

CURRENT 2024-2025 Instructional Support Salary Schedule for ESP Employees Represented by HCTA

CURRENT 2024-25 Salary Schedule																								
Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
15	15.0000	15.3375	15.5676	15.8011	16.0382	16.2787	16.5228	16.7708	17.0223	17.2775	17.5368	17.7998	18.0669	18.3378	18.6128	18.8921	19.1755	19.4631	19.7550	20.0514	20.3521	20.6575	20.9673	21.2818
16	15.3000	15.6443	15.8789	16.1172	16.3589	16.6042	16.8534	17.1061	17.3627	17.6232	17.8875	18.1558	18.4282	18.7046	18.9852	19.2700	19.5590	19.8523	20.1501	20.4523	20.7592	21.0706	21.3866	21.7075
17	15.6060	15.9572	16.1965	16.4395	16.6860	16.9364	17.1904	17.4482	17.7099	17.9756	18.2453	18.5190	18.7967	19.0787	19.3649	19.6553	19.9502	20.2493	20.5532	20.8614	21.1743	21.4920	21.8143	22.1415
18	15.9181	16.2763	16.5204	16.7682	17.0198	17.2750	17.5343	17.7971	18.0641	18.3351	18.6101	18.8893	19.1727	19.4603	19.7521	20.0484	20.3492	20.6544	20.9642	21.2787	21.5978	21.9218	22.2506	22.5844
19	16.2365	16.6018	16.8508	17.1036	17.3602	17.6206	17.8849	18.1532	18.4255	18.7018	18.9824	19.2670	19.5561	19.8494	20.1472	20.4494	20.7562	21.0674	21.3835	21.7042	22.0298	22.3602	22.6957	23.0361
20	16.5612	16.9338	17.1879	17.4457	17.7074	17.9729	18.2425	18.5163	18.7940	19.0758	19.3621	19.6525	19.9472	20.2464	20.5502	20.8584	21.1712	21.4889	21.8111	22.1383	22.4705	22.8074	23.1495	23.4968
21	16.8924	17.2725	17.5316	17.7947	18.0615	18.3325	18.6074	18.8866	19.1698	19.4573	19.7493	20.0454	20.3462	20.6514	20.9612	21.2756	21.5947	21.9186	22.2474	22.5810	22.9199	23.2635	23.6125	23.9667
22	17.2303	17.6179	17.8823	18.1504	18.4228	18.6991	18.9795	19.2642	19.5533	19.8465	20.1442	20.4464	20.7530	21.0645	21.3803	21.7011	22.0266	22.3570	22.6924	23.0326	23.3782	23.7289	24.0848	24.4460
23	17.5749	17.9703	18.2399	18.5135	18.7911	19.0730	19.3591	19.6496	19.9443	20.2435	20.5471	20.8553	21.1682	21.4857	21.8080	22.1351	22.4671	22.8041	23.1462	23.6800	24.4900	24.8800	25.0600	25.5600
24	17.9264	18.3298	18.6047	18.8837	19.1670	19.4545	19.7464	20.0425	20.3431	20.6484	20.9580	21.2725	21.5915	21.9385	22.4150	22.8450	23.3500	23.7850	24.2650	24.7650	25.2400	25.7650	26.2450	26.7800
25	18.2849	18.6964	18.9768	19.2614	19.5503	19.8436	20.1413	20.4533	20.9000	21.3150	21.7400	22.2050	22.6250	23.0850	23.5200	24.0350	24.4800	24.9850	25.4750	25.9650	26.5000	27.0500	27.5900	28.1450
