

CHERRY CREEK SCHOOL DISTRICT NO. 5

2026-2027 EDUCATIONAL SUPPORT PERSONNEL

WAGE SCHEDULE

RANGE	MINIMUM	MIDPOINT	MAXIMUM
1	\$14.97	\$18.48	\$21.99
2	\$15.80	\$19.50	\$23.21
3	\$16.69	\$20.61	\$24.53
4	\$17.63	\$21.77	\$25.91
5	\$18.57	\$22.93	\$27.29
6	\$19.63	\$24.23	\$28.83
7	\$20.67	\$25.52	\$30.37
8	\$21.86	\$26.99	\$32.12
9	\$23.05	\$28.46	\$33.87
10	\$24.32	\$30.03	\$35.74
11	\$25.61	\$31.62	\$37.63
12	\$27.01	\$33.35	\$39.69
13	\$28.42	\$35.09	\$41.76
14	\$30.08	\$37.13	\$44.18
15	\$31.72	\$39.16	\$46.60
16	\$33.51	\$41.37	\$49.23

All Educational Support Personnel positions are classified as non-exempt from overtime pay per the Fair Labor Standards Act (FLSA).

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WAGE SCHEDULE

RANGE	MINIMUM	MIDPOINT	MAXIMUM	JOB CLASSIFICATION TITLE	EMPLOYEE GROUP
1	\$14.97	\$18.48	\$21.99	-	-
2	\$15.80	\$19.50	\$23.21	-	-
3	\$16.69	\$20.61	\$24.53	Before and After School Assistant	Extended Childcare Services
				Child Development Assistant	Extended Childcare Services
				Extended Childcare Services Clerk	Staff Support
				Medicaid Program Assistant	Staff Support
4	\$17.63	\$21.77	\$25.91	Audiology Program Specialist	Staff Support
				Food Service Worker	Food and Nutrition Services
5	\$18.57	\$22.93	\$27.29	Administrative Health Liaison	Staff Support
				Assistive Technology Assistant	Staff Support
				Before and After School Leader	Extended Childcare Services
				Café Supervisor	Staff Support
				English Language Supports Project Assistant	Staff Support
				Health Liaison	Staff Support
				Instructional Para-Educator	Para-Educators
				Instrument Repair Technician	Staff Support
				Kitchen Assistant Manager	Food and Nutrition Services
				Print Operations and Accounting Specialist	Staff Support
				School Support Para-Educator	Para-Educators
				Technology Support	Staff Support
				Technology Technician	Para-Educators
6	\$19.63	\$24.23	\$28.83	Adaptive Programs Registrar	Staff Support
				Apprenticeship Enrollment Data Specialist	Staff Support
				Assessment Data Assistant	Staff Support
				Assistant Baker	Food and Nutrition Services
				Audiology Technician	Para-Educators
				Before and After School Support Leader	Extended Childcare Services
				Behavior Regulation Technician	Para-Educators
				Child Find Program Specialist	Staff Support
				Food and Nutrition Services Payroll and Staffing Specialist	Staff Support
				Instructional Aerospace and Automation Specialist	Staff Support
				Instructional Cinematic Arts Specialist	Staff Support
				Instructional Engineering Specialist	Staff Support
				Instructional Health and Wellness Specialist	Staff Support
				Instructional Hospitality and Tourism Specialist	Staff Support
				Instructional Transportation Specialist	Staff Support
				Instructional Veterinary Assistant Specialist	Staff Support
				Moderate Needs Para-Educator	Para-Educators
				Music Programs Technician	Para-Educators

