



# *ESPAÑOLA PUBLIC SCHOOLS*

*2018-2019*

*SALARY SCHEDULES*

*07/01/2018*

**Espanola Public Schools  
Salary Schedules 2018-2019**

**Board Approved:**

**INSTRUCTOR - TEACHER**

	LVL 1	LVL 1	LVL 1	LVL 1	LVL 1	LVL 1	LVL 1	LVL 2	LVL 2	LVL 2	LVL 2	LVL 2	LVL 2	LVL 2	LVL 3	LVL 3	LVL 3	LVL 3	LVL 3	STEP
STEP	BA+00	BA+15	BA+45 MA+0	MA+15	MA+45	MA+ MA,EDS	EdD, PHD	BA+00	BA+15	BA+45 MA+0	MA+15	MA+45	MA+ MA,EDS	EdD, PHD	NB/ MA	MA+15	MA+45	MA+ MA,EDS	EdD, PHD	STEP
0	36,333	36,835	37,338	37,841	38,343	39,851	40,554	0.00	0.00	0.00	0.00	0.00	0.00							0
1	36,334	36,836	37,339	37,842	38,344	39,852	40,555	0.00	0.00	0.00	0.00	0.00	0.00							1
2	36,335	36,837	37,340	37,843	38,345	39,853	40,556	0.00	44,241	44,441	44,641	45,000	45,100	45,400	0	0	0	0	0	2
3	36,336	36,838	37,341	37,844	38,346	39,854	40,557	44,000	44,242	44,442	44,642	45,001	45,101	45,401	0	54,201	54,401	55,327	55,840	3
4	36,337	36,839	37,342	37,845	38,347	39,855	40,558	44,001	44,243	44,443	44,643	45,002	45,102	45,402	0	54,202	54,402	55,328	55,841	4
5	36,427	36,959	37,493	38,027	38,559	40,057	40,693	44,002	44,244	44,444	44,644	45,003	45,103	45,403	0	54,203	54,403	55,329	55,842	5
6	36,613	37,148	37,684	38,220	38,756	40,365	40,901	44,003	44,245	44,445	44,645	45,004	45,104	45,535	54,000	54,204	54,404	55,330	55,843	6
7	36,614	37,149	37,685	38,221	38,757	40,366	40,902	44,004	44,246	44,446	44,646	45,005	45,133	45,635	54,001	54,205	54,405	55,331	55,844	7
8	36,615	37,150	37,686	38,222	38,758	40,367	40,903	44,005	44,247	44,889	44,890	45,006	46,427	46,944	54,003	54,206	54,406	55,332	55,845	8
9	36,616	37,151	37,687	38,223	38,759	40,368	40,904	44,006	44,301	45,308	45,309	45,310	46,871	47,393	54,004	54,207	54,407	55,431	55,944	9
10	36,617	37,152	37,688	38,224	38,760	40,369	40,905	44,007	44,302	45,309	45,310	45,311	46,872	47,394	54,005	54,208	54,408	55,531	57,044	10
11	36,618	37,153	37,689	38,225	38,761	40,370	40,906	44,008	44,303	45,310	45,311	45,312	46,873	47,395	54,813	54,919	55,024	57,137	57,665	11
12	37,595	37,642	37,690	38,226	38,762	41,722	41,723	44,010	44,304	45,311	45,312	45,313	46,874	47,397	55,341	55,448	55,555	57,688	58,222	12
13								44,011	44,601	45,312	45,313	45,314	46,875	47,398	55,342	55,449	55,556	57,689	58,223	13
14								44,677	44,917	45,313	45,398	45,501	47,771	48,305	55,343	55,451	55,557	57,690	58,224	14
15								44,678	44,919	45,314	45,999	45,637	47,772	48,306	55,344	55,452	55,558	57,691	58,225	15
16								45,386	45,632	45,878	46,124	46,331	48,556	49,104	55,345	55,453	55,559	57,692	58,226	16
17								45,632	45,878	46,124	46,370	46,371	48,802	49,350	55,347	55,454	55,560	57,693	58,227	17
18								45,877	46,124	46,370	46,616	46,617	49,049	49,596	55,348	55,455	55,561	57,694	58,228	18
19								46,124	46,370	46,616	46,862	46,863	49,295	49,842	55,454	55,560	55,667	57,827	58,360	19
20								46,370	46,616	46,862	47,108	47,109	49,540	50,088	55,560	55,667	55,773	57,961	58,493	20
21								46,616	46,862	47,107	47,354	47,355	49,787	50,334	55,667	55,773	55,880	58,094	58,628	21
22								46,862	47,108	47,354	47,600	47,601	50,033	50,581	55,773	55,880	55,986	58,227	58,761	22
23								47,108	47,354	47,600	47,846	47,847	50,279	50,826	55,880	55,986	56,093	58,360	58,894	23
24								47,353	47,600	47,846	48,093	48,094	50,524	51,072	55,986	56,093	56,201	58,493	59,027	24
25								47,600	47,848	48,093	48,413	48,414	50,771	51,318	56,067	56,179	56,289	58,695	59,246	25
26								47,846	48,093	48,413	48,584	48,585	51,017	51,565	56,179	56,289	56,400	58,833	59,384	26
27								48,093	48,413	48,584	48,830	48,831	51,263	51,810	56,289	56,399	56,510	58,971	59,524	27
28								0	0	0	0	0	0	0	56,400	56,510	56,621	59,108	59,662	28
29								0	0	0	0	0	0	0	56,510	56,621	56,732	59,110	59,663	29
30								0	0	0	0	0	0	0	56,621	56,731	56,842	59,111	59,664	30
31								0	0	0	0	0	0	0	56,731	56,842	56,953	59,112	59,665	31
32								0	0	48,838	0	49,320	0	0	56,842	57,063	57,284	59,113	59,666	32
33															56,953	57,174	57,395	59,114	59,667	33
34															57,064	57,285	57,506	59,115	59,668	34
35															57,174	57,395	57,616	59,116	59,669	35
41															57,285	57,506	57,727	59,117	59,670	41
42															58,946	59,167	59,388	59,610	59,671	42

Up to 20 years of verified teaching, contractual and administrative experience is allowed

A break in service will require a re-entry of service years.

One year exception to Level II BA+00 2 years to pay \$42,000 for Pre K-12 Native Language and Culture. Superintendent recommendation form was sent to PED Licensure and approved.

