



Each returning employee is given a specific placement on this schedule due to the material change to the schedule from Amendment 70 and the limitations of the District budget that don't facilitate a full distribution of the prescribed percentage change to minimum wage. Every person will have at least one step adjustment, many received more than one step when the min wage change did not impact them.

**Educational Support Personnel
2019-20 ESP rates - effective 7/1/2019**

		CO amendment 70-2016 :									9.30 2017			10.20 9.7% 2018			11.10 8.8% 2019			12.00 8.1% 2020				
		Steps																						
0.97%	sub rate	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
Range	1	12.00	12.02	12.12	12.22	12.34	12.46	12.58	12.70	12.83	12.95	13.08	13.20	13.33	13.46	13.59	13.72	13.86	13.99	14.13	14.26	14.40		
	2	12.01	12.23	12.59	12.71	12.84	12.96	13.09	13.21	13.34	13.47	13.60	13.73	13.87	14.00	14.14	14.27	14.41	14.56	14.69	14.83	14.97		
	3	12.06	12.56	12.68	12.81	12.93	13.06	13.18	13.31	13.44	13.57	13.70	13.83	13.96	14.10	14.23	14.38	14.51	14.65	14.79	14.94	15.08		
	4	12.15	12.65	12.77	12.88	13.02	13.13	13.27	13.39	13.52	13.65	13.79	13.91	14.05	14.18	14.33	14.47	14.61	14.75	14.89	15.04	15.20		
	5	12.36	12.86	12.99	13.11	13.24	13.36	13.50	13.63	13.76	13.89	14.04	14.16	14.30	14.44	14.58	14.72	14.86	15.00	15.15	15.29	15.45		
	6	12.79	13.29	13.42	13.55	13.69	13.81	13.95	14.09	14.22	14.36	14.50	14.64	14.78	14.92	15.07	15.21	15.36	15.51	15.66	15.81	15.97		
	7	13.23	13.74	13.85	14.01	14.15	14.28	14.39	14.53	14.70	14.84	14.98	15.13	15.27	15.42	15.56	15.71	15.86	16.00	16.12	16.24	16.38		
	8	13.67	14.17	14.31	14.45	14.59	14.73	14.87	15.01	15.17	15.30	15.46	15.60	15.75	15.90	16.03	16.15	16.28	16.40	16.55	16.69	16.84		
	9	14.11	14.60	14.76	14.90	15.05	15.18	15.35	15.49	15.64	15.79	15.95	16.07	16.19	16.32	16.45	16.58	16.74	16.85	17.03	17.15	17.33		
	10	14.54	15.03	15.19	15.32	15.48	15.63	15.78	15.93	16.04	16.16	16.31	16.44	16.57	16.71	16.87	17.01	17.16	17.30	17.46	17.62	17.80		
	11	14.99	15.50	15.65	15.80	15.96	16.08	16.20	16.34	16.46	16.60	16.75	16.89	17.04	17.19	17.34	17.51	17.67	17.83	18.01	18.18	18.37		
	12	15.43	15.94	16.05	16.18	16.33	16.47	16.59	16.72	16.88	17.02	17.18	17.32	17.47	17.63	17.82	17.99	18.17	18.33	18.53	18.72	18.91		
	13	15.88	16.29	16.41	16.54	16.70	16.83	16.98	17.14	17.28	17.45	17.61	17.77	17.95	18.11	18.30	18.48	18.66	18.86	19.06	19.25	19.46		
	14	16.23	16.66	16.81	16.92	17.10	17.23	17.38	17.57	17.73	17.88	18.08	18.23	18.43	18.62	18.81	19.00	19.21	19.39	19.59	19.80	20.04		
	15	16.61	17.07	17.21	17.36	17.53	17.69	17.87	18.04	18.21	18.39	18.57	18.77	18.95	19.15	19.37	19.57	19.79	20.00	20.22	20.43	20.67		
