

ESP Compensation Survey

Work Classifications	Starting Wage	Initial Placement*	Top Wage	Salary Schedule **	Contract Days	Sick leave Days	Personal Days	Vacation Days	Paid Holidays***	Health Insurance****
10 Month Secretary										
12 Month Admin Secretary										
Activity Driver										
Bookkeeper										
Building Maintenance										
Classroom Para										
Cook										
Day Custodian										
Food Service Manager										
Head Building Cook										
Night Custodian										
Route Driver										
Sped Para										
Sped Para W/Health										
Speech-Language Interpreters										
Comments/Descriptions										

* Indicate if criteria are used for initial placement to count experience or education. For example: Yes - experience, education, training certification

** If salary schedule is used, please attach.

*** Please list: Labor Day, Thanksgiving, etc.

**** Health Insurance: indicate amount and percent paid by district. Example - \$650 for 50% family, \$450 for 100% single.

Signature of Preparer _____

Date _____

Signature of Superintendent _____

Date _____