Espanola Public Schools  
Salary Schedules 2018-2019

Board Approved:

**INSTRUCTOR - TEACHER**  
**Level 0 Internship License**

<b>STEP</b>	<b>BA+00 185 Days</b>	<b>BA+15 185 Days</b>	<b>BA+45/MA+0 185 Days</b>
0	34,101	34,251	34,401
1	34,150	34,301	34,451
2	34,201	34,351	34,501
3	34,301	34,451	34,601
4	34,401	34,551	34,701
5	34,501	34,651	34,801

**Espanola Public Schools  
Salary Schedules 2018-2019**

*Board Approved:*

**INSTRUCTOR - TEACHER  
OFF SCHEDULE Level II & III**

STEP	Level 2			Level 3	
	BA + 0	BA + 15	BA45 MA	MA	MA + 45
8				53,341	
9				54,675	
11	44,171		44,918	54,676	
12	45,275		46,041		
13	45,276				
14	45,275		46,043		
15	46,045				
16	46,043		54,681		
17	46,045	46,046			
18					
19					
20					
21	56,324				
22					
23					
24	46,046			54,682	
35			51,093		
40					
42					
43					61,159

**Espanola Public Schools  
Salary Schedules 2018-2019**

*Board Approved:*

**INSTRUCTIONAL SUPPORT  
(Ancillary Staff, Therapist, Diagnosticians)**

Step	BA level 1	MA NO CCC level 1	MA level 1	MA 15 level 1	MA 45 level 1	MA level 2	MA 15 level 2	MA 45 level 2	2MA/EdD level 2	MA level 3	MA 15 level 3	MA +86/PHD/EdD level 3
1	40,598	40,990	41,100	41,624	44,088	52,439	53,595	54,291	54,491	59,741	60,411	61,073
2	41,613	42,015	42,128	42,665	45,190	53,750	54,935	55,648	55,848	61,235	61,921	62,600
3	42,395	0	42,589	42,915	45,711	55,109	56,350	56,767	56,967	61,605	62,293	62,977
4	43,177	0	43,194	43,476	46,232	56,176	57,467	57,885	58,085	61,983	62,674	63,362
5	43,960	0	43,993	44,038	46,752	57,241	58,585	59,003	59,203	62,361	63,054	63,748
6	44,072	0	44,290	44,629	47,300	58,305	59,701	60,121	60,321	62,737	63,433	64,133
7						59,421	60,819	61,238	61,438	62,774	63,470	64,170
8						60,539	61,515	61,936	62,136	62,809	63,506	64,204
9						60,819	61,795	62,215	62,415	62,843	63,542	65,265
10						61,098	61,949	62,495	62,695	62,879	63,577	64,274
11						61,377	62,075	62,720	62,920	62,913	63,610	64,310
12						61,484	62,215	62,773	62,973	62,948	63,646	64,344
13						61,515	62,354	62,913	63,113	62,982	63,681	64,379
14						61,657	62,495	63,019	63,219	63,053	63,716	64,414
15						61,795	62,634	63,053	63,253	63,192	63,751	64,450
16						61,936	62,773	63,087	63,287	63,333	63,787	64,484
17						62,075	62,913	63,123	63,323	63,472	63,820	64,520
18						62,215	63,053	63,157	63,357	63,610	63,856	64,553
19						62,354	63,192	63,472	63,672	63,890	64,030	65,218
20						62,773	63,227	63,894	64,094	64,171	65,147	66,718
21						63,472	64,134	64,833	65,033	64,867	66,265	67,626
22						64,171	65,042	65,241	65,441	65,707	66,961	69,233
23						65,009	65,951	66,649	66,849	66,824	69,896	70,140
24						66,124	66,859	67,556	67,756	67,941	71,013	71,047
25						67,242	67,766	68,465	68,665	69,058	72,130	72,593
26						68,359	68,675	69,371	69,571	70,176	73,247	73,561
27						69,069	69,581	70,629	70,829	70,884	74,364	75,516

Up to 20 years of verified license and contractual teaching and administrative experience is allowed.

179

Days

7 Hours a day

Ancillary Staff - Therapists, Diagnosticians

**Espanola Public Schools  
Salary Schedules 2018-2019**

*Board Approved:*

**SOCIAL WORKERS**

<b>STEP</b>	<b>BA + 00</b>	<b>BA + 15</b>	<b>BA+45/MA+0</b>	<b>MA+15</b>	<b>MA+45</b>	<b>MA+MA, EDS</b>	<b>EdD, PHD</b>
0	41,052	41,568	42,085	42,602	43,119	45,186	45,703
1	42,078	42,607	43,137	43,667	44,197	46,316	46,846
2	42,079	42,608	43,138	43,668	44,198	46,317	46,847
3	42,080	42,609	43,139	43,669	44,199	46,318	46,848
4	42,081	42,610	43,140	43,670	44,200	46,319	46,849
5	43,342	43,888	44,434	44,979	45,525	47,708	48,253
6	43,776	44,327	44,878	45,429	45,980	48,184	48,736
7	43,777	44,328	44,879	45,430	45,982	48,186	48,737
8	43,778	44,329	44,881	45,431	45,983	48,187	48,738
9	43,779	44,330	44,882	45,432	45,984	48,188	48,739
10	44,655	45,218	45,780	46,341	46,904	49,153	49,715
11	45,285	45,847	46,409	46,972	47,533	49,782	50,344
12	45,914	46,477	47,038	47,601	48,163	50,412	50,973
13	46,543	47,106	47,668	48,230	48,792	51,041	51,603
14	47,173	47,735	48,297	48,860	49,421	51,670	52,232
15	47,803	48,366	48,927	49,490	50,052	52,301	52,862
16	48,432	48,995	49,557	50,119	50,681	52,930	53,492
17	49,062	49,624	50,186	50,749	51,310	53,559	54,121
18	49,692	50,254	50,815	51,378	51,940	54,189	54,750
19	50,321	50,883	51,445	52,007	52,569	54,818	55,380
20	50,952	51,513	52,076	52,638	53,200	55,448	56,011
21	51,581	52,143	52,706	53,267	53,829	56,078	56,640
22	52,210	52,772	53,335	53,897	54,458	56,707	57,270
23	52,840	53,401	53,964	54,526	55,089	57,336	57,899
24	53,469	54,031	54,594	55,155	55,718	57,966	58,529
25	54,100	54,661	55,223	55,786	56,348	58,596	59,159
26	54,729	55,291	55,853	56,415	56,978	59,226	59,788
27	55,358	55,920	56,483	57,044	57,607	59,855	60,418

Up to 20 years of verified license and contractual teaching and administrative experience is allowed.