	16	16.99	17.48	17.64	17.78	17.98	18.13	18.34	18.49	18.69	18.88	19.07	19.28	19.49	19.71	19.93	20.12	20.38	20.58	20.82	21.05	21.32		
	17	17.39	17.90	18.06	18.24	18.42	18.60	18.82	18.98	19.19	19.40	19.61	19.83	20.02	20.25	20.48	20.72	20.96	21.17	21.43	21.65	21.91		
	18	17.84	18.31	18.50	18.67	18.87	19.05	19.27	19.47	19.67	19.87	20.11	20.33	20.56	20.81	21.04	21.23	21.50	21.71	21.98	22.23	22.49		
	19	18.26	18.80	18.99	19.17	19.38	19.58	19.81	20.01	20.26	20.47	20.71	20.94	21.18	21.41	21.66	21.90	22.12	22.37	22.61	22.83	23.08		
	20	18.73	19.26	19.45	19.64	19.86	20.06	20.31	20.53	20.77	21.00	21.24	21.46	21.75	21.96	22.20	22.44	22.70	22.90	23.14	23.36	23.61		
	21	19.20	19.75	19.96	20.17	20.40	20.62	20.87	21.09	21.35	21.58	21.84	22.08	22.31	22.54	22.77	23.00	23.23	23.46	23.70	23.95	24.18		
	22	19.69	20.23	20.45	20.69	20.93	21.15	21.39	21.60	21.86	22.10	22.35	22.57	22.81	23.03	23.26	23.52	23.75	23.99	24.22	24.47	24.71		
	23	20.18	20.76	20.98	21.22	21.45	21.68	21.93	22.19	22.43	22.65	22.89	23.11	23.35	23.58	23.83	24.06	24.30	24.54	24.80	25.00	25.24		
	24	20.68	21.27	21.52	21.76	21.99	22.24	22.46	22.67	22.92	23.12	23.38	23.59	23.88	24.09	24.33	24.58	24.83	25.04	25.28	25.50	25.72		
	25	21.19	21.81	22.05	22.29	22.50	22.74	22.96	23.20	23.43	23.65	23.94	24.13	24.38	24.63	24.89	25.11	25.33	25.55	25.78	25.99	26.24		
	26	21.69	22.33	22.56	22.79	23.02	23.22	23.47	23.67	23.90	24.14	24.39	24.61	24.85	25.07	25.29	25.52	25.73	25.97	26.15	26.35	26.58		
	27	22.25	22.84	23.05	23.27	23.49	23.72	23.97	24.19	24.43	24.66	24.87	25.08	25.34	25.53	25.76	25.95	26.16	26.39	26.59	26.78	26.98		
	28	22.75	23.32	23.54	23.78	24.00	24.23	24.46	24.69	24.92	25.13	25.36	25.57	25.79	26.01	26.23	26.43	26.62	26.82	27.02	27.22	27.45		
	29	23.24	23.80	24.02	24.25	24.49	24.72	24.93	25.16	25.40	25.58	25.82	26.02	26.20	26.40	26.60	26.81	26.99	27.20	27.46	27.67	27.94		
	30	23.73	24.27	24.51	24.73	24.96	25.17	25.39	25.62	25.84	26.03	26.25	26.34	26.54	26.76	26.95	27.16	27.40	27.62	27.90	28.14	28.40		



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Educational Support Personnel
2019-20 ESP rates - effective 7/1/2019

		CO amendment 70-2016 :					9.30 2017		10.20 9.7%		2018		11.10 8.8%		2019		12.00 8.1%		2020			
		Steps																				
		21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
Range	1	14.55	14.68	14.82	14.96	15.11	15.26	15.40	15.55	15.69	15.85	15.99	16.11	16.25	16.37	16.50	16.50	16.78	16.93	17.09	17.24	17.40
	2	15.12	15.28	15.41	15.57	15.70	15.87	16.01	16.13	16.26	16.39	16.52	16.67	16.80	16.94	17.11	17.26	17.42	17.58	17.74	17.92	18.09
