



Española Public Schools

STRIVING FOR EXCELLENCE

2023/2024

Non NEA Salary Schedules

Board of Education

Approved: June 27, 2023

Española Public Schools
2023/2024 Salary Schedules

District Administrators (Non-NEA)

	Assistant Manager	Manager	Assistant Director	Director 1 (no degree)	Director 2 (BA+)	Director 3 (MA+)
STEP 0	\$ 56,160	\$ 62,400	\$ 68,640	\$ 74,880	\$ 91,520	\$ 97,760
STEP 1	\$ 56,264	\$ 62,608	\$ 68,848	\$ 75,088	\$ 91,728	\$ 97,968
STEP 2	\$ 56,368	\$ 62,816	\$ 69,056	\$ 75,296	\$ 91,936	\$ 98,176
STEP 3	\$ 56,472	\$ 63,024	\$ 69,264	\$ 75,504	\$ 92,144	\$ 98,384
STEP 4	\$ 56,576	\$ 63,232	\$ 69,472	\$ 75,712	\$ 92,352	\$ 98,592
STEP 5	\$ 56,680	\$ 63,440	\$ 69,680	\$ 75,920	\$ 92,560	\$ 98,800
STEP 6	\$ 56,784	\$ 63,648	\$ 69,888	\$ 76,128	\$ 92,768	\$ 99,008
STEP 7	\$ 59,890	\$ 63,856	\$ 70,096	\$ 76,336	\$ 92,976	\$ 99,216
STEP 8	\$ 59,994	\$ 64,064	\$ 70,304	\$ 76,544	\$ 93,184	\$ 99,424
STEP 9	\$ 60,098	\$ 64,272	\$ 70,512	\$ 76,752	\$ 93,392	\$ 99,632
STEP 10	\$ 60,685	\$ 64,480	\$ 70,720	\$ 76,960	\$ 93,600	\$ 99,840
STEP 11	\$ 60,789	\$ 64,688	\$ 70,928	\$ 77,168	\$ 93,808	\$ 100,048
STEP 12	\$ 60,893	\$ 64,896	\$ 71,136	\$ 77,376	\$ 94,016	\$ 100,256
STEP 13	\$ 60,997	\$ 65,104	\$ 71,344	\$ 77,584	\$ 94,224	\$ 100,464
STEP 14	\$ 61,101	\$ 65,312	\$ 71,552	\$ 77,792	\$ 94,432	\$ 100,672
STEP 15	\$ 61,205	\$ 65,520	\$ 71,760	\$ 78,000	\$ 94,640	\$ 100,880
STEP 16	\$ 61,309	\$ 65,728	\$ 71,968	\$ 78,208	\$ 94,848	\$ 101,088
STEP 17	\$ 61,413	\$ 65,936	\$ 72,176	\$ 78,416	\$ 95,056	\$ 101,296
STEP 18	\$ 62,805	\$ 66,144	\$ 72,384	\$ 79,765	\$ 95,264	\$ 101,504
STEP 19	\$ 62,909	\$ 66,352	\$ 72,592	\$ 79,973	\$ 95,472	\$ 101,712
STEP 20	\$ 63,013	\$ 66,560	\$ 73,000	\$ 80,181	\$ 95,680	\$ 101,920
STEP 21	\$ 63,117	\$ 66,768	\$ 74,000	\$ 80,389	\$ 95,888	\$ 103,376
STEP 22	\$ 63,221	\$ 66,976	\$ 75,000	\$ 80,597	\$ 96,096	\$ 103,438
STEP 23	\$ 63,325	\$ 67,184	\$ 75,500	\$ 81,090	\$ 96,304	\$ 103,501
STEP 24	\$ 63,429	\$ 67,392	\$ 76,000	\$ 81,298	\$ 96,512	\$ 103,563
STEP 25	\$ 63,533	\$ 67,600	\$ 76,500	\$ 81,506	\$ 96,720	\$ 103,626
STEP 26	\$ 63,637	\$ 67,808	\$ 76,600	\$ 81,714	\$ 96,928	\$ 103,688
STEP 27	\$ 63,741	\$ 68,016	\$ 76,700	\$ 81,922	\$ 97,136	\$ 103,750
STEP 28	\$ 63,845	\$ 68,224	\$ 76,800	\$ 82,130	\$ 97,344	\$ 103,813
STEP 29	\$ 63,949	\$ 68,432	\$ 76,900	\$ 82,338	\$ 97,552	\$ 103,875
STEP 30	\$ 64,053	\$ 68,640	\$ 77,000	\$ 82,546	\$ 97,760	\$ 103,938
STEP 31	\$ 64,157	\$ 68,848	\$ 77,100	\$ 82,754	\$ 97,968	\$ 104,000
STEP 32	\$ 64,261	\$ 69,056	\$ 77,200	\$ 82,962	\$ 98,176	\$ 104,062
STEP 33	\$ 64,365	\$ 69,264	\$ 77,300	\$ 83,170	\$ 98,384	\$ 104,125
STEP 34	\$ 64,469	\$ 69,472	\$ 77,400	\$ 83,378	\$ 98,592	\$ 104,187
STEP 35	\$ 64,573	\$ 69,680	\$ 77,500	\$ 83,586	\$ 98,800	\$ 104,250
STEP 36	\$ 64,677	\$ 69,888	\$ 77,600	\$ 83,794	\$ 99,008	\$ 104,312