(184 Day, 7.5 Hours/Day)

**Espanola Public Schools  
Salary Schedules 2018-2019**

**Board Approved:**

**LIBRARIANS**

STEP	Level II BA + 00	Level II BA + 15	Level II MA + 0	Negot/Level I MA + 15	Level III MA/EDS	Level III EdD, PhD	RTW/LVL II
3	42,554	42,793	43,033	43,272	\$0.00	\$0.00	42,101
4	43,618	43,863	44,109	44,354	0	0	43,154
5	43,619	43,864	44,110	44,355	0	0	43,204
6	43,620	43,865	44,111	44,356	0	0	43,256
7	43,621	43,866	44,112	44,357	0	0	43,359
8	44,929	45,181	45,434	45,686	54,524	57,468	43,461
9	45,378	45,633	45,888	46,143	54,525	57,469	44,296
10	45,379	45,634	45,889	46,144	54,526	57,470	44,739
11	45,380	45,635	45,890	46,146	54,527	59,193	44,740
12	45,381	45,636	45,891	46,147	56,162	59,784	44,741
13	45,382	45,637	45,892	46,148	56,724	59,785	44,742
14	45,383	45,638	45,893	46,149	56,725	59,787	44,743
15	45,384	45,639	45,894	46,150	56,726	59,788	44,744
16	47,084	47,340	47,595	47,850	56,727	59,789	46,412
17	47,340	47,595	47,850	48,105	56,728	59,790	46,661
18	47,595	47,850	48,105	48,362	56,729	59,791	46,912
19	47,850	48,105	48,362	48,616	56,840	59,932	47,162
20	48,105	48,362	48,616	48,871	56,953	60,073	47,412
21	48,362	48,616	48,871	49,127	57,068	60,216	47,663
22	48,616	48,871	49,127	49,381	57,181	60,357	47,914
23	48,871	49,127	49,381	49,637	57,293	60,499	48,163
24	49,127	49,381	49,637	49,893	57,408	60,641	48,414
25	49,381	49,637	49,893	50,147	57,521	60,783	48,664
26	49,637	49,893	50,147	50,402	57,635	60,925	48,914
27	0	0	0	0	0	0	48,915
28	0	0	0	0	0	0	48,916
29				0	0	0	48,917
30	0	0	0	0	0	0	48,918
31	0	0	50,166	0	0	0	50,166

Up to 20 years of verified licensed and contractual teaching and administrative experience is allowed.

**Espanola Public Schools  
Salary Schedules 2018-2019**

*Board Approved:*

**REGISTERED NURSE**

STEP	701 -AA	702-BA
	REGISTERED	REGISTERED
0	\$37,196	\$37,940
1	\$38,126	\$38,889
2	\$38,127	\$38,890
3	\$38,128	\$38,891
4	\$38,129	\$38,892
5	\$39,272	\$40,057
6	\$39,664	\$40,458
7	\$39,665	\$40,459
8	\$39,666	\$40,460
9	\$39,668	\$40,461
10	\$39,669	\$40,462
11	\$40,462	\$41,272
12	\$40,680	\$41,490
13	\$40,900	\$41,708
14	\$41,118	\$41,928
15	\$41,336	\$42,146
16	\$41,555	\$42,364
17	\$41,774	\$42,583
18	\$41,993	\$42,802
19	\$42,212	\$43,021
20	\$42,431	\$43,240
21	\$42,649	\$43,458
22	\$42,868	\$43,677
23	\$43,086	\$43,896
24	\$43,305	\$44,114
25	\$43,524	\$44,333
26	\$43,742	\$44,552
27	\$43,960	\$44,770
28	\$44,181	\$44,988

PED Licensed Registered  
184 days, 7 hours per day.  
Up to 20 yrs of verified  
licensed nursing experience  
is allowed.



**Espanola Public Schools  
Salary Schedules 2018-2019**

*Board Approved:*

**PRINCIPALS SALARY SCHEDULE  
SALARY CALCULATOR TABLE**

**BASE/STEP 1**

<u>Elementary Schools</u>	<u>Base</u>	<u>Days</u>
Elementary School Principal	\$66,112.50	205
Assistant Elementary Principal	\$58,425.00	205
<u>Secondary Schools</u>		
High School Principal	\$85,075.00	260
High School Assistant Principal	\$66,625.00	220
Middle School Principal	\$74,640.50	220
Middle School Assistant Principal	\$61,315.50	205

**STEP 2**

Assistant Reduction (each)	-3.00%
Dean of Students Reduction	-3.00%

**STEP 3**

<u>Enrollment Differential</u>	students		students		students	
	100+	1%	500+	9%	900+	17%
	200+	3%	600+	11%	1000+	19%
	300+	5%	700+	13%	1100+	21%
	400+	7%	800+	15%		

