,875	97,000
2	71,903	66,327	76,875	68,327	74,538	75,574	71,433	86,961	77,644	97,100
3	71,904	66,329	77,644	68,329	74,541	75,576	71,435	86,964	77,646	97,200
4	71,905	66,330	77,646	68,330	74,542	75,577	71,436	86,965	77,647	97,300
5	71,906	66,331	77,647	68,331	74,543	75,578	71,437	86,966	77,648	97,400
6	71,907	66,332	77,648	68,332	74,544	75,579	71,438	86,967	77,649	97,500
7	71,908	66,333	77,649	68,333	74,545	75,580	71,439	86,968	77,650	97,600
8	71,909	66,334	77,650	68,334	74,546	75,581	71,440	86,969	77,651	97,700
9	71,910	66,335	77,651	68,335	74,547	75,582	71,441	86,970	77,652	97,800
10	71,911	66,336	77,652	68,336	74,548	75,583	71,442	86,971	77,653	97,900
11	71,912	66,337	77,653	68,337	74,549	75,584	71,443	86,972	77,654	98,000
12	71,913	66,338	77,654	68,338	74,550	75,585	71,444	86,973	77,656	98,100
13	71,913	66,339	77,656	68,339	74,551	75,586	71,445	86,974	77,657	98,200
14	71,914	66,340	77,657	68,340	74,552	75,587	71,446	86,975	77,658	98,300
15	71,916	66,341	77,658	68,341	74,553	75,588	71,447	86,976	77,659	98,400
16	71,917	66,342	77,659	68,342	74,554	75,589	71,448	86,977	77,660	98,500
17	71,917	66,343	77,660	68,343	74,555	75,590	71,449	86,978	77,661	98,600
18	71,918	66,344	77,661	68,344	74,556	75,591	71,450	86,979	77,662	98,700
19	71,919	66,345	77,662	68,345	74,557	75,592	71,451	86,980	77,663	98,800
20	71,920	66,346	77,663	68,346	74,558	76,421	71,452	86,981	77,664	98,900
21	71,921	66,347	77,664	68,347	76,235	76,422	71,453	86,982	77,665	99,000
22	71,922	66,349	77,665	68,349	76,236	76,423	71,454	86,983	77,666	99,100
23	71,923	66,350	77,666	68,350	76,237	76,424	71,455	86,984	77,667	99,200
24	71,924	66,351	77,667	68,351	76,238	76,426	71,456	86,985	77,668	99,300
25	71,925	66,352	77,668	68,352	76,239	76,427	71,457	86,986	77,669	99,400
26	71,927	66,353	77,669	68,353	76,240	76,738	71,458	86,987	77,670	99,500
27	71,928	66,354	77,670	68,354	76,241	76,739	71,459	86,988	77,671	99,600
28	71,929	66,356	77,671	68,356	76,242	76,741	78,738	86,990	77,673	99,700
29	71,930	66,357	77,673	68,357	76,243	76,742	78,739	86,991	77,674	99,800
30	71,931	66,358	77,674	68,358	76,244	76,743	78,740	86,992	77,675	99,900
31	71,932	66,359	77,675	68,359	76,245	76,744	78,741	86,993	77,676	100,000
32	71,933	66,360	77,676	68,360	76,246	76,745	78,742	86,994	77,677	100,100
33	71,934	66,361	77,677	68,361	76,247	76,746	78,743	86,995	77,678	100,200
34	71,935	66,362	77,678	68,362	76,249	76,747	78,744	86,996	77,679	100,300
35	71,936	66,362	77,679	68,362	76,250	76,747	78,745	86,996	77,679	100,400
36	75,661	66,363	77,679	68,363	76,251	76,748	78,746	86,997	77,680	99,600

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 8hrs per day & 205 Days for Dean, ELEM & MS Assnt / 220 Days for HS Assnt / 260 Days for HS & MS

Placement and Additional Information can be found in HR or Payroll Office

ESPANOLA PUBLIC SCHOOLS

2021-22 Administrators

Salary Guide

	Assistant Manager	Manager	Assistant Director	Director 1 (no degree)	Director 2 (BA+)	Director 3 (MA+)	Chief Procurement Officer
0	50,000	56,100	56,000	63,000	69,000	76,000	43,000
1	51,250	56,942	56,840	64,575	70,035	77,140	45,150
2	51,763	57,511	57,409	65,221	70,736	77,912	45,602
3	52,177	57,921	57,819	65,738	71,095	78,169	46,662
4	52,591	58,332	58,229	66,101	71,453	78,424	47,723
5	53,005	58,742	58,639	66,463	71,813	78,681	48,783
6	53,419	59,152	59,049	66,826	72,171	78,937	49,844
7	53,833	59,562	59,459	67,188	72,530	79,194	50,904
8	54,247	59,972	59,869	67,551	72,889	79,450	51,965
9	54,661	60,382	60,279	67,912	73,248	79,706	53,025
10	55,075	60,792	60,689	68,275	73,606	79,962	54,086
11	55,489	61,202	61,099	68,637	73,966	80,219	55,146
12	55,904	61,612	61,509	69,000	74,324	80,475	56,207
13	56,318	62,022	61,920	69,362	74,683	80,732	57,267
14	56,732	62,432	62,330	69,725	79,113	80,987	58,328
15	57,146	62,842	62,740	70,035	79,200	81,244	59,388
16	57,560	68,222	63,150	70,449	79,300	81,500	60,449
17	57,974	68,223	63,560	70,811	79,400	81,757	61,509
18	58,388	68,224	63,970	71,174	79,500	82,012	62,570
19	58,802	68,225	64,380	71,536	79,600	82,269	63,630
20	59,216	68,226	64,790	71,899	79,700	82,525	64,691
21	59,630	68,227	65,200	72,260	79,800	82,782	65,751
22	60,045	68,228	65,610	72,623	79,900	83,038	66,812
23	60,459	74,507	66,020	72,985	80,000	83,294	67,872
24	60,873	74,509	66,225	76,148	80,100	83,550	68,933
25	61,287	74,510	66,430	76,149	80,200	83,807	69,993
26	61,701	74,511	66,635	76,150	80,300	86,037	71,054
27	62,115	74,512	66,840	76,151	80,400	86,038	72,114
28	62,529	74,513	67,045	76,152	80,500	86,039	73,175
29	62,943	74,514	67,250	76,153	80,600	86,040	74,235
30	63,357	74,515	67,455	76,154	80,700	86,041	75,296
31	63,771	74,516	67,660	76,155	80,800	86,042	76,356
32	64,186	74,517	67,865	76,156	80,900	86,043	77,417
33	64,600	74,518	68,070	76,158	81,000	86,044	78,477
34	65,014	74,519	68,275	76,159	81,100	86,045	79,538
35	65,428	74,520	68,481	76,160	81,200	86,046	79,540