

We're ESP We're worth professional pay!

BEST PSEA
PRACTICES
FOR ESP COMPENSATION

PSEA  **ESP**

PENNSYLVANIA STATE EDUCATION ASSOCIATION
EDUCATION SUPPORT PROFESSIONALS

1 All members of ESP bargaining units shall be compensated, at minimum, the local Living Wage.



2 Where salary schedules exist:

- a. Starting salaries should be increased by at least the same amount as maximums and never be decreased.
- b. Increments should be paid without devaluing steps or adding steps.
- c. Increments should be uniform throughout the salary schedule.
- d. Employees should reach maximum as quickly as possible.
- e. The first step of the schedule should be, at minimum, the local living wage.

3 When possible, salary schedules should be compacted to a **SINGLE RATE**.