**STEP 4**

Training Index

MA - MA+15	\$ 500
MA+16-MA+30	\$ 1,000
MA+31 - MA+45	\$ 1,500
MA +MA - EDS	\$ 2,000
PhD - EdD	\$ 2,500

**STEP 5**

Experience Index

5 YRS	0.75%
10 YRS	1.00%
15 YRS	1.25%
20 YRS	1.50%

Maximum experience credit for all employees is 20 years

Head Teacher increment will be \$10K

**Espanola Public Schools  
Salary Schedules 2018-2019**

**Board Approved:**

**ADMINISTRATOR / DIRECTOR (A)**

STEP	Assist Manager	Assist Dir	Manager	Director 1	Director 2	Director 3*** (Off Schedule)
0	\$50,000.00	\$56,000.00	\$56,100.00	\$63,000.00	\$64,000.00	
1	\$50,500.00	\$56,400.00	\$56,500.00	\$63,500.00	\$64,500.00	\$0.00
2	\$51,000.00	\$57,810.00	\$57,913.00	\$65,088.00	\$66,113.00	\$0.00
3	\$51,500.00	\$58,425.00	\$58,220.00	\$65,395.00	\$66,625.00	\$0.00
4	\$52,000.00	\$58,938.00	\$58,528.00	\$65,703.00	\$66,728.00	\$0.00
5	\$52,500.00	\$59,178.00	\$58,646.00	\$66,109.00	\$67,176.00	\$76,875.00
6	\$53,000.00	\$59,179.00	\$58,646.00	\$66,110.00	\$67,176.00	\$0.00
7	\$53,500.00	\$59,180.00	\$58,647.00	\$66,111.00	\$67,177.00	\$0.00
8	\$54,000.00	\$59,181.00	\$58,648.00	\$66,113.00	\$67,179.00	\$79,181.00
9	\$54,500.00	\$59,714.00	\$59,475.00	\$66,912.00	\$67,978.00	\$0.00
10	\$55,000.00	\$60,247.00	\$60,407.00	\$67,712.00	\$68,778.00	\$0.00
11	\$55,500.00	\$60,780.00	\$61,127.00	\$68,511.00	\$69,578.00	\$0.00
12	\$56,000.00	\$61,313.00	\$61,953.00	\$69,312.00	\$70,378.00	\$0.00
13	\$56,500.00	\$61,846.00	\$62,780.00	\$70,111.00	\$71,177.00	\$0.00
14	\$57,000.00	\$62,380.00	\$63,606.00	\$70,911.00	\$71,977.00	\$79,181.00
15	\$57,500.00	\$62,913.00	\$64,433.00	\$71,710.00	\$72,777.00	\$79,181.00
16	\$58,000.00	\$63,446.00	\$65,259.00	\$71,750.00	\$73,577.00	\$0.00
17	\$58,500.00	\$63,979.00	\$66,086.00	\$73,310.00	\$74,376.00	\$0.00
18	\$59,000.00	\$64,512.00	\$66,912.00	\$74,110.00	\$75,176.00	\$0.00
19	\$59,500.00	\$65,045.00	\$67,738.00	\$74,909.00	\$75,975.00	\$82,551.00
20	\$60,000.00	\$65,578.00	\$68,564.00	\$75,709.00	\$76,776.00	\$0.00
21	\$60,500.00	\$66,113.00	\$69,391.00	\$76,509.00	\$77,575.00	\$0.00
22	\$61,000.00	\$66,646.00	\$70,004.00	\$77,309.00	\$78,375.00	\$0.00
23	\$61,500.00	\$67,179.00	\$71,044.00	\$78,108.00	\$79,174.00	\$0.00
24	\$62,000.00	\$67,712.00	\$71,870.00	\$78,908.00	\$79,975.00	\$0.00
25	\$62,500.00	\$68,245.00	\$72,696.00	\$79,707.00	\$80,774.00	\$0.00
26		\$68,778.00	\$73,523.00	\$80,508.00	\$81,574.00	\$0.00
27		\$69,312.00	\$74,349.00	\$81,307.00	\$82,373.00	\$0.00
28		\$69,845.00	\$75,176.00	\$82,107.00	\$83,173.00	\$0.00
29		\$70,378.00	\$76,002.00	\$82,906.00	\$83,973.00	\$0.00
30		\$70,911.00	\$76,829.00	\$83,707.00	\$84,773.00	\$0.00
31		\$71,444.00	\$77,655.00	\$84,506.00	\$85,572.00	\$0.00
32		\$71,977.00	\$78,481.00	\$85,306.00	\$86,372.00	\$90,000.00
33		\$74,110.00	\$79,308.00	\$86,105.00	\$87,172.00	\$90,000.00
34						

260 days  
All in-district job related experience is allowed  
Maximum experience credit for all employees is 20 years

**Espanola Public Schools  
Salary Schedules 2018-2019**

*Board Approved:*

**ADMINISTRATIVE ASSISTANTS SALARY SCHEDULE**

Days	220	260	194	260	260	260	260	260	260	260	260	260	260	260	260	260	260
STEP	Receptionist	Admin I	Admin II-194	Admin II-260	Admin II-52-60 cr	Admin III	Exec Admin III	Busi-ness Tech II	Specialist 0-9 credits	Specialist 10-21 cr	Specialist 22-30 cr	Specialist 31-42 cr	Special't Grand-fatherd	Tech II	Tech IV	Super-visor Specialist	Officer
0	19,360	20,650		20,700	21,500	32,000		31,697	35,100	35,400	35,700	36,000	\$0.00	37,475	39,850	43,850	46,850
1	19,844	21,166		21,218	22,038	32,800		32,489	35,978	36,285	36,593	36,900	0	38,412	40,846	44,946	48,021
2		21,300		21,320	22,151	32,851		32,490	36,080	36,388	36,695	37,003	0	38,899	40,949	45,049	48,124
3		21,320		21,371	22,152	32,903		32,491	36,106	36,413	36,721	37,028	0	39,386	40,974	45,074	48,175
4		21,402		21,423	22,153	32,903		32,493	36,131	36,439	36,746	37,054	0	39,873	41,000	45,100	48,278
5	20,961	21,423		21,474	22,818	33,051	34,651	33,467	37,216	37,532	37,849	38,166	0	40,359	42,230	46,453	49,726
6		21,443	19,090	21,525	23,046	33,052	34,652	33,802	37,588	37,908	38,227	38,547	0	40,846	42,758	46,917	50,223
7		21,464		22,038	23,047	33,053	34,653	33,803	37,589	37,909	38,228	38,548	0	41,333	43,286	46,918	50,224
8		21,484		22,312	23,935	33,054	34,654	34,123	38,122	38,442	38,761	39,081	0	41,820	43,814	47,558	50,757
9		22,301		23,200	24,821	33,055	34,655	34,338	38,655	38,975	39,294	39,614	0	42,307	44,342	48,112	51,290
10		23,188		24,086	25,709	33,621	35,220	35,223	39,188	39,508	39,827	40,147	0	42,794	44,869	48,667	51,824
11		23,790		24,997	26,596	34,186	35,785	36,610	40,075	40,395	40,715	41,035	0	43,281	45,397	49,222	52,357
12	29,405	24,393		25,598	27,198	34,751	36,351	37,996	40,608	40,928	41,248	41,568	0	43,768	45,925	49,776	52,890
13		24,997		26,201	27,801	35,316	36,915	38,529	41,141	41,461	41,781	42,101	0	44,254	46,453	50,331	53,423
14		25,598		26,804	28,403	35,881	37,481	39,062	41,674	41,994	42,314	42,634	0	44,741	46,981	50,885	53,526
15		26,201		27,407	29,006	36,446	38,046	39,595	42,207	42,527	42,847	43,167	0	45,228	47,509	51,440	53,628
16		26,806		28,010	29,609	37,012	38,611	40,129	42,740	43,060	43,381	43,807	0	45,715	48,037	51,994	53,710
17		27,407		28,612	30,212	37,577	39,177	40,662	43,273	43,594	43,914	44,234	0	46,202	48,565	52,882	53,813
18		28,010		29,215	30,815	38,142	39,741	41,195	43,807	44,127	44,447	44,767	0	46,689	49,092	53,436	54,325
19		28,612		29,817	31,416	38,707	40,306	41,729	44,340	44,660	44,980	45,300	0	47,176	49,620	53,991	54,838
20		29,215		30,421	32,020	39,272	40,871	42,261	44,873	45,193	45,513	45,833	0	47,663	50,148	54,544	55,443
21		29,817		31,023	32,623	39,838	41,437	42,794	45,406	45,726	46,046	46,366	0	48,149	50,676	55,099	55,913
22		30,421		31,625	33,225	40,402	42,001	43,328	45,939	46,259	46,579	46,900	0	48,636	51,204		56,468
23		31,023		32,228	33,827	40,967	42,567	43,861	46,472	46,792	47,113	47,433	0	49,123	51,732		56,981
24		31,625		32,832	34,431	41,533	43,132	44,394	47,007	47,326	47,646	47,966	0	49,610	52,260		57,493
25		32,228		33,434	35,033	42,098	43,697	44,927	47,540	47,859	48,179	48,499	0	50,097	52,788		58,006
26		32,832		34,036	35,636	42,663	44,263	45,460	48,073	48,392	48,712	49,032	0	50,584	53,315		58,518
27		33,434		34,639	36,239	43,228	44,827	45,994	48,606	48,925	49,245	49,565	0	51,071	53,843		59,031
28								-	0	0	0	50,098	0	51,558			
29												50,632	0				
30								-	0	0	0	0	56,336	-			
31									0	0	0	0	0				
32									0	0	0	0	0				
33								-	0	0	0	0	0				
37								-	0	0	0	0	0				
38												0	0				