*CPO will now follow the Manager schedule

Española Public Schools
2023/2024 Salary Schedules

School Administrators (Non-NEA)

	Elem Dean	Head Teacher/ Asst. Elem. Princ	Elem Princ	Secondary Dean Stud	Asst. MS Princ	MS Princ	Asst. HS Princ	HS Princ
Days	(205)	(205)	(205)	(205)	(220)	(260)	(220)	(260)
Step 0	72,000	81,520	87,500	78,273	87,000	112,320	93,280	118,400
Step 1	73,000	81,620	87,500	78,373	88,300	112,528	93,456	118,500
Step 2	74,000	81,720	87,600	78,473	88,740	112,736	93,632	118,600
Step 3	75,000	81,820	87,700	78,573	89,180	112,944	93,808	118,700
Step 4	76,000	81,920	87,800	78,673	89,620	113,152	93,984	118,800
Step 5	76,744	82,020	87,900	78,773	90,060	113,360	94,160	118,900
Step 6	76,800	82,120	88,000	78,873	90,500	113,568	94,336	119,000
Step 7	76,900	82,220	88,100	78,973	90,940	113,776	94,512	119,100
Step 8	77,000	82,320	88,200	79,073	91,380	113,984	94,688	119,200
Step 9	77,100	82,420	88,300	79,173	91,820	114,192	94,864	119,300
Step 10	77,200	82,520	88,400	79,273	92,260	115,000	95,040	119,400
Step 11	77,300	82,620	90,100	79,373	92,700	115,325	95,216	119,500
Step 12	77,400	82,720	90,206	79,473	92,785	115,650	95,392	119,600
Step 13	77,500	82,820	90,312	79,573	93,285	115,975	95,568	119,700
Step 14	77,600	82,920	90,418	79,673	93,785	116,300	95,744	119,800
Step 15	77,700	83,020	90,524	79,773	94,285	116,625	95,920	119,900
Step 16	77,800	83,120	90,630	79,873	94,785	116,950	96,096	120,000
Step 17	77,900	83,220	90,736	79,973	95,285	117,275	96,272	120,100
Step 18	78,000	83,320	90,842	80,073	95,785	117,600	96,448	120,200
Step 19	78,100	83,420	90,948	80,173	96,285	117,925	96,624	120,300
Step 20	78,200	83,520	91,054	80,273	96,785	118,250	96,800	120,400
Step 21	78,300	83,620	91,160	80,373	97,285	118,350	96,976	120,500
Step 22	78,400	83,720	91,266	80,473	97,785	118,450	97,152	120,600
Step 23	78,500	83,820	91,372	80,573	98,285	118,550	97,328	120,700
Step 24	78,600	83,920	91,472	80,673	98,385	118,650	97,504	120,800
Step 25	78,700	84,020	91,572	80,773	98,485	118,750	97,680	120,900
Step 26	78,800	84,120	91,672	80,873	98,585	118,850	97,856	121,000
Step 27	78,900	84,220	91,772	80,973	98,685	118,950	98,032	121,100
Step 28	79,000	84,320	91,872	81,073	98,785	119,050	98,208	121,200
Step 29	79,288	84,420	91,972	81,173	98,885	119,150	98,384	121,300
Step 30	79,300	84,520	92,072	81,273	98,985	119,250	98,560	121,400
Step 31	79,400	84,620	92,172	81,373	99,085	119,350	98,736	121,500
Step 32	79,500	84,720	92,272	81,473	99,185	119,450	98,912	121,600
Step 33	79,600	84,820	92,372	81,573	99,285	119,550	99,088	121,700
Step 34	79,700	84,920	92,472	81,673	99,385	119,650	99,264	121,800
Step 35	79,800	85,020	92,572	81,773	99,485	119,750	99,440	121,900
Step 36	79,900	85,120	92,672	81,873	99,585	119,850	99,616	122,000
Step 37	80,000	85,220	92,772	81,973	99,685	119,950	99,792	122,100
Step 38	80,100	85,320	92,872	82,073	99,785	120,050	99,968	122,200
Step 39	80,200	85,420	92,972	82,173	99,885	120,150	100,144	122,300
Step 40	80,300	85,520	93,072	82,273	99,985	120,250	100,320	122,400
Step 41	80,400	85,620	93,172	82,373	100,085	120,350	100,496	122,500
Step 42	80,500	85,720	93,272	82,473	100,185	120,450	100,672	122,600
Step 43	80,600	85,820	93,372	82,573	100,285	120,550	100,848	122,700
Step 44	80,700	87,980	93,472	82,673	100,385	120,650	101,024	122,800