26	18.6506	19.0703	19.4698	19.8750	20.2500	20.6750	21.0700	21.5000	21.9350	22.3500	22.8000	23.2850	23.7250	24.2050	24.6900	25.2000	25.6850	26.1900	26.7350	27.2650	27.8100	28.3650	28.9300	29.4900
27	19.4500	20.0500	20.4200	20.8450	21.2550	21.6800	22.1450	22.5650	23.0250	23.4750	23.9250	24.4350	24.9250	25.3850	25.9150	26.4400	26.9600	27.4950	28.0550	28.6200	29.1950	29.7800	30.3600	30.9700
28	20.4400	21.0250	21.4900	21.9000	22.3200	22.7700	23.2250	23.7050	24.1750	24.6600	25.1400	25.6650	26.1600	26.6900	27.2250	27.7550	28.3300	28.8750	29.4550	30.0550	30.6600	31.2750	31.8850	32.5250
29	21.4500	22.0800	22.5450	23.0100	23.4400	23.9100	24.4000	24.8800	25.3600	25.8700	26.4150	26.9300	27.4650	28.0250	28.5900	29.1500	29.7550	30.3000	30.9350	31.5450	32.2000	32.8250	33.5000	34.1600
30	22.5300	23.1900	23.6750	24.1450	24.6150	25.1000	25.6400	26.1300	26.6600	27.1950	27.7250	28.3000	28.8450	29.4100	30.0000	30.6100	31.2250	31.8500	32.4850	33.1300	33.8000	34.4600	35.1650	35.8700
31	23.6300	24.3200	24.8400	25.3100	25.8200	26.3650	26.8650	27.4200	27.9600	28.5000	29.1150	29.6750	30.2450	30.8600	31.4750	32.1000	32.7650	33.4000	34.0850	34.7700	35.4650	36.1550	36.8900	37.6250
32	24.8400	25.6050	26.0850	26.6200	27.1700	27.6950	28.2700	28.8150	29.3950	29.9800	30.5750	31.1950	31.8200	32.4400	33.1050	33.7550	34.4350	35.1200	35.8300	36.5450	37.2700	38.0350	38.7700	39.5550
33	26.0700	26.8500	27.3550	27.9100	28.4650	29.0750	29.6350	30.2200	30.8300	31.4450	32.0700	32.7350	33.3550	34.0450	34.7150	35.4300	36.1150	36.8500	37.5850	38.3150	39.1050	39.8900	40.6850	41.5050
34	27.3800	28.2050	28.7700	29.3450	29.9300	30.5400	31.1250	31.7600	32.4100	33.0350	33.6800	34.3950	35.0550	35.7700	36.5000	37.2050	37.9450	38.7050	39.4700	40.2900	41.0900	41.9050	42.7300	43.5950
35	28.7400	29.5800	30.2000	30.7850	31.4200	32.0250	32.6800	33.3350	34.0150	34.6850	35.3850	36.0750	36.7950	37.5350	38.2800	39.0650	39.8350	40.6350	41.4700	42.2750	43.1300	43.9700	44.8700	45.7650
36	30.1900	31.0750	31.6950	32.3350	32.9800	33.6350	34.3300	34.9950	35.6950	36.4150	37.1400	37.8900	38.6300	39.4150	40.1850	41.0150	41.8400	42.6600	43.5250	44.3600	45.3050	46.1700	47.0950	48.0500
37	31.6800	32.6400	33.2950	33.9600	34.6500	35.3150	36.0300	36.7600	37.4950	38.2400	39.0100	39.7850	40.5700	41.3950	42.2200	43.0700	43.9250	44.8050	45.6900	46.6150	47.5400	48.4750	49.4800	50.4600
38	33.2600	34.2650	34.9350	35.6350	36.3700	37.0750	37.8000	38.5800	39.3400	40.1450	40.9500	41.7650	42.6050	43.4350	44.3100	45.2150	46.1200	47.0050	47.9550	48.9450	49.9000	50.9200	51.9200	52.9650

