

**NMSA 2016-2017
Teacher Salary Schedule**

Pay Step	TIER I					TIER II					TIER III				
	BA	BA+15	MA	MA+15	PhD or MA+45	BA	BA+15	MA	MA+15	PhD or MA+45	BA	BA+15	MA	MA+15	PhD or MA+45
0	34,073	34,346	34,357	34,369	34,379	43,788	44,316	44,369	44,421	44,474	53,560	53,565	53,571	53,581	53,592
1	34,079	34,352	34,362	34,374	34,384	43,793	44,321	44,374	44,427	44,479	53,565	53,571	53,576	53,586	53,597
2	34,250	34,524	34,535	34,546	34,557	44,023	44,553	44,607	44,660	44,713	53,849	53,854	53,859	53,870	53,880
3	35,377	35,662	35,672	35,684	35,695	45,528	46,077	46,132	46,187	46,241	55,697	55,703	55,708	55,719	55,731
4	36,877	37,175	37,185	37,199	37,209	47,529	48,104	48,161	48,218	48,276	55,703	55,708	55,719	55,741	55,758
5	38,019	38,032	38,044	38,056	38,068	49,252	49,299	49,347	49,396	49,445	55,708	55,714	55,731	55,763	55,785
6	38,650	38,661	38,674	38,686	38,699	49,258	49,306	49,355	49,402	49,451	55,714	55,719	55,741	55,785	55,812
7						49,263	49,312	49,360	49,409	49,456	55,719	55,724	55,752	55,796	55,840
8						49,269	49,318	49,366	49,415	49,464	55,724	55,731	55,763	55,806	55,867
9						49,276	49,323	49,372	49,420	49,469	55,731	55,736	55,774	55,850	55,894
10						49,282	49,331	49,378	49,427	49,474	55,736	55,741	55,785	55,872	55,922
11						49,287	49,336	49,384	49,432	49,480	55,741	55,746	55,796	55,894	55,949
12						49,294	49,342	49,391	49,439	49,486	55,746	55,752	55,806	55,915	55,976
13						49,299	49,347	49,396	49,445	49,493	55,752	55,758	55,818	55,938	56,004
14						49,306	49,355	49,402	49,451	49,498	55,758	55,763	55,828	55,960	56,031
15						49,312	49,360	49,409	49,456	49,505	55,763	55,768	55,840	55,982	56,058
16						49,318	49,366	49,415	49,464	49,510	55,768	55,774	55,850	56,004	56,086
17						49,323	49,372	49,420	49,469	49,517	55,774	55,779	55,861	56,026	56,113
18						49,331	49,378	49,427	49,474	49,523	55,779	55,785	55,872	56,047	56,140
19						49,336	49,384	49,432	49,480	49,529	55,785	55,790	55,883	56,069	56,168
20						49,342	49,391	49,439	49,486	49,534	55,790	55,796	55,894	56,091	56,195
21						49,347	49,396	49,445	49,493	49,541	55,796	55,801	55,905	56,113	56,222
22						49,355	49,402	49,451	49,498	49,547	55,801	55,806	55,915	56,135	56,250
23						49,361	49,409	49,456	49,505	49,553	55,806	55,812	55,927	56,156	56,277
24						49,372	49,415	49,464	49,524	50,694	55,812	55,818	55,938	56,178	56,304
25						49,385	49,420	49,524	50,694	51,861	55,818	55,823	55,949	56,200	56,331
26						49,391	49,524	50,694	51,861	53,032	55,823	55,828	55,960	56,222	56,359
27						49,396	50,694	51,861	53,032	54,202	55,828	55,833	56,289	56,336	56,382
28						49,401	51,861	53,032	54,202	55,371	55,833	55,840	57,404	57,450	57,496
29						49,410	53,853	54,202	55,371	56,540	55,840	55,845	58,517	58,563	58,609
30						49,415	54,382	55,371	56,540	57,709	55,845	55,850	59,631	59,677	59,723

The Head of School shall be allowed to place individuals on their respective salary step based on verifiable direct experience as well as relevant experience deemed appropriate.

Maximum step for new hires will be step 16.

Salaries of teachers under contract since the end of 2010-11 without interruption will not be reduced if placement on this guide would lower their salary.

Grandfathered

Salary Schedule for Teachers Hired in the 2010-11 School year.

If a change moves them to a position which has a greater salary on the (Not Grandfathered) Teacher Salary Schedule, they move to that schedule.