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 8hrs per day & 205 Days for Dean, ELEM & MS Assnt / 220 Days for HS Assnt / 260 Days for HS & MS

220 Days for HS Assnt / 260 Days for HS & MS

Placement and Additional Information can be found in HR or Payroll Office

Española Public Schools
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Substitutes (Non-NEA)

Position	Hourly Rate
Substitutes - Short Term (non teacher licensed) -All positions	\$15.00
Substitute Teacher - Long Term (non teacher licensed)	\$18.00
Substitute Teacher - Short Term (active teacher license)	\$28.00
Substitute Teachers - Long-Term (active teacher license)	\$38.00

Long Term Teacher Substitutes - Eligibility & Requirements

- Eligible if assignment will extend more than 10 days
- Responsible for maintaining adequate classroom management
- Responsible for maintaining parent communication as needed
- Successfully implementing lesson plans as provided by Level 3 assigned mentor (non teacher license)
- Successfully preparing and implementing lesson plans (with an active teacher license)
- Successfully maintaining grades in the Synergy Gradebook
- Positively impacting classroom environment & learning outcomes

Substitute Licensure Requirements

- Substitutes for non-instructional office support, cook and custodial positions DO NOT require an NMPED issued Substitute license.
- Substitutes for instructional teacher or educational assistant positions DO require a current NMPED issued substitute license.
- Substitutes for instructional teacher positions with an active/current Teacher License are eligible to receive higher teacher sub rates.

Substitute Work Hours

Teachers & Educational assistant subs are eligible for up to 7 hours daily as clocked in/out to include a duty free lunch per the school scheduled hours.

Office support & custodial subs are eligible for up to 8 hours daily as clocked in/out to include a duty free lunch per the school scheduled hours.

Cook subs are eligible for 6-7 hours daily as clocked in/out to include a duty free lunch per the school scheduled hours

Española Public Schools
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Athletic Coaches Stipends (Non-NEA)

Española Valley High School						
Group A: Athletic Varsity & Subvarsity Programs						
Step 1: 0-3 years experience	Step 2: 4-9 years experience	Step 3: 10+ years experience	Football	Basketball	Volleyball	
Head Coach: \$5,000	Head Coach: \$6,000	Head Coach: \$7,000	Baseball	Softball	Tennis	Cheer
Assistant Coaches: \$2,750	Assistant Coaches: \$3,350	Assistant Coaches: \$3,950				
Group B: Athletic Varsity Only Programs						
Step 1: 0-3 years experience	Step 2: 4-9 years experience	Step 3: 10+ years experience	Cross Country		Powerlifting	
Head Coach: \$4,000	Head Coach: \$5,000	Head Coach: \$6,000	Track & Field		Golf	
Assistant Coaches: \$2,250	Assistant Coaches: \$2,850	Assistant Coaches: \$3,450	Wrestling			
Group C: Activities						
Step 1: 0-3 years experience	Step 2: 4-9 years experience	Step 3: 10+ years experience	eSports			
Head Coach: \$1,500	Head Coach: \$2,000	Head Coach: \$2,500	JROTC			
Assistant Coaches: \$1,000	Assistant Coaches: \$1,250	Assistant Coaches: \$1,500	Bowling			
<i>March 3, 2023 BOE approval</i>						
Carlos F. Vigil Middle School						
7th & 8th Grade Combined Duty						
Head Coach: \$2,000			Football	Wrestling	Track & Field (boys and girls teams)	
Assistant Coach (football, cheer): \$1,200			Cheer		Cross Country (boys and girls teams)	
Sports with Separate Grade Level Teams						
Head Coach: \$1,800			Basketball		Volleyball	