All in-district job related experience is allowed  
 Three years of job related experience allowed  
 194 days Grandfathered \$14,919.00

Espanola Public Schools  
Salary Schedules 2018-2019

Board Approved:

**BUS ASSISTANTS and BUS DRIVERS  
(179 DAYS)**

**BUS DRIVERS**

179 DAYS

	<b>0-5 yrs</b>	<b>6-10 yrs</b>	<b>11 yrs</b>
Hourly Rate	\$ 16.42	\$ 18.55	\$ 20.69

175 DAYS

	<b>0-5 yrs</b>	<b>6-10 yrs</b>	<b>11 yrs</b>
Hourly Rate	\$ 16.42	\$ 18.55	\$ 20.69

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**BUS ASSISTANTS**

179 DAYS

	<b>0-5 yrs</b>	<b>6-10 yrs</b>	<b>11+ yrs</b>
Hourly Rate	\$ 10.25	\$ 12.16	\$ 15.71

175 DAYS

	<b>0-5 yrs</b>	<b>6-10 yrs</b>	<b>11+ yrs</b>
Hourly Rate	\$ 10.25	\$ 12.16	\$ 15.71

**BUS ASSISTANTS w/ CDL**

179 DAYS

	<b>0-5 yrs CDL</b>	<b>6-10 yrs CDL</b>	<b>11+ yrs CDL</b>
Hourly Rate	\$ 13.22	\$ 17.49	\$ 20.69

175 DAYS

	<b>0-5 yrs CDL</b>	<b>6-10 yrs CDL</b>	<b>11+ yrs CDL</b>
Hourly Rate	\$ 13.22	\$ 17.49	\$ 20.69

**Espanola Public Schools  
Salary Schedules 2018-2019**

*Board Approved:*

**WATER/WASTEWATER, JOURNEYMAN ELECTRICIAN & PLUMBER, HVAC  
8 HOURS/DAY**

<b>Level I</b>	2 days/week	3 days/week	4 days/week	5 days/week	Hourly Rate
<b>STEP</b>	104 days	156 days	208 days	260 days	260 days
0	14,974	22,463	29,951	37,439	18.00
1	15,348	23,025	30,700	38,375	18.45
2	15,809	23,715	31,621	39,526	19.00
3	15,966	23,952	31,937	39,922	19.19
4	15,967	23,953	31,939	39,923	19.19
5	16,324	24,485	32,648	40,809	19.62
6	16,474	24,710	32,947	41,182	19.80
7	16,633	24,933	33,245	41,557	19.98
8	16,772	25,158	33,639	41,930	20.16

**Level II - Entry Level for Journeyman or Operator Level II**

<b>Level II</b>	2 days/week	3 days/week	4 days/week	5 days/week	Hourly Rate
<b>STEP</b>	104 days	156 days	208 days	260 days	260 days
1	16,148	24,224	32,297	40,371	19.41
2	16,552	24,830	33,104	41,380	19.89
3	17,048	25,575	34,098	42,622	20.49
4	17,219	25,830	34,439	43,048	20.70
5	17,220	25,831	34,440	43,049	20.70
6	17,369	26,053	34,738	43,422	20.88
7	17,518	26,277	35,037	43,795	21.06
8	17,668	26,501	35,335	44,168	21.23

**Level III - Journeyman or Operator Level III**

<b>Level III</b>	2 days/week	3 days/week	4 days/week	5 days/week	Hourly Rate
<b>STEP</b>	104 days	156 days	208 days	260 days	260 days
2	16,979	25,470	33,960	42,450	20.41
3	17,403	26,107	34,809	43,511	20.92
4	17,405	26,117	34,819	43,527	20.93
5	17,413	26,119	34,826	43,533	20.93
6	17,935	26,902	35,871	44,839	21.56
7	18,115	27,172	36,230	45,288	21.77
8	18,116	27,173	36,231	45,289	21.77
9	18,264	27,396	36,530	45,662	21.95
10	18,414	27,621	36,828	46,035	22.13
11	18,564	27,844	37,127	46,408	22.31

**Journeyman or Operator Level III**

<b>Level IV</b>	2 days/week	3 days/week	4 days/week	5 days/week	Hourly Rate
<b>STEP</b>	104 days	156 days	208 days	260 days	260 days
2	17,959	26,940	35,920	44,900	21.59
3	18,408	27,614	36,818	46,023	22.13
4	18,409	27,624	36,828	46,043	22.14
5	18,418	27,627	36,836	46,045	22.14
6	18,971	28,456	37,941	47,427	22.80
7	19,160	28,740	38,321	47,900	23.03
8	19,161	28,741	38,322	47,901	23.03
9	19,161	28,741	38,322	48,275	23.21
10	19,619	29,413	39,211	48,649	23.39
11				49,022	23.57