	3	15.24	15.38	15.52	15.68	15.83	15.98	16.10	16.22	16.36	16.49	16.63	16.77	16.91	17.05	17.22	17.37	17.54	17.70	17.86	18.02	18.20
	4	15.34	15.47	15.62	15.77	15.92	16.06	16.17	16.30	16.43	16.56	16.73	16.86	17.00	17.17	17.31	17.49	17.65	17.81	17.96	18.14	18.35
	5	15.59	15.74	15.89	16.02	16.14	16.27	16.42	16.53	16.68	16.82	16.96	17.12	17.27	17.43	17.59	17.75	17.93	18.10	18.28	18.46	18.64
	6	16.09	16.21	16.35	16.48	16.62	16.76	16.90	17.06	17.20	17.35	17.52	17.68	17.85	18.03	18.19	18.38	18.56	18.75	18.94	19.13	19.35
	7	16.51	16.65	16.79	16.95	17.08	17.25	17.41	17.56	17.72	17.91	18.07	18.25	18.44	18.61	18.79	19.01	19.18	19.41	19.60	19.82	20.03
	8	16.97	17.13	17.29	17.44	17.60	17.76	17.94	18.12	18.29	18.47	18.65	18.85	19.04	19.24	19.44	19.65	19.89	20.09	20.34	20.55	20.78
	9	17.50	17.66	17.79	18.00	18.15	18.36	18.54	18.71	18.89	19.10	19.29	19.53	19.73	19.95	20.15	20.39	20.60	20.86	21.10	21.33	21.56
	10	17.97	18.16	18.32	18.51	18.68	18.90	19.08	19.30	19.48	19.70	19.91	20.14	20.36	20.59	20.83	21.07	21.30	21.54	21.77	22.03	22.27
	11	18.55	18.74	18.93	19.12	19.33	19.54	19.76	19.98	20.19	20.42	20.64	20.89	21.11	21.36	21.59	21.83	22.07	22.32	22.55	22.78	23.01
	12	19.11	19.31	19.52	19.74	19.92	20.16	20.37	20.61	20.84	21.08	21.31	21.55	21.78	22.04	22.28	22.53	22.73	22.98	23.19	23.45	23.69
	13	19.66	19.90	20.10	20.32	20.54	20.79	21.03	21.26	21.49	21.74	22.00	22.22	22.47	22.68	22.93	23.15	23.39	23.64	23.86	24.12	24.34
	14	20.24	20.51	20.73	20.97	21.16	21.42	21.64	21.89	22.14	22.39	22.62	22.87	23.09	23.33	23.56	23.81	24.03	24.28	24.53	24.75	24.99
	15	20.91	21.14	21.37	21.62	21.85	22.09	22.34	22.59	22.80	23.04	23.29	23.51	23.77	24.01	24.24	24.48	24.70	24.95	25.18	25.41	25.63
	16	21.53	21.80	22.01	22.26	22.48	22.71	22.94	23.16	23.40	23.63	23.87	24.10	24.36	24.62	24.82	25.10	25.31	25.54	25.75	25.98	26.21
	17	22.15	22.40	22.63	22.86	23.10	23.34	23.57	23.82	24.05	24.29	24.50	24.76	24.98	25.21	25.44	25.66	25.88	26.10	26.31	26.51	26.72
	18	22.69	22.95	23.17	23.41	23.62	23.89	24.11	24.35	24.57	24.84	25.06	25.32	25.56	25.77	26.04	26.22	26.45	26.67	26.87	27.07	27.26
	19	23.31	23.55	23.79	24.04	24.26	24.52	24.74	24.97	25.20	25.42	25.64	25.85	26.07	26.28	26.49	26.73	26.91	27.11	27.36	27.66	27.88
	20	23.85	24.08	24.32	24.56	24.79	25.02	25.27	25.49	25.71	25.94	26.18	26.42	26.63	26.85	27.04	27.25	27.48	27.74	28.00	28.27	28.54
	21	24.42	24.67	24.90	25.14	25.38	25.61	25.83	26.06	26.27	26.48	26.69	26.89	27.09	27.29	27.55	27.82	28.09	28.37	28.64	28.91	29.19
	22	24.94	25.19	25.43	25.65	25.87	26.09	26.30	26.52	26.70	26.93	27.12	27.37	27.63	27.89	28.17	28.43	28.69	28.99	29.25	29.53	29.81
