

2025-2026 JESPA SALARY SCHEDULE

Schedule A - Associates

Step	Crossing Guard	Preschool / Building / Health / ESOL / Secretarial / Campus Monitor	Special Education / Transportation	Special Education Plus	Interpreter
0	\$17.70	\$18.14	\$18.14	\$19.14	\$27.89
1	\$17.95	\$18.39	\$18.39	\$19.39	\$28.14
2	\$18.20	\$18.64	\$18.64	\$19.64	\$28.39
3	\$18.45	\$18.89	\$18.89	\$19.89	\$28.64
4	\$18.70	\$19.14	\$19.14	\$20.14	\$28.89
5	\$19.20	\$19.64	\$19.64	\$20.64	\$29.39
6	\$19.45	\$19.89	\$19.89	\$20.89	\$29.64
7	\$19.70	\$20.14	\$20.14	\$21.14	\$29.89
8	\$19.95	\$20.39	\$20.39	\$21.39	\$30.14
9	\$20.20	\$20.64	\$20.64	\$21.64	\$30.39
10	\$21.74	\$22.18	\$23.06	\$24.06	\$31.93
11	\$21.99	\$22.43	\$23.31	\$24.31	\$32.18
12	\$22.24	\$22.68	\$23.56	\$24.56	\$32.43
JESPA Longevity Pay: 15 years = \$.25/hour 20 years = \$.50/hour					

Associate Pay Adjustments

Associates with a valid paraeducator certification shall be paid the following:

Paraeducator Level 1: \$.75/hour Paraeducator Level 2: \$1.00/hour

Special Education Plus Associates holding the role of Behavior Technician shall be paid the following:

Behavior Technician: \$.50/hour

Mentors shall receive an annual payment of \$250 base pay + \$25 per meeting. Payment to be made in May.

Employees attending school improvement committee meetings outside their regularly scheduled day shall be paid at their normal hourly rate for time in attendance.

Special Education Plus Associate Pay: associates in this pay grade will include associates assigned to work with a student(s) who:

- Requires lifting, positioning, or toileting on a regular basis.
- May require assistance with changing clothing and may come into contact with bodily fluids.
- Requires assistance that results in the associate being the target or recipient of aggression (e.g., hitting, kicking, spitting, biting) on a regular basis.
- Requires assistance with restraint or seclusion on a regular basis.

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Schedule B - Nutrition

Step	Team Lead	Variable Hour Cook	Nutrition Driver
0	\$19.55	\$17.83	\$21.83
1	\$19.80	\$18.08	\$22.08
2	\$20.05	\$18.33	\$22.33
3	\$20.30	\$18.58	\$22.58
4	\$20.55	\$18.83	\$22.83
5	\$21.05	\$19.33	\$23.33
6	\$21.30	\$19.58	\$23.58
7	\$21.55	\$19.83	\$23.83
8	\$21.80	\$20.08	\$24.08
9	\$22.05	\$20.33	\$24.33
10	\$22.99	\$21.27	\$25.27
11	\$23.24	\$21.52	\$25.52
12	\$23.49	\$21.77	\$25.77
JESPA Longevity Pay: 15 years = \$.25/hour 20 years = \$.50/hour			

Nutrition Pay Adjustments

Nutrition employees with a valid School Nutrition Association Certification (SNA) and/or National Restaurant Association ServeSafe Certification shall be paid the following:

SNA Certification: \$.50/hour NRA ServeSafe Certification: \$.50/hour

Schedule C – Buildings & Grounds

Step	Facility Operator I	Facility Operator II / Custodian	Grounds Maintenance / Warehouse & Delivery
0	\$23.30	\$21.45	\$21.83
1	\$23.55	\$21.70	\$22.08
2	\$23.80	\$21.95	\$22.33
3	\$24.05	\$22.20	\$22.58
4	\$24.30	\$22.45	\$22.83
5	\$24.80	\$22.95	\$23.33
6	\$25.05	\$23.20	\$23.58
7	\$25.30	\$23.45	\$23.83
8	\$25.55	\$23.70	\$24.08
9	\$25.80	\$23.95	\$24.33
10	\$26.74	\$24.89	\$25.27
11	\$26.99	\$25.14	\$25.52
12	\$27.24	\$25.39	\$25.77
JESPA Longevity Pay: 15 years = \$.25/hour 20 years = \$.50/hour			

Buildings & Grounds Pay Adjustments

Buildings & Grounds Staff holding the following certification shall be paid the following:

Fireman's License: \$100 per year Certified Pool Operator: \$200 per year