3 years of job related experience is allowed for basic license or certification  
All in district experience is allowed

**Espanola Public Schools  
Salary Schedules 2018-2019**

**Board Approved:**

<b>COOKS, HEAD COOKS and MULTI SITE</b>						
	<b>SINGLE SITE</b>			<b>MULTIPLE SITES</b>		
<b>STEP</b>	<b>COOK 6 hours</b>	<b>HEAD COOK</b>		<b>COOKS 7 hours</b>	<b>HEAD COOK</b>	
		<b>1-3 Cooks 6.5 hours</b>	<b>4-6 Cooks 6.5 hours</b>		<b>1-3 Cooks 7.5 hours</b>	<b>4-6 Cooks 7.5 hours</b>
<b>0</b>	\$11,075.00	\$12,060.00	\$12,120.00	\$13,120.00	\$14,130.00	\$14,470.00
<b>1</b>	\$11,629.00	\$12,663.00	\$12,726.00	\$13,776.00	\$14,837.00	\$15,194.00
<b>2</b>	\$11,634.00	\$12,668.00	\$12,731.00	\$13,781.00	\$14,842.00	\$15,199.00
<b>3</b>	\$11,655.00	\$12,674.00	\$12,737.00	\$13,787.00	\$14,847.00	\$15,204.00
<b>4</b>	\$11,681.00	\$12,684.00	\$12,746.00	\$13,795.00	\$14,852.00	\$15,215.00
<b>5</b>	\$11,708.00	\$12,746.00	\$12,809.00	\$13,862.00	\$14,925.00	\$15,679.00
<b>6</b>	\$11,734.00	\$12,809.00	\$12,872.00	\$13,929.00	\$14,997.00	\$15,837.00
<b>7</b>	\$11,766.00	\$12,872.00	\$12,935.00	\$13,998.00	\$15,070.00	\$15,837.00
<b>8</b>	\$11,824.00	\$12,935.00	\$12,998.00	\$14,065.00	\$15,142.00	\$15,837.00
<b>9</b>	\$11,882.00	\$12,998.00	\$13,060.00	\$14,133.00	\$15,215.00	\$15,837.00
<b>10</b>	\$11,940.00	\$13,060.00	\$13,123.00	\$14,200.00	\$15,287.00	\$15,837.00
<b>11</b>	\$11,997.00	\$13,123.00	\$13,186.00	\$14,267.00	\$15,330.00	\$16,446.00
<b>12</b>	\$12,056.00	\$13,186.00	\$13,249.00	\$14,295.00	\$15,910.00	\$17,011.00
<b>13</b>	\$12,114.00	\$13,249.00	\$13,312.00	\$14,976.00	\$16,476.00	\$17,591.00
<b>14</b>	\$12,172.00	\$13,312.00	\$13,507.00	\$15,068.00	\$17,040.00	\$18,156.00
<b>15</b>	\$12,392.00	\$13,462.00	\$13,789.00	\$15,173.00	\$17,605.00	\$18,722.00
<b>16</b>	\$12,717.00	\$13,860.00	\$14,077.00	\$15,431.00	\$18,170.00	\$19,286.00
<b>17</b>	\$13,053.00	\$14,228.00	\$14,354.00	\$15,715.00	\$18,750.00	\$19,857.00
<b>18</b>	\$13,377.00	\$14,595.00	\$14,805.00	\$15,999.00	\$19,315.00	\$20,431.00
<b>19</b>	\$13,705.00	\$15,015.00	\$15,099.00	\$16,283.00	\$19,881.00	\$20,996.00
<b>20</b>	\$14,037.00	\$15,330.00	\$15,356.00	\$16,567.00	\$20,446.00	\$21,561.00
<b>21</b>	\$14,363.00	\$15,593.00	\$15,619.00	\$16,850.00	\$21,011.00	\$22,155.00
<b>22</b>	\$14,687.00	\$15,960.00	\$16,065.00	\$17,325.00	\$21,590.00	\$22,692.00
<b>23</b>	\$15,012.00	\$16,354.00	\$16,391.00	\$17,693.00	\$22,155.00	\$23,271.00
<b>24</b>	\$15,348.00	\$16,905.00	\$17,010.00	\$18,401.00	\$22,720.00	\$23,836.00
<b>25</b>	\$15,672.00	\$17,168.00	\$17,273.00	\$18,737.00	\$23,286.00	\$24,401.00
<b>26</b>	\$15,997.00	\$17,666.00	\$17,693.00	\$19,163.00	\$24,053.00	\$24,966.00
<b>27</b>	\$16,321.00	\$17,981.00	\$18,060.00	\$19,509.00	\$24,430.00	\$25,532.00
<b>28</b>	\$16,657.00	\$18,428.00	\$18,543.00	\$20,081.00	\$24,995.00	\$26,111.00
<b>29</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>30</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>31</b>	\$0.00	\$18,297.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>32</b>	\$0.00	\$18,297.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>33</b>	0	0	0	0	0	0
184 days						
Three years of job related experience is allowed						
Multiple site supervisor head cook will receive an additional \$1,500 for each site supervised						
All in district job related experience is allowed						
In the event that a Cook is absent, and a substitute is not called in, Cooks at work will receive an additional \$2.00 per hour for that day (if understaffed based on enrollment, 1 cook per 100 students). A separate timesheet will be submitted and processed monthly.						