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RANGE	MINIMUM	MIDPOINT	MAXIMUM	JOB CLASSIFICATION TITLE	EMPLOYEE GROUP
6	\$19.63	\$24.23	\$28.83	Out of District Specialist	Staff Support
				Printing Production Specialist	Staff Support
				Science Resource Specialist	Staff Support
				Reporting Data Specialist	Staff Support
				Social-Emotional Learning Technician	Staff Support
				Vision Technician	Para-Educators
				Wellness Specialist	Staff Support
7	\$20.67	\$25.52	\$30.37	Athletics Communication Specialist	Staff Support
				Challenge School Registrar	Staff Support
				Cherry Creek Elevation Registrar	Staff Support
				Colorado Preschool Program Specialist	Staff Support
				Copy Cataloger	Staff Support
				Department Office Assistant	Educational Office Professionals
				Digital Copy and Press Operator	Staff Support
				Early Childhood Education Liaison	Early Childhood Education
				Free and Reduced Meal Manager	Staff Support
				Grounds Support Specialist	Staff Support
				Health Services Program Coordinator	Staff Support
				Kitchen Manager I	Food and Nutrition Services
				Library Technician	Para-Educators
				Maintenance Support Specialist	Staff Support
				Medicaid Data Specialist	Staff Support
				Middle School Registrar	Staff Support
				Post Graduate Specialist	Staff Support
				Printing Production Coordinator	Staff Support
				Transition Program Para-Educator	Para-Educators
				School Office Assistant	Educational Office Professionals
				Severe Needs Para-Educator	Para-Educators
8	\$21.86	\$26.99	\$32.12	Accounts Payable Specialist	Staff Support
				Admissions Specialist	Staff Support
				Aerospace Manufacturing Specialist	Staff Support
				Baker	Staff Support
				Before and After School Assistant Director	Extended Childcare Services
				Bond Accounts Payable and Procurement Specialist	Staff Support
				Challenge School Bookkeeper	Staff Support
				Cherry Creek Elevation Bookkeeper	Staff Support
				Child Development Leader	Extended Childcare Services
				Child Development Support Leader	Extended Childcare Services
				Community Liaison	Staff Support

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RANGE	MINIMUM	MIDPOINT	MAXIMUM	JOB CLASSIFICATION TITLE	EMPLOYEE GROUP
8	\$21.86	\$26.99	\$32.12	Early Childhood Education Bookkeeper	Early Childhood Education
				Early Childhood Education Instructor	Early Childhood Education
				Early Childhood Education Registrar	Staff Support
				Extended Childcare Services Bookkeeper	Extended Childcare Services
				High School Assistant Bookkeeper	Staff Support
				High School Registrar	Staff Support
				Kitchen Manager II	Food and Nutrition Services
				Middle School Bookkeeper	Staff Support
				School Administrative Assistant	Educational Office Professionals
				Special Education Employment Specialist	Staff Support
				Technology Specialist	Staff Support
				Warehouse Driver	Staff Support
				Warehouse/Mail Courier	Staff Support
9	\$23.05	\$28.46	\$33.87	Automotive Technician	Vehicle Maintenance
				Campus Security Assistant Supervisor	Staff Support
				Cataloger	Staff Support
				Educational Health Assistant	Staff Support
				Executive Baker	Staff Support
				High School Business Manager	Staff Support
				Identity and Background Verification Specialist	Staff Support
				Facility Rental Specialist	Staff Support
				Kitchen Manager III	Food and Nutrition Services
				Licensed Practical Nurse	Staff Support
				Security Patrol	Staff Support
				Security Specialist	Staff Support
				Youth Leadership Community Specialist	Staff Support
10	\$24.32	\$30.03	\$35.74	Accounting Bookkeeper	Staff Support
				Admissions Community Resource Specialist	Staff Support
				Braillist	Staff Support
				CAD Operator	Staff Support
				Cultural Liaison Interpreter	Staff Support
				Deafblind Intervener	Staff Support
				Department Administrative Specialist	Educational Office Professionals
				Facility Use Coordinator	Staff Support
				Grants Financial Specialist	Staff Support
				Graphic Designer	Staff Support
				Kitchen Manager IV	Food and Nutrition Services
				Maintenance Business Manager	Staff Support
				Medicaid Trainer	Staff Support

