

Cartwright School District
Education Support Professional (ESP) Salary Schedule 2025-2026

	A	B	C	D	E	F
	IA Gen Ed IA SpED 1:1 IA SpED Resource Monitors Intervention Assistant Crosswalk Guard Bus Driver Trainee* Custodian IA Childcare Lead Van Driver Administrative Assistant School Attendance Asst. Library Assistant	IA Sped Self-Contained IA Pre-K Self-Contained Medical Assistant Safe & Caring Team Mem. Material Handler/Driver Printing Services Tech. Behavior Technician Security Monitor Facility Maintenance Tech. Maintenance Technician	Network Technician Help Desk Representative Computer Support Spec. Fueler Administrative Specialist Interpreter Lead Maintenance Tech. Bus Driver Dispatcher Parent Liaison Catering Manager Accts. Payable Specialist	Irrigation Plumber Small Engine Mechanic Mechanic Gasoline Engine Painter Locksmith Grounds/Landscaping Payroll Coordinator General Maintenance Administrative Coordinator IT Technician Medicaid Coordinator Multimedia Support Specialist Student Info. Systems Specialist Accounting Coordinator Buyer	Security/Fire Systems Tech. Technical Support Specialist White Fleet Mechanic Welder HVAC Technician Food Service Supervisor Procurement Supervisor Payroll Supervisor Bus Driver Trainer Multimedia Comm. Coor. Family Engagement Coor. Materials Supervisor Executive Coordinator Food Service Lead Manager Transportation Router	Computer Systems Manager Diesel Mechanic Carpenter Electrician SQL Programmer
Step	A	B	C	D	E	F
0	15.90	17.20	18.95	20.67	22.86	24.06
1	16.25	17.55	19.28	21.02	23.21	24.75
2	16.55	17.89	19.66	21.42	23.67	25.44
3	16.87	18.22	20.04	21.82	24.12	26.13
4	17.15	18.57	20.41	22.25	24.59	26.82
5	17.46	18.89	20.78	22.66	25.08	27.51
6	17.76	19.21	21.16	23.06	25.56	28.20
7	18.06	19.60	21.55	23.51	26.07	28.89
8	18.39	19.95	21.96	23.96	26.58	29.58
9	18.73	20.30	22.38	24.40	27.10	30.27
10	19.05	20.72	22.79	24.86	27.63	30.96
11	19.39	21.09	23.21	25.32	28.17	31.65
12	19.72	21.46	23.65	25.81	28.74	32.34
13	20.09	21.87	24.07	26.30	29.30	33.03
14	20.46	22.28	24.55	26.76	29.87	33.72
15	20.79	22.70	25.02	27.29	30.45	34.41
16		23.08	25.47	27.79	31.06	35.10
17			25.95	28.32	31.67	35.79
18			26.43	28.89	32.29	36.48
19				29.40	32.92	37.17
Max/20				30.00	33.58	37.86
Employees working <u>solely</u> in hourly substitute positions (Custodians, Monitors, Crosswalk Guards, and Food Service Workers) will be paid Minimum Wage; Employees working solely in hourly substitute positions other than those listed above shall be paid the range under which the job is assigned.						
Employees currently working in non-substitute positions shall be paid their regular hourly rate if asked to substitute in another position						
● Additional \$0.50 per hour for one (1) verified Associate Degree; Additional \$1.00 per hour for one (1) verified Bachelor's Degree						
● Executive Coordinators beginning placement is Column E Step 10						
Placement is dependent on experience and market conditions						
Training	Employees regular rate of pay associated with the job to which the training pertains. *Placement on the salary schedule for bus drivers without CDL will be at Column A, Step 1 while in training. Upon certification, employee will move to Column C, Step 1.					
Interpreters	Employees used as official (trained/tested/approved) interpreters will be paid a minimum of \$17.20 per hour and/or maximum of current rate of pay.					
An individual employee who adds or changes job assignments <i>within the same range</i> will maintain his/her current placement						
For any employee placed on this schedule at the max step allowable for a second continuous year, or longer, where the employee did not receive any increase in pay from last year to this year, then that employee will be eligible for a 2% cost-of-living adjustment raise, calculated based on an employee's position amount, subject to Board approval and in the Board's discretion. If the salary schedule amounts increased from one year to the next, the amount of the cost-of-living adjustment raise will be reduced by the amount of the salary schedule increase during the year the increase occurred. The amount and timing of any cost-of-living adjustment raise will be determined by the Governing Board on an annual basis, is not guaranteed to be paid in any given year or any future year and will not be added to the base salary amount of any employee's compensation for future years. The cost-of-living adjustment raise is intended to be awarded as a one-time stipend payment. Those individuals who are contracted through ESI or are retired return to work employees are not eligible for the cost-of-living adjustment.						
The salary set forth in this Schedule has been calculated based on anticipated legislative appropriations and revenue control limit adjustments that are required to be enacted pursuant to A.R.S. § 15-901.01. If, after issuance of the Letter of Intent, the District's total revenues or budget capacity are less than that set forth in the Preliminary Budget, individual's salary may be reduced pro rata with all staff. If, after the issuance of the Letter of Intent, the District receives appropriations or revenue control limit adjustments in excess of the minimum required amounts set forth in A.R.S. § 15-901.01, the Governing Board reserves the right, in its discretion, to increase individual's salary. Employees who have retired with the Arizona State Retirement System (ASRS) and return to work for the District while receiving ASRS pension income will receive a reduction of ten percent (10%) of compensations paid pursuant to this salary schedule. Hourly rate amounts that are less than mandatory minimum wage increases automatically adjust to the minimum wage on the effective date.						

Effective July 1, 2025