

New Mexico School for the Arts
2020-2021
Teacher Salary Schedule

Pay Step	TIER I					TIER II					TIER III				
	BA	BA+15	BA+45 or MA	MA+15	PhD or MA+45	BA	BA+15	BA+45 or MA	MA+15	PhD or MA+45	BA	BA+15	BA+45 or MA	MA+15	PhD or MA+45
0	41,000	41,275	41,550	41,825	42,100	50,000	51,000	51,500	52,000	52,500	60,000	60,025	60,075	60,150	60,400
1	41,410	41,688	41,966	42,243	42,521	50,500	51,510	52,015	52,520	53,025	60,100	60,125	60,676	60,752	61,002
2	41,435	41,713	41,991	42,269	42,546	50,646	51,656	52,161	52,666	53,171	60,200	60,225	60,716	60,802	61,042
3	41,461	41,738	42,016	42,294	42,572	50,793	51,803	52,308	52,813	53,318	60,300	60,325	60,757	60,853	61,083
4	41,486	41,764	42,041	42,319	42,597	50,939	51,949	52,454	52,959	53,464	60,400	60,425	60,797	60,903	61,123
5	41,511	41,789	42,067	42,344	42,622	51,086	52,096	52,601	53,106	53,611	60,500	60,525	60,837	60,954	61,164
6						51,232	52,242	52,747	53,252	53,757	60,600	60,625	60,878	61,004	61,229
7						51,379	52,389	52,850	53,399	53,904	60,700	60,725	60,918	61,055	61,269
8						51,525	52,535	53,356	54,207	54,225	60,800	60,825	60,959	61,105	61,310
9						51,672	52,682	54,008	54,353	54,372	60,900	60,925	60,999	61,156	61,360
10						51,818	52,828	54,167	54,500	54,518	61,000	61,025	61,039	61,206	61,411
11						51,965	52,975	54,314	54,646	54,665	61,100	61,125	61,194	61,257	61,461
12						52,111	53,121	54,460	54,793	54,811	61,200	61,225	61,256	61,307	61,511
13						52,257	53,267	54,607	54,939	54,957	61,300	61,325	61,368	61,314	61,517
14						52,404	53,414	54,753	55,085	55,104	61,400	61,425	61,430	61,415	61,627
15						52,550	53,560	54,900	55,232	55,250	61,500	61,525	61,542	61,516	61,728
16						52,697	53,707	55,046	55,378	55,397	61,600	61,625	61,654	61,617	61,824
17						52,843	53,853	55,192	55,525	55,543	61,700	61,725	61,741	61,718	61,925
18						52,990	54,000	55,339	55,671	55,690	61,800	61,825	61,830	61,819	62,026
19						53,136	54,146	55,485	55,818	55,836	61,900	61,925	61,944	61,920	62,127
20						53,283	54,293	55,632	55,964	55,983	62,000	62,025	62,031	62,021	62,228
21						53,429	54,439	55,778	56,111	56,129	62,100	62,125	62,138	62,122	62,329
22						53,575	54,585	55,925	56,257	56,275	62,200	62,225	62,250	62,273	62,480
23						53,722	54,732	56,071	56,403	56,422	62,300	62,325	62,337	62,374	62,591
24						53,868	54,878	56,218	56,550	56,568	62,400	62,425	62,449	62,475	62,692
25						54,015	55,025	56,364	56,696	56,715	62,500	62,525	62,536	62,576	62,793
26						54,161	55,171	56,511	56,843	56,861	62,600	62,625	62,637	62,677	62,894
27						54,308	55,318	56,657	56,989	57,008	62,700	62,725	62,738	62,778	62,995
28						54,454	55,464	56,803	57,136	57,154	62,800	62,825	62,839	62,879	63,096
29						54,601	55,611	56,950	57,282	57,301	62,900	62,925	62,940	62,980	63,197
30						54,747	55,757	57,096	57,429	57,447	63,000	63,025	63,041	63,081	63,298
31						54,894	55,904	57,243	57,575	57,594	63,100	63,125	63,142	63,182	63,399
32						55,040	55,040	57,389	57,722	57,740	63,200	63,225	64,216	64,341	64,691

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.