**Espanola Public Schools  
Salary Schedules 2018-2019**

**Board Approved:**

**SUPPORT STAFF  
CUSTODIAL, EDUCATIONAL ASSISTANTS (GenED, SPED, LIBRARY) and WAREHOUSE/MAINTENANCE**

STEP	CUSTODIAN		HEAD CUSTODIAN			EDUCATIONAL ASSISTANT		SPECIAL EDUCATION		LIBRARY	Grounds Warehouse Maintenance	Grounds Warehouse Maintenance	Grounds Warehouse Maintenance
	202 DAYS	260 DAYS	1-3	4-6	7-9	48 HRS Para Pro	49-60 HRS	48 HRS Para Pro	49-60 HRS		0-9 cr	31-42 cr	52-60 cr
0	\$0.00	20,800	20,980	21,185	21,423	14,000	14,400	13,980	14,350	14,350	21,500	22,400	23,000
1	0	21,840	22,029	22,244	22,494	14,700	15,120	14,679	15,068	15,068	22,360	23,296	23,920
2	0	21,866	22,034	22,250	22,495	14,701	15,121	14,680	15,069	15,069	22,361	23,297	23,921
3	0	21,893	21,946	22,260	22,496	14,702	15,122	14,681	15,070	15,070	22,362	23,298	23,922
4	0	21,919	22,058	22,277	22,497	14,703	15,123	14,682	15,071	15,071	22,363	23,299	23,922
5	0	21,949	22,168	22,386	22,604	14,981	15,393	15,645	15,972	15,072	23,031	23,995	24,638
6	0	22,058	22,277	22,495	22,714	15,131	15,546	15,715	16,131	15,075	23,261	24,235	24,884
7	0	22,168	22,386	22,604	22,823	15,132	15,547	15,716	16,132	15,682	23,262	24,236	24,885
8	0	22,277	22,495	22,714	22,932	15,138	15,556	15,719	16,139	15,687	23,263	24,237	24,886
9	0	22,386	22,604	22,823	23,041	15,139	15,557	15,720	16,140	15,698	23,264	24,238	24,887
10	0	22,495	22,714	22,932	23,150	15,140	15,558	15,721	16,141	15,708	23,265	23,199	24,888
11	0	22,604	22,823	23,041	23,260	15,141	15,561	15,722	16,142	15,719	24,162	25,136	25,785
12	0	22,714	22,932	23,150	23,369	15,312	15,731	15,883	16,314	15,729	24,703	25,677	26,327
13	0	22,823	23,041	23,260	23,478	15,486	15,905	16,068	16,487	15,740	25,244	26,218	26,867
14	0	22,932	23,150	23,369	23,587	15,662	16,081	16,244	16,661	15,750	25,785	26,759	27,408
15	0	23,041	23,260	23,478	23,696	15,836	16,494	16,494	16,837	15,981	26,327	27,300	27,949
16	0	23,150	23,369	23,521	24,176	16,114	16,538	16,592	17,011	16,002	26,867	27,841	28,490
17	0	23,369	23,478	24,067	24,722	16,185	16,605	16,767	17,186	16,023	27,408	28,382	29,031
18	0	23,587	23,959	24,613	25,268	16,359	16,779	16,942	17,361	16,044	27,949	28,922	29,572
19	0	23,850	24,504	25,159	25,814	16,533	16,953	17,116	17,535	16,066	28,490	29,463	30,113
20	0	24,395	25,050	25,705	26,361	16,709	17,129	17,291	17,710	16,236	29,031	30,005	30,654
21	0	24,941	25,596	26,252	26,907	16,883	17,303	17,466	17,885	16,405	29,572	30,546	31,195
22	0	25,487	26,142	26,798	27,453	17,058	17,640	17,640	18,059	16,576	30,113	31,087	31,736
23	0	26,033	26,689	27,344	27,999	17,233	17,653	17,815	18,234	16,585	30,654	31,627	32,276
24	0	26,580	27,235	27,890	28,545	17,407	17,827	17,990	18,409	16,695	31,195	32,168	32,817
25	0	27,126	27,781	28,436	29,091	17,582	18,002	18,165	18,583	16,800	31,736	32,709	33,359
26	0	27,672	28,327	28,982	29,637	17,757	18,177	18,339	18,758	17,010	32,276	33,251	33,900
27	0	28,218	28,873	29,528	30,184	17,931	18,350	18,514	18,933	17,220	32,817	33,792	34,441
28	0	28,764	0	0	0	0	0	0	0	0	33,359	0	0
29	0	29,310	0	0	0	0	0	0	0	0	33,900	0	0
30	0	29,857	0	0	0	0	0	0	0	0	0	0	0
31	23,388	30,403	0	0	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0	0	0	0	0	0
33						0	0	0	0				
34						0	0	0	20,130	23230			
40						0	0			0			

Three years of job related experience is allowed.  
All coursework must be related to position and pre-approved.  
All in-district job related experience is allowed.

Espanola Public Schools  
Salary Schedules 2018-2019

Board Approved:

**EDUCATIONAL ASSISTANTS**  
**LEVEL III "HIGHLY QUALIFIED"/GRANDFATHERED**

STEP	Level III	Level III Sp Ed	
10			
11			
12		17604	
13		0	
14		0	
15		0	
16		0	
17		0	
18		19311	
19		17698	
20		19767	
21		18642	
22		20146	
23		0	

Educational Assistants must complete 48 semester hours as required or obtain a passing score of at least 70% on the ParaPro Assessment as per Public Education Department (PED) regulation.

All in-district job related experience is allowed.



**Espanola Public Schools  
Salary Schedules 2018-2019**

*Board Approved:*

**OFFICE MANAGERS SALARY SCHEDULE (8 HOURS / DAY)  
SALARY CALCULATOR TABLE**

<b>BASE/STEP 1</b>			
<u>Base Salary</u>	<u>Hourly Rate</u>	<u>Days Worked</u>	<u>Hours Worked</u>
<i>Elementary Schools</i>	\$12.52	205	8
<i>Middle School</i>	\$12.52	220	8
<i>High School</i>	\$12.52	230***	8

<b>STEP 2</b>						
<u>Enrollment Differential</u>	Number of Students	Factor	Number of Students	Factor	Number of Students	Factor
		299<	3%	500+	9%	800+
	300+	5%	600+	15%	900+	30%
	400+	7%	700+	20%		

<b>STEP 3</b>	
<u>Experience</u>	
1-5 years	2.5%
6-10 years	5.0%
11-15 years	7.5%
16-20 years	10.0%
21-25 years	12.5%
26-30 years	20.0%
31-35 years	25.0%
Longevity Factor 31-35	15.0%
Longevity Factor 38-40	20.0%

<b>STEP 4</b>	
<u>Supervision Factor</u>	
Per Secretary	5.00%

<b>STEP 5</b>	
<u>Longevity Factor</u>	

Small School Factor

All in district job related experience is allowed  
 Three years of job related experience is allowed  
 College semester hours paid on 4/06 will be grandfathered at \$30.00 per credit hour up  
 All coursework must be related to position held and pre-approved  
 \*\*\*Negotiated per CBA at 260, New Hires will revert back to 230 employment

**Espanola Public Schools  
Salary Schedules 2018-2019**

*Board Approved:*

**RECEPTIONIST/SECRETARY (8 HOUR/DAY)  
SALARY CALCULATOR TABLE**

**BASE/STEP 1**

**Base Salary**                      **10.66** Per Hour

Days

**Elementary Schools**                      205

**Middle School**                              220

**High School**                                 230

**STEP 2**

<b><u>Enrollment Differential</u></b>	students		students	
	299<	3%	500+	9%
	300+	5%	600+	11%
	400+	7%	700+	13%