To find your increase:

- Find your current Pay Prade and Pay Level on the CURRENT Salary Schedule on pg. 1 (*this should be on your paycheck/paystub*)
 - Multiply your hourly rate by your contractual daily hours of work to get your total daily rate of pay
 - Multiply your daily rate of pay by your contractual number of workdays – This will give you your current annual salary
- Compare your current hourly rate to the appropriate Pay Grade and Pay Level you will advance to – The new amount is reflected on the TENTATIVE Salary Schedule on pg. 2
 - Multiply your hourly rate by your contractual daily hours of work to get your total daily rate of pay
 - Multiply your daily rate of pay by your contractual number of workdays – This will give you your proposed/new annual salary
 - Subtract your current annual salary from the proposed/new annual salary to determine your annual raise

TENTATIVE 2025-2026 Instructional Support Salary Schedule for ESP Employees Represented by HCTA

MUST BE RATIFIED AND APPROVED BY THE SCHOOL BOARD

FY2526 HCPS Instructional Support - NI-ESP Proposal (+0.25%)																								
Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
15	15.1488	15.3758	15.6065	15.8406	16.0783	16.3194	16.5641	16.8127	17.0649	17.3207	17.5806	17.8443	18.1121	18.3838	18.6593	18.9393	19.2234	19.5116	19.8044	20.1015	20.4030	20.7091	21.0197	21.3350
16	15.4516	15.6834	15.9186	16.1575	16.3998	16.6457	16.8955	17.1489	17.4061	17.6673	17.9322	18.2012	18.4743	18.7514	19.0327	19.3182	19.6079	19.9019	20.2005	20.5034	20.8111	21.1233	21.4401	21.7618
17	15.7607	15.9971	16.2370	16.4806	16.7277	16.9787	17.2334	17.4918	17.7542	18.0205	18.2909	18.5653	18.8437	19.1264	19.4133	19.7044	20.0001	20.2999	20.6046	20.9136	21.2272	21.5457	21.8688	22.1969
18	16.0759	16.3170	16.5617	16.8101	17.0623	17.3182	17.5781	17.8416	18.1093	18.3809	18.6566	18.9365	19.2206	19.5090	19.8015	20.0985	20.4001	20.7060	21.0166	21.3319	21.6518	21.9766	22.3062	22.6409
19	16.3973	16.6433	16.8929	17.1464	17.4036	17.6647	17.9296	18.1986	18.4716	18.7486	19.0299	19.3152	19.6050	19.8990	20.1976	20.5005	20.8081	21.1201	21.4370	21.7585	22.0849	22.4161	22.7524	23.0937
20	16.7253	16.9761	17.2309	17.4893	17.7517	18.0178	18.2881	18.5626	18.8410	19.1235	19.4105	19.7016	19.9971	20.2970	20.6016	20.9105	21.2241	21.5426	21.8656	22.1936	22.5267	22.8644	23.2074	23.5555
21	17.0598	17.3157	17.5754	17.8392	18.1067	18.3783	18.6539	18.9338	19.2177	19.5059	19.7987	20.0955	20.3971	20.7030	21.0136	21.3288	21.6487	21.9734	22.3030	22.6375	22.9772	23.3217	23.6715	24.0266
22	17.4009	17.6619	17.9270	18.1958	18.4689	18.7458	19.0269	19.3124	19.6022	19.8961	20.1946	20.4975	20.8049	21.1172	21.4338	21.7554	22.0817	22.4129	22.7491	23.0902	23.4366	23.7882	24.1450	24.5071
23	17.7490	18.0152	18.2855	18.5598	18.8381	19.1207	19.4075	19.6987	19.9942	20.2941	20.5985	20.9074	21.2211	21.5394	21.8625	22.1904	22.5233	22.8611	23.2041	23.7392	24.5512	24.9422	25.1227	25.6239