2016-2017 School Year

Level	Exper	Degree	Salary	
3	11	Ph.D./Ed.D.	\$ 62,728	

**New Mexico School for the Arts
Non-Instructional Salary Guide 2016-2017**

Job Title	Exempt	2016-2017	
		Minimum	Maximum
Principal (Academic Year)	Yes	\$ 70,000	\$ 86,000
Dean of Students (12-month)	Yes	\$ 60,000	\$ 70,000
Receptionist/Clerical (Academic Year)	No	\$ 18,000	\$ 21,000
IT Assistant (Academic Year)	No	\$ 25,000	\$ 28,000
Administrative Secretary I (12-month)	Yes	\$ 20,000	\$ 40,000
Administrative Secretary II (12-month)	Yes	\$ 30,000	\$ 46,000
Registrar (12-month)	Yes	\$ 38,000	\$ 60,000
Assistant Business Manager (12-month)	Yes	\$ 32,000	\$ 46,000
Assistant Business Manager with License (12-month)	Yes	\$ 45,000	\$ 55,000
Business Manager (12-month)	Yes	\$ 70,000	\$ 100,000
IT Manager (12-Month)	Yes	\$ 60,000	\$ 76,000
Facilities Manager (12-Month)	Yes	\$ 45,000	\$ 65,000
Instructional Support Specialist (11-month)	Yes	\$ 60,000	\$ 68,000
Behavioral Specialist (10-Month)	Yes	USE TEACHER SALARY SCHEDULE	
School Guidance Counselor (10.5-month)	Yes	USE TEACHER SALARY SCHEDULE	
Curriculum Learning Specialist (11-month)	Yes	USE TEACHER SALARY SCHEDULE	

Ranges for full-time positions of 1 FTE. Reduced FTE prorated.
Head of School determines placement in range.

Instructional Assistants Salary Schedule
2016-2017 School Year

Pay Step	Base	Base 10	Base 25	Base 40	AA/60	21 Ed Hours	IA/Cert Teacher
0	16,460	16,664	16,867	17,070	17,273	18,797	20,322
1	16,658	16,864	17,069	17,275	17,481	19,023	20,573
2	16,858	17,066	17,274	17,482	17,690	19,251	20,825
3	17,060	17,271	17,481	17,692	17,903	19,482	21,077
4	17,265	17,478	17,691	17,904	18,118	19,716	21,330
5	17,472	17,688	17,904	18,119	18,335	19,953	21,586
6	17,682	17,900	18,118	18,337	18,555	20,192	21,845
7	17,894	18,115	18,336	18,557	18,778	20,434	22,108
8	18,109	18,332	18,556	18,779	19,003	20,680	22,373
9	18,326	18,552	18,778	19,005	19,231	20,928	22,641
10	18,546	18,775	19,004	19,233	19,462	21,179	22,913
11	18,768	19,000	19,232	19,464	19,695	21,433	23,188
12	18,994	19,228	19,463	19,697	19,932	21,690	23,466
13	19,222	19,459	19,696	19,934	20,171	21,951	23,546
14	19,452	19,692	19,933	20,173	20,413	22,214	24,256
15	19,686	19,929	20,172	20,415	20,658	22,481	24,967
16	19,922	20,168	20,414	20,660	20,906	22,750	25,678
17	20,360	20,612	20,863	21,114	21,366	23,251	26,391
18	20,808	21,065	21,322	21,579	21,836	23,762	27,100
19	21,266	21,528	21,791	22,054	22,316	24,285	27,812
20	21,734	22,002	22,270	22,539	22,807	24,819	28,523
21	22,212	22,486	22,760	23,035	23,309	25,365	29,410
22	22,701	22,981	23,261	23,541	23,822	25,923	30,301
23	23,200	23,486	23,773	24,059	24,346	26,494	30,301
24	23,710	24,003	24,296	24,589	24,881	27,077	30,301
25	24,232	24,531	24,830	25,129	25,429	27,672	30,301
26	24,765	25,071	25,377	25,682	25,988	28,281	30,301
27	25,310	25,622	25,935	26,247	26,560	28,903	30,301
28	25,867	26,186	26,505	26,825	27,144	28,903	30,301
29	26,436	26,762	27,089	27,415	27,741	28,903	30,301
30	27,017	27,351	27,684	28,018	28,352	28,903	30,301

**NEW MEXICO SCHOOL FOR THE ARTS
STIPEND, INCREMENT AND SPECIAL PAY SCHEDULE
AND GENERAL POLICIES
2016-2017 School Year**

Credit for years of experience at other schools outside of the district is allowed.

National Board Certified Teacher	Based on current year Unit Value	
Summer School Instruction	\$35 per hour	
Certified Teacher stipend for approved work beyond contracted hours	Level 1 = \$25, Level 2 = \$30, Level 3 = \$35 per hour	
Certified Instructional Assistant stipend for work outside contracted hours	\$15 per hour	
Evaluation Support Specialist	\$45 per hour	
Substitute Teacher - short term	\$75 per day, paid in 1/2 day increments	
Substitute Teacher - long term	<u>Length of Assignment</u>	<u>Full Day</u>
	1-30 days	\$99
	31-60 days	\$120
	61 days and more	\$154

In cases where substitutes continue in the same assignment, between 31 and 60 school days, the higher rate will apply retroactively. In cases where substitutes continue in the same assignment, 61 or more school days, the higher rate of apply will apply retroactively.

Substitute Secretary	\$10.91 per hour, or minimum wage, whichever is greater
Business Office and Front Office (Clerical) Support	\$10.91 per hour, or minimum wage, whichever is greater
Lunch Clerk	Starting: \$10.91 per hour, or minimum wage, whichever is greater

*Non-exempt employees will be paid at their primary contracted hourly rate for additional work outside of the contracted duties. Overtime will apply for hours worked over 40 hours per week. Leave may not be taken in a day in which all hours worked equal or exceed contracted hours for that day.