**New Mexico School for the Arts
Non-Instructional Salary Guide 2020-2021**

Job Title	Exempt	2020-2021	
		Minimum	Maximum
Principal (Academic Year)	Yes	\$ 96,000	\$ 101,000
Assistant Principal 11-month)	Yes	\$ 75,000	\$ 80,000
Dean of Students (12-month)	Yes	\$ 60,000	\$ 70,000
Receptionist/Clerical (Academic Year)	No	\$ 18,000	\$ 27,000
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
Director of Operations/Data (12-month)	Yes	\$ 38,000	\$ 75,000
Assistant Business Manager (12-month)	Yes	\$ 32,000	\$ 54,000
Assistant Business Manager with License (12-month)	Yes	\$ 45,000	\$ 55,000
Business Manager (12-month)	Yes	\$ 60,000	\$ 75,000
IT Manager (12-Month)	Yes	\$ 60,000	\$ 76,500
Facilities Manager (12-Month)	Yes	\$ 45,000	\$ 65,000
Office Manager		\$ 34,000	\$ 36,000
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	
Maintenance Technician		\$ 29,000	\$ 40,000

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

New Mexico School For The Arts
Stipend, Increment and Special Pay Schedule and General Policies
2020-2021 School Year

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

Department Chair	\$15,000 - \$39,000	
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	\$115 per day, paid in 1/2 day increments	
Substitute Teacher - long term	<u>Length of Assignment</u>	<u>Full Day</u>
	1-30 days	\$125
	31-60 days	\$140
	61 days and more	\$155

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	\$12.10 per hour, or minimum wage, whichever is greater
Business Office and Front Office (Clerical) Support	\$12.10 per hour, or minimum wage, whichever is greater
Lunch Clerk	Starting: \$12.10 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.

New Mexico School for the Arts
Instructional Assistants Salary Schedule
2020-2021 School Year

Pay Step	Base	Base 10	Base 25	Base 40	AA/60	21 Ed Hours	IA/Cert Teacher
0	17,453	17,669	17,887	18,100	18,314	19,931	21,521
1	17,651	17,870	18,089	18,305	18,522	20,157	21,775
2	17,851	18,072	18,293	18,513	18,732	20,385	22,032
3	18,063	18,286	18,509	18,732	18,955	20,627	22,301
4	18,280	18,506	18,731	18,957	19,183	20,875	22,576
5	18,499	18,728	18,956	19,184	19,412	21,125	22,853
6	18,721	18,953	19,183	19,415	19,646	21,379	23,129
7	18,946	19,180	19,413	19,647	19,882	21,636	23,407
8	19,173	19,410	19,647	19,883	20,120	21,896	23,688
9	19,404	19,643	19,882	20,122	20,362	22,158	23,972
10	19,636	19,879	20,121	20,364	20,606	22,424	24,261
11	19,872	20,117	20,363	20,607	20,853	22,694	24,551
12	20,110	20,358	20,606	20,855	21,103	22,966	24,845
13	20,352	20,603	20,854	21,106	21,357	23,241	25,144
14	20,595	20,850	21,105	21,359	21,613	23,520	25,446
15	20,843	21,100	21,358	21,615	21,873	23,802	25,751
16	21,094	21,354	21,614	21,875	22,135	24,088	25,839
17	21,346	21,609	21,874	22,137	22,401	24,377	26,618
18	21,603	21,869	22,136	22,403	22,669	24,670	27,398
19	21,862	22,132	22,402	22,672	22,942	24,965	28,178
20	22,342	22,619	22,894	23,170	23,446	25,515	28,961
21	22,834	23,116	23,398	23,680	23,962	26,076	29,739
22	23,337	23,624	23,913	24,201	24,489	26,650	30,520
23	23,850	24,144	24,438	24,734	25,028	27,236	31,300
24	24,375	24,675	24,976	25,278	25,578	27,835	32,274
25	24,911	25,219	25,526	25,833	26,141	28,447	33,251
26	25,459	25,773	26,088	26,402	26,716	29,074	33,251
27	26,019	26,340	26,662	26,983	27,304	29,713	33,251
28	26,591	26,919	27,248	27,576	27,905	30,366	33,251
29	27,176	27,512	27,848	28,183	28,518	31,035	33,251
30	27,774	28,117	28,460	28,803	29,146	31,717	33,251