**STEP 3**

**Experience**

1-5 years	2.5%
6-10 years	5.0%
11-15 years	7.5%
16-20 years	10.0%
21-25 years	12.5%
26-30 years	15.0%
31-35 years	17.5%

**STEP 4**

**Supervision Factor**

Per Secretary 

5.00%
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All in district job related experience is allowed  
 Three years of job related experience is allowed  
 College semester hours paid on 4/06 will be grandfathered at \$30.00 per credit hour up to 60 hours  
 All coursework must be related to position held and pre-approved

Espanola Public Schools  
Salary Schedules 2018-2019

Board Approved:

Security Officers

STEP	Head of Security	Security Officer
0	\$ 25,613	\$ 21,344
1	\$ 25,760	\$ 21,491
2	\$ 25,907	\$ 21,638
3	\$ 26,054	\$ 21,786
4	\$ 26,202	\$ 21,933
5	\$ 26,349	\$ 22,080
6	\$ 26,496	\$ 22,227
7	\$ 26,643	\$ 22,374
8	\$ 26,790	\$ 22,522
9	\$ 26,938	\$ 22,669
10	\$ 27,085	\$ 22,816
11	\$ 27,232	\$ 22,963
12	\$ 27,379	\$ 23,110
13	\$ 27,526	\$ 23,258
14	\$ 27,674	\$ 23,405
15	\$ 27,821	\$ 23,552
16	\$ 27,968	\$ 23,699
17	\$ 28,115	\$ 23,846
18	\$ 28,262	\$ 23,994
19	\$ 28,410	\$ 24,141
20	\$ 28,557	\$ 24,288
21	\$ 28,704	\$ 24,435
22	\$ 28,851	\$ 24,582
23	\$ 28,998	\$ 24,730
24	\$ 29,146	\$ 24,877
25	\$ 29,293	\$ 25,024
26	\$ 29,440	\$ 25,171

This schedule is for 184 days, 8 hours a day.

**COACHES SALARY SCHEDULE**

**HIGH SCHOOL**

9-12 Basketball, Football, Volleyball, Wrestling, Cheer:	0-3 YEARS	4-7 YEARS	8-11 YEARS	12+ YEARS
HEAD COACH	\$4,000	\$4,800	\$6,000	\$6,400
ASSISTANT COACH**	\$2,400	\$3,000	\$3,600	

9-12 Baseball, Cross Country, Golf, Soccer, Softball, Track, Tennis:	0-3 YEARS	4-7 YEARS	8-11 YEARS	12+ YEARS
HEAD COACH	\$2,600	\$3,250	\$3,900	\$4,160
ASSISTANT COACH**	\$1,560	\$1,950	\$2,340	

SPECIAL ASSIGNMENTS	FALL	WINTER	SPRING
ATHLETIC TRAINER	\$2,400	\$2,400	\$1,560
EVENT MANAGER	\$1,000	\$1,000	

**MIDDLE SCHOOL**

	HEAD COACH	ASSISTANT COACH
FOOTBALL	\$1,600	\$1,000
VOLLEYBALL 7TH. AND 8TH.	\$1,200	
CROSS-COUNTRY BOYS/GIRLS	\$1,200	
BASKETBALL 7TH. AND 8TH. BOYS/GIRLS	\$1,600	
WRESTLING	\$1,200	
TRACK AND FIELD BOYS/GIRLS	\$1,200	
CHEER 2-SEASONS	\$1,000	
CHEER 1-SEASONS	\$600	

Middle School experience incentive (5 years or more in assignment) \$400 Head; @250 Assistant

SPECIAL ASSIGNMENTS	All Seasons
ATHLETIC COORDINATOR / SCHEDULER	\$3,200

Any current coach who's previous increment is greater than this schedule allows will be held "save-harmless" (no reduction)

A Head Coach will be authorized to Coach the combined Boys/Girls sports and the contract will be reviewed and prorated accordingly to team size.

\*\*Assistant Coach (per 20 students or one for each level of play)

Coaching experience will have to be documented and applicable to that sport and must have been a paid position at the secondary level.

**Espanola Public Schools  
Salary Schedules 2018-2019**

**Board Approved:**

**SUBSTITUTE**

<b>Education Category</b>		<b>Occasional</b>	<b>Short Term</b>	<b>Long Term</b>
		<b>1-6 days</b>	<b>7-21 days</b>	<b>22+ days</b>
Licensed (NM Teaching License)	Daily Rate	\$85.00	\$90.00	\$105.00
	Hourly Rate	\$12.14	\$12.86	\$15.00
Degreed (without NM Teaching License)	Daily Rate	\$75.00	\$80.00	\$95.00
	Hourly Rate	\$10.71	\$11.43	\$13.57
Non-Degreed	Daily Rate	\$70.00	\$75.00	\$85.00
	Hourly Rate	\$10.00	\$10.71	\$12.14

**Long Term Substitute**

***One who substitutes more than twenty-one consecutive days for the same teacher and has been recommended by the Principal, and has complied with the following:***

1. The long term substitute teacher has been in a specific classroom for 21 consecutive days.
2. Is successfully lesson planning and implementing a program of instruction (inclusive of grading) that is aligned with EPS Curriculum.
3. Has good classroom management and discipline skills.
4. Is positively affecting learning as evidence by District student assessment results.
5. Long term substitutes may miss up to three (3) days (excused sick) in a school year before losing long term status.

**Educational Assistants as Substitutes**

Educational Assistants as substitutes for classroom teachers; additional	<b>full day</b>	\$35.00
	<b>half-day</b>	\$17.50

**Substitutes**

**Hourly**

Special Education Bus Assistant (6 hours)	\$10.00
Cook (6 hours)	\$10.00
Custodian (8 hours)	\$10.00
Educational Assistants - Special Education	\$10.00
Educational Assistants - Special Education/Severe Needs	\$11.00
Clerical Staff	\$10.00
Secretary/Administrative Asssistants	\$10.00

Substitutes will work 7 hours per day in accordance with the building reporting hours/lunch schedule.

Substitutes reporting after the reporting hour time, or leaving before departure time will be pro-rated at appropriate hourly rate.

Occasional Substitutes are not entitled to preparation period and must report to office manager/site administrator for other assigned duties during preparation time/hour.

Substitutes are required to clock in upon arrival, clock out upon departure, and are responsible for assigned duties and supervision for the position they are substituteing for.