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RANGE	MINIMUM	MIDPOINT	MAXIMUM	JOB CLASSIFICATION TITLE	EMPLOYEE GROUP
10	\$24.32	\$30.03	\$35.74	Operations Dispatcher	Staff Support
				Output and Prepress Specialist	Staff Support
				School Office Manager	Educational Office Professionals
				Science Resource Coordinator	Staff Support
				Vehicle Parts Specialist	Staff Support
				Warehouse Driver Lead	Staff Support
				Warehouse Lead	Staff Support
11	\$25.61	\$31.62	\$37.63	Accounting Specialist	Staff Support
				Accounts Payable Lead	Staff Support
				Before and After School Director	Extended Childcare Services
				Career and Technical Education Systems Specialist	Staff Support
				Child Development Director	Extended Childcare Services
				Early Childhood Education Onsite Director	Early Childhood Education
				Events and Client Services Coordinator	Staff Support
				Executive Assistant I	Educational Office Professionals
				Kitchen Training Manager	Food and Nutrition Services
				Paralegal	Staff Support
				Payroll Specialist	Staff Support
				Recruiting and Training Specialist	Staff Support
				Route Planner	Staff Support
				Route Planner and RFID Card Coordinator	Staff Support
				Security Supervisor	Staff Support
				Training and Compliance Specialist	Staff Support
12	\$27.01	\$33.35	\$39.69	Buyer I	Staff Support
				Campus Security Supervisor	Staff Support
				Career and Technical Education Financial Specialist	Staff Support
				Cherry Creek Pathways Project Manager	Staff Support
				Early Childhood Education Coordinator	Staff Support
				Early Childhood Education Licensing Specialist	Staff Support
				Elementary School Technology Liaison	Staff Support
				Extended Childcare Services Licensing Specialist	Staff Support
				Extended Childcare Services Resource Specialist	Staff Support
				Facility Specialist	Staff Support
				Fleet Operations Budget Manager	Staff Support
				Help Desk Support Specialist	Staff Support
				Human Resources Generalist	Staff Support
				Mechanic	Vehicle Maintenance
				Medicaid Financial Specialist	Staff Support
				Roofer	Staff Support

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RANGE	MINIMUM	MIDPOINT	MAXIMUM	JOB CLASSIFICATION TITLE	EMPLOYEE GROUP
12	\$27.01	\$33.35	\$39.69	Special Populations Systems Specialist	Staff Support
				Student Achievement Resource Center Specialist	Staff Support
				Student and Family Resources Outreach Liaison	Staff Support
				Student Wellness and Family Resource Specialist	Staff Support
				Talent Management Specialist	Staff Support
13	\$28.42	\$35.09	\$41.76	Admissions Lead	Staff Support
				Food and Nutrition Services Hiring and Training Manager	Staff Support
				Food and Nutrition Services Receiving Manager	Staff Support
				General Maintenance Supervisor	Staff Support
				Gifted and Talented Services Project Manager	Staff Support
				Life Safety Systems Assistant	Staff Support
				Life Safety Systems Technician	Staff Support
				McKinney-Vento and Title I Project Coordinator	Staff Support
				Purchasing Card Program Coordinator	Staff Support
				Senior Information Technology Service Desk Analyst	Staff Support
14	\$30.08	\$37.13	\$44.18	Certified Occupational Therapy Assistant	Staff Support
				Certified Physical Therapy Assistant	Staff Support
				Deaf and Hard-of-Hearing Assistant	Staff Support
				Human Resources Lead	Staff Support
				Journey Electrician I	Staff Support
				Life Safety Systems Lead	Staff Support
				McKinney-Vento Student Support Coordinator	Staff Support
				Payroll Lead	Staff Support
				Printing Services Lead	Staff Support
				Registered Behavior Technician	Staff Support
				Special Education Technician	Staff Support
				Technology Support Analyst	Staff Support
				Transportation Trainer	Staff Support
15	\$31.72	\$39.16	\$46.60	Educational Sign Language Interpreter	Staff Support
				Environmental Specialist	Staff Support
				Executive Assistant II	Educational Office Professionals
				Journey Electrician II	Staff Support
				Journey Mechanic	Vehicle Maintenance
				Senior Technology Support Analyst	Staff Support
				Student Health Outreach and Wellness Lead	Staff Support
16	\$33.51	\$41.37	\$49.23	Information Technology Project Specialist	Staff Support
				Shop Foreman	Vehicle Maintenance

**CHERRY CREEK SCHOOL DISTRICT NO. 5
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WAGE SCHEDULE**

2026-2027 CLASSIFIED SUBSTITUTE WAGE RATES	
JOB CLASSIFICATION TITLE	SUBSTITUTE WAGE RATE
Instructional Para-Educator	\$18.57
School Support Para-Educator	\$18.57
Technology Technician	\$18.57
Audiology Technician	\$19.63
Behavior Regulation Technician	\$19.63
Moderate Needs Para-Educator	\$19.63
Music Programs Technician	\$19.63
Vision Technician	\$19.63
Department Office Assistant	\$20.67
Library Technician	\$20.67
School Office Assistant	\$20.67
Severe Needs Para-Educator	\$20.67
Transition Program Para-Educator	\$20.67
Community Liaison	\$21.86
School Administrative Assistant	\$21.86
Department Administrative Specialist	\$24.32
School Office Manager	\$24.32
Executive Assistant I	\$25.61
Executive Assistant II	\$31.72