24	18.1041	18.3756	18.6512	18.9309	19.2149	19.5031	19.7958	20.0926	20.3940	20.7000	21.0104	21.3257	21.6455	21.9933	22.4710	22.9021	23.4084	23.8445	24.3257	24.8269	25.3031	25.8294	26.3106	26.8470
25	18.4661	18.7431	19.0242	19.3096	19.5992	19.8932	20.1917	20.5044	20.9523	21.3683	21.7944	22.2605	22.6816	23.1427	23.5788	24.0951	24.5412	25.0475	25.5387	26.0299	26.5663	27.1176	27.6590	28.2154
26	18.7431	19.1180	19.5185	19.9247	20.3006	20.7267	21.1227	21.5538	21.9898	22.4059	22.8570	23.3432	23.7843	24.2655	24.7517	25.2630	25.7492	26.2555	26.8018	27.3332	27.8795	28.4359	29.0023	29.5637
27	19.7060	20.1001	20.4711	20.8971	21.3081	21.7342	22.2004	22.6214	23.0826	23.5337	23.9848	24.4961	24.9873	25.4485	25.9798	26.5061	27.0274	27.5637	28.1251	28.6916	29.2680	29.8545	30.4359	31.0474
28	20.6643	21.0776	21.5437	21.9548	22.3758	22.8269	23.2831	23.7643	24.2354	24.7217	25.2029	25.7292	26.2254	26.7567	27.2931	27.8244	28.4008	28.9472	29.5286	30.1301	30.7367	31.3532	31.9647	32.6063
29	21.7012	22.1352	22.6014	23.0675	23.4986	23.9698	24.4610	24.9422	25.4234	25.9347	26.4810	26.9973	27.5337	28.0951	28.6615	29.2229	29.8294	30.3758	31.0123	31.6239	32.2805	32.9071	33.5838	34.2454
30	22.7921	23.2480	23.7342	24.2054	24.6765	25.1628	25.7041	26.1953	26.7267	27.2630	27.7943	28.3708	28.9171	29.4835	30.0750	30.6865	31.3031	31.9296	32.5662	33.2128	33.8845	34.5462	35.2529	35.9597
31	23.9027	24.3808	24.9021	25.3733	25.8846	26.4309	26.9322	27.4886	28.0299	28.5713	29.1878	29.7492	30.3206	30.9372	31.5537	32.1803	32.8469	33.4835	34.1702	34.8569	35.5537	36.2454	36.9822	37.7191
32	25.1657	25.6690	26.1502	26.6866	27.2379	27.7642	28.3407	28.8870	29.4685	30.0550	30.6514	31.2730	31.8996	32.5211	33.1878	33.8394	34.5211	35.2078	35.9196	36.6364	37.3632	38.1301	38.8669	39.6539
33	26.3893	26.9171	27.4234	27.9798	28.5362	29.1477	29.7091	30.2956	30.9071	31.5236	32.1502	32.8168	33.4384	34.1301	34.8018	35.5186	36.2053	36.9421	37.6790	38.4108	39.2028	39.9897	40.7867	41.6088
34	27.7211	28.2755	28.8419	29.4184	30.0048	30.6164	31.2028	31.8394	32.4910	33.1176	33.7642	34.4810	35.1426	35.8594	36.5913	37.2980	38.0399	38.8018	39.5687	40.3907	41.1927	42.0098	42.8368	43.7040
35	29.0725	29.6540	30.2755	30.8620	31.4986	32.1051	32.7617	33.4183	34.1000	34.7717	35.4735	36.1652	36.8870	37.6288	38.3757	39.1627	39.9346	40.7366	41.5737	42.3807	43.2378	44.0799	44.9822	45.8794
36	30.5419	31.1527	31.7742	32.4158	33.0625	33.7191	34.4158	35.0825	35.7842	36.5060	37.2329	37.9847	38.7266	39.5135	40.2855	41.1175	41.9446	42.7667	43.6338	44.4709	45.4183	46.2854	47.2127	48.1701
37	32.0800	32.7216	33.3782	34.0449	34.7366	35.4033	36.1201	36.8519	37.5887	38.3356	39.1075	39.8845	40.6714	41.4985	42.3256	43.1777	44.0348	44.9170	45.8042	46.7315	47.6589	48.5962	49.6037	50.5862
38	33.6771	34.3507	35.0223	35.7241	36.4609	37.1677	37.8945	38.6765	39.4384	40.2454	41.0524	41.8694	42.7115	43.5436	44.4208	45.3280	46.2353	47.1225	48.0749	49.0674	50.0248	51.0473	52.0498	53.0974