	23	25.46	25.69	25.91	26.12	26.33	26.55	26.75	27.00	27.18	27.42	27.69	27.98	28.22	28.49	28.77	29.04	29.31	29.60	29.88	30.17	30.45
	24	25.93	26.14	26.38	26.64	26.83	27.05	27.24	27.49	27.73	28.01	28.28	28.55	28.83	29.12	29.39	29.68	29.96	30.25	30.54	30.84	31.13
	25	26.47	26.68	26.88	27.08	27.28	27.52	27.77	28.04	28.31	28.58	28.86	29.14	29.42	29.72	29.99	30.28	30.57	30.87	31.17	31.47	31.77
	26	26.80	27.01	27.21	27.44	27.70	27.96	28.21	28.50	28.75	29.05	29.30	29.59	29.87	30.15	30.43	30.73	31.01	31.31	31.60	31.91	32.21
	27	27.19	27.43	27.68	27.93	28.19	28.46	28.73	29.01	29.28	29.56	29.84	30.12	30.40	30.67	30.97	31.26	31.54	31.84	32.14	32.44	32.75
	28	27.72	27.97	28.23	28.48	28.76	29.02	29.29	29.58	29.85	30.13	30.42	30.70	30.99	31.29	31.57	31.87	32.17	32.47	32.78	33.09	33.41
	29	28.20	28.45	28.72	29.00	29.26	29.54	29.80	30.08	30.36	30.65	30.93	31.22	31.53	31.82	32.12	32.42	32.72	33.03	33.34	33.66	33.96
	30	28.66	28.92	29.18	29.45	29.73	30.01	30.27	30.55	30.83	31.12	31.39	31.68	31.99	32.29	32.57	32.87	33.17	33.48	33.79	34.12	34.43



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		CO amendment 70-2016 :			9.30 2017			10.20 9.7% 2018			11.10 8.8% 2019			12.00 8.1% 2020								
		Steps																		Range Min	Range Max	
Range	0.97%	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60		
	1	17.55	17.71	17.89	18.05	18.22	18.41	18.59	18.78	18.96	19.14	19.34	19.50	19.68	19.88	20.07	20.07	20.46	20.46	20.88	25,002	43,430
2	18.27	18.45	18.63	18.83	19.02	19.02	19.42	19.62	19.84	20.05	20.28	20.49	20.70	20.92	21.13	21.34	21.57	21.79	22.02	25,438	45,802	
3	18.40	18.58	18.76	18.97	19.16	19.16	19.56	19.77	19.97	20.20	20.41	20.63	20.85	21.06	21.29	21.51	21.73	21.95	22.16	26,125	46,093	
4	18.52	18.70	18.92	19.09	19.32	19.51	19.72	19.94	20.13	20.35	20.57	20.80	21.02	21.25	21.47	21.70	21.94	22.18	22.41	26,312	46,613	
5	18.84	19.03	19.23	19.43	19.63	19.85	20.08	20.30	20.52	20.75	20.99	21.21	21.44	21.67	21.92	22.17	22.42	22.64	22.88	26,749	47,590	
6	19.55	19.78	19.99	20.21	20.44	20.65	20.90	21.12	21.38	21.61	21.87	22.11	22.36	22.58	22.82	23.06	23.30	23.53	23.76	27,643	49,421	
7	20.29	20.50	20.74	20.95	21.20	21.40	21.63	21.88	22.13	22.38	22.60	22.85	23.07	23.28	23.50	23.74	23.98	24.20	24.45	28,579	50,856	
8	21.01	21.28	21.48	21.72	21.97	22.21	22.45	22.66	22.91	23.13	23.37	23.60	23.84	24.07	24.31	24.55	24.77	25.01	25.23	29,474	52,478	
9	21.82	22.06	22.30	22.51	22.76	22.99	23.21	23.44	23.68	23.91	24.15	24.37	24.59	24.81	25.03	25.25	25.47	25.68	25.90	30,368	53,872	
10	22.52	22.72	22.97	23.18	23.42	23.66	23.92	24.16	24.40	24.64	24.86	25.09	25.30	25.51	25.74	25.96	26.17	26.36	26.56	31,262	55,245	