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 - Multiply your hourly rate by your contractual daily hours of work to get your total daily rate of pay
 - Multiply your daily rate of pay by your contractual number of workdays – This will give you your current annual salary
- Compare your current hourly rate to the appropriate Pay Grade and Pay Level you will advance to – The new amount is reflected on the TENTATIVE Salary Schedule on pg. 2
 - Multiply your hourly rate by your contractual daily hours of work to get your total daily rate of pay
 - Multiply your daily rate of pay by your contractual number of workdays – This will give you your proposed/new annual salary
 - Subtract your current annual salary from the proposed/new annual salary to determine your annual raise

Sample Employee Raise Calculations:

- **7.5 hour/196-day Aide currently on Pay Grade 15 / Level 1**
 - a. Current Salary = \$15.00 / hour ($\$15.00 \times 7.5 \times 196 = \$22,050$)
 - b. Proposed agreement will move this employee to Pay Grade 16 / Level 2 = \$15.6834 / hour ($\$15.6834 \times 7.5 \times 196 = \$23,055$)
 - c. This employee will receive a \$1,005 base salary raise / 4.6%
 - d. With the \$3,000 millage supplement, this employee also receives an additional \$2.04 / hour raise = **A total salary raise of \$4,005 / 18%**

- **7.5 hour / 196-day Kindergarten Assistant on Pay Grade 20 / Level 10**
 - a. Current Salary = \$19.0758 / hour ($\$19.0758 \times 7.5 \times 196 = \$28,041$)
 - b. Proposed agreement will move this employee to Pay Grade 20 / Level 11 = \$ 19.4105 ($\$19.4105 \times 7.5 \times 196 = \$28,533$)
 - c. This employee will receive a \$492 base salary raise / 1.76%
 - d. With the \$3,000 millage supplement, this employee also receives an additional \$2.04 / hour raise = **A total salary raise of \$3,492 / 13%**

- **8 hour / 253-day Data Processor currently on Pay Grade 20 / Level 1**
 - a. Current Salary = \$16.5612 / hour ($\$16.5612 \times 8 \times 253 = \$33,520$)
 - b. Proposed agreement will move this employee to Pay Grade 21 / Level 2 = \$17.3157 ($\$17.3157 \times 8 \times 253 = \$35,108$)
 - c. This employee will receive a \$1,588 base salary raise / 4.7%
 - d. With the \$3,000 millage supplement, this employee also receives an additional \$1.48 / hour raise = **A total salary raise of \$4,588 / 14%**

- **7.5 hour / 196-day ESE Paraprofessional 1 on Pay Grade 16 / Level 1**
 - a. Currently Salary = \$15.30 / hour ($\$15.30 \times 7.5 \times 196 = \$22,491$)
 - b. Proposed agreement will move this employee to Pay Grade 16 / Level 2 = \$15.6834 ($\$15.6834 \times 7.5 \times 196 = \$23,055$)
 - c. This employee will receive a \$564 base salary raise / 2.5%
 - d. With the \$3,000 millage supplement, this employee also receives an additional \$2.04 / hour raise = **A total salary raise of \$3,564 / 16%**

- **7.5 hour / 200-day Assistant Teacher on Pay Grade 20 / Level 1**
 - a. Current Salary = \$16.5612 / hour ($\$16.5612 \times 7.5 \times 200 = \$24,842$)
 - b. Proposed agreement will move this employee to Pay Grade 20 / Level 2 = \$16.9761 ($\$16.9761 \times 7.5 \times 200 = \$25,464$)
 - c. This employee will receive a \$622 base salary raise / 2.5%
 - d. With the \$3,000 millage supplement, this employee also receives an additional \$2.00 / hour raise = **A total salary raise of \$3,622 / 15%**

- **8 hour / 205-day Registered Nurse on Pay Grade 34 / Level 1**
 - a. Current Salary = \$27.38 / hour ($\$27.38 \times 8 \times 205 = \$44,903$)
 - b. Proposed agreement will move this employee to Pay Grade 35 / Level 2 = \$29.6540 ($\$29.6540 \times 8 \times 205 = \$48,633$)
 - c. This employee will receive a \$3,730 base salary raise / 8.3%
 - d. With the \$3,000 millage supplement, this employee also receives an additional \$1.83 / hour raise = **A total salary raise of \$6,730 / 15%**