11	23.25	23.48	23.71	23.96	24.21	24.44	24.68	24.91	25.15	25.37	25.59	25.80	26.00	26.19	26.41	26.61	26.79	26.97	27.17	32,240	56,514	
12	23.93	24.17	24.41	24.65	24.88	25.12	25.35	25.60	25.81	26.05	26.26	26.46	26.65	26.84	27.03	27.23	27.47	27.71	27.95	33,155	58,136	
13	24.60	24.78	25.05	25.26	25.48	25.70	25.92	26.13	26.37	26.57	26.77	26.96	27.15	27.39	27.64	27.87	28.12	28.38	28.62	33,883	59,530	
14	25.22	25.45	25.67	25.89	26.11	26.32	26.53	26.74	26.94	27.13	27.35	27.60	27.85	28.10	28.36	28.63	28.88	29.15	29.41	34,653	61,173	
15	25.86	26.08	26.29	26.50	26.71	26.90	27.14	27.34	27.61	27.86	28.13	28.39	28.65	28.90	29.17	29.44	29.71	29.98	30.26	35,506	62,941	
16	26.44	26.66	26.86	27.06	27.27	27.50	27.76	28.03	28.30	28.56	28.84	29.10	29.37	29.64	29.92	30.20	30.48	30.76	31.04	36,358	64,563	
17	26.92	27.10	27.38	27.65	27.91	28.15	28.44	28.70	28.97	29.24	29.51	29.78	30.05	30.32	30.60	30.88	31.16	31.44	31.72	37,232	65,978	
18	27.51	27.75	28.02	28.29	28.57	28.85	29.13	29.40	29.66	29.94	30.22	30.50	30.78	31.06	31.35	31.64	31.93	32.22	32.51	38,085	67,621	
19	28.16	28.42	28.71	28.98	29.27	29.55	29.83	30.11	30.41	30.68	30.96	31.24	31.52	31.80	32.09	32.38	32.67	32.96	33.25	39,104	69,160	
20	28.82	29.11	29.38	29.67	29.95	30.24	30.53	30.82	31.11	31.40	31.69	31.98	32.27	32.56	32.86	33.16	33.46	33.76	34.06	40,061	70,845	
21	29.47	29.75	30.04	30.33	30.62	30.91	31.21	31.51	31.81	32.10	32.39	32.68	32.97	33.26	33.55	33.85	34.15	34.45	34.75	41,080	72,280	
22	30.10	30.39	30.69	30.98	31.28	31.58	31.89	32.19	32.50	32.80	33.10	33.40	33.70	34.00	34.31	34.62	34.93	35.24	35.55	42,078	73,944	
23	30.75	31.05	31.36	31.65	31.96	32.28	32.58	32.89	33.20	33.50	33.80	34.10	34.40	34.70	35.01	35.32	35.63	35.94	36.25	43,181	75,400	
24	31.43	31.73	32.04	32.34	32.66	32.98	33.29	33.61	33.92	34.23	34.54	34.85	35.16	35.47	35.79	36.11	36.43	36.75	37.08	44,242	77,126	
25	32.08	32.40	32.70	33.01	33.33	33.65	33.98	34.30	34.63	34.95	35.27	35.59	35.91	36.23	36.56	36.89	37.22	37.55	37.88	45,365	78,790	
26	32.52	32.82	33.14	33.45	33.78	34.09	34.42	34.76	35.07	35.40	35.73	36.06	36.39	36.72	37.06	37.40	37.74	38.08	38.42	46,446	79,914	
27	33.06	33.37	33.69	34.01	34.33	34.65	34.99	35.31	35.64	35.97	36.30	36.63	36.96	37.29	37.63	37.97	38.31	38.65	38.99	47,507	81,099	
28	33.72	34.04	34.36	34.68	35.02	35.34	35.68	36.02	36.35	36.69	37.03	37.37	37.71	38.05	38.40	38.75	39.10	39.45	39.80	48,506	82,784	
29	34.28	34.60	34.94	35.25	35.60	35.92	36.26	36.60	36.94	37.28	37.62	37.96	38.30	38.64	39.00	39.34	39.69	40.04	40.39	49,504	84,011	
30	34.74	35.06	35.39	35.71	36.05	36.38	36.73	37.07	37.41	37.75	38.10	38.45	38.80	39.15	39.51	39.87	40.23	40.59	40.95	50,482	85,176	