Espanola Public Schools

2022-23 NEA Salary Schedules

ESPANOLA PUBLIC SCHOOLS
2022-23 NEA-Teachers & Counselors
Salary Guide

	LEVEL (TIER) I						LEVEL (TIER) II						LEVEL (TIER) III & Counselors				
Step	BA+00	BA+15	BA+45/MA+00	MA+15	MA+45	EdD, PhD	BA+00	BA+15	BA+45/MA+00	MA+15	MA+45	EdD, PhD	NB or MA	MA+15	MA+45	MA+MA,EDS	EDD, PHD
0	50,000	50,200	50,400	50,600	50,800	51,000											
1	50,100	50,300	50,500	50,700	50,900	51,100											
2	50,200	50,400	50,600	50,800	51,000	51,200											
3	50,300	50,500	50,700	50,900	51,100	51,300	60,000	60,200	60,400	60,600	60,800	61,000					
4	50,400	50,600	50,800	51,000	51,200	51,400	60,100	60,300	60,500	60,700	60,900	61,100					
5	50,500	50,700	50,900	51,100	51,300	51,500	60,200	60,400	60,600	60,800	61,000	61,200					
6	50,600	50,800	51,000	51,200	51,400	51,600	60,300	60,500	60,700	60,900	61,100	61,300	71,000	71,200	71,400	71,600	71,800
7	50,700	50,900	51,100	51,300	51,500	51,700	60,400	60,600	60,800	61,000	61,200	61,400	71,100	71,300	71,500	71,700	71,900
8	50,800	51,000	51,200	51,400	51,600	51,800	60,500	60,700	60,900	61,100	61,300	61,500	71,200	71,400	71,600	71,800	72,000
9	50,900	51,100	51,300	51,500	51,700	51,900	60,600	60,800	61,000	61,200	61,400	61,600	71,300	71,500	71,700	71,900	72,100
10	51,000	51,200	51,400	51,600	51,800	52,000	60,700	60,900	61,100	61,300	61,500	61,700	71,400	71,600	71,800	72,000	72,200
11	51,100	51,300	51,500	51,700	51,900	52,100	60,800	61,000	61,200	61,400	61,600	61,800	71,500	71,700	71,900	72,100	72,300
12	51,200	51,400	51,600	51,800	52,000	52,200	60,900	61,100	61,300	61,500	61,700	61,900	71,600	71,800	72,000	72,200	72,400
13	51,300	51,500	51,700	51,900	52,100	52,300	61,000	61,200	61,400	61,600	61,800	62,000	71,700	71,900	72,100	72,300	72,500
14	51,400	51,600	51,800	52,000	52,200	52,400	61,100	61,300	61,500	61,700	61,900	62,100	71,800	72,000	72,200	72,400	72,600
15	51,500	51,700	51,900	52,100	52,300	52,500	61,200	61,400	61,600	61,800	62,000	62,200	71,900	72,100	72,300	72,500	72,700
16	51,600	51,800	52,000	52,200	52,400	52,600	61,300	61,500	61,700	61,900	62,100	62,300	72,000	72,200	72,400	72,600	72,800
17	0	0	0	0	0	0	61,400	61,600	61,800	62,000	62,200	62,400	72,100	72,300	72,500	72,700	72,900
18	0	0	0	0	0	0	61,500	61,700	61,900	62,100	62,300	62,500	72,200	72,400	72,600	72,800	73,000
19	0	0	0	0	0	0	61,600	61,800	62,000	62,200	62,400	62,600	72,300	72,500	72,700	72,900	73,100
20	0	0	0	0	0	0	61,700	61,900	62,100	62,300	62,500	62,700	72,400	72,600	72,800	73,000	73,200
21	0	0	0	0	0	0	61,800	62,000	62,200	62,400	62,600	62,800	72,500	72,700	72,900	73,100	73,300
22	0	0	0	0	0	0	61,900	62,100	62,300	62,500	62,700	62,900	72,600	72,800	73,000	73,200	73,400
23	0	0	0	0	0	0	62,000	62,200	62,400	62,600	62,800	63,000	72,700	72,900	73,100	73,300	73,500
24	0	0	0	0	0	0	62,100	62,300	62,500	62,700	62,900	63,100	72,800	73,000	73,200	73,400	73,600
25	0	0	0	0	0	0	62,200	62,400	62,600	62,800	63,000	63,200	72,900	73,100	73,300	73,500	73,700
26	0	0	0	0	0	0	62,300	62,500	62,700	62,900	63,100	63,300	73,000	73,200	73,400	73,600	73,800
27	0	0	0	0	0	0	62,400	62,600	62,800	63,000	63,200	63,400	73,100	73,300	73,500	73,700	73,900
28	0	0	0	0	0	0	62,500	62,700	62,900	63,100	63,300	63,500	73,200	73,400	73,600	73,800	74,000
29	0	0	0	0	0	0	62,600	62,800	63,000	63,200	63,400	63,600	73,300	73,500	73,700	73,900	74,100
30	0	0	0	0	0	0	62,700	62,900	63,100	63,300	63,500	63,700	73,400	73,600	73,800	74,000	74,200
31	0	0	0	0	0	0	62,800	63,000	63,200	63,400	63,600	63,800	73,500	73,700	73,900	74,100	74,300
32	0	0	0	0	0	0	62,900	63,100	63,300	63,500	63,700	63,900	73,600	73,800	74,000	74,200	74,400
33	0	0	0	0	0	0	63,000	63,200	63,400	63,600	63,800	64,000	73,700	73,900	74,100	74,300	74,500
34	0	0	0	0	0	0	63,100	63,300	63,500	63,700	63,900	64,100	73,800	74,000	74,200	74,400	74,600
35	0	0	0	0	0	0	63,200	63,400	63,600	63,800	64,000	64,200	73,900	74,100	74,300	74,500	74,700
36	0	0	0	0	0	0	63,300	63,500	63,700	63,900	64,100	64,300	74,000	74,200	74,400	74,600	74,800
37	0	0	0	0	0	0	63,400	63,600	63,800	64,000	64,200	64,400	74,100	74,300	74,500	74,700	74,900

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 184 Days / 7 hours per day

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

NEA Approved on: 05/04/22

ESPANOLA PUBLIC SCHOOLS
2022-23 NEA-Ancillary Staff
Revised Salary Schedule

	Level 1 BA	Level 1 MA- NO OCC	Level 1 MA	Level 1 MA +15	Level 1 MA +45	Level 2 MA	Level 2 MA +15	Level 2 MA +45	Level 2 2MA/EDS	Level 3 MA	Level 3 MA +15	Level 3 MA+86-PHD-EdD
STEP 1	50,000	50,500	51,000	51,500	52,000	60,000	60,500	61,000	61,500	70,000	70,500	71,000
STEP 2	51,000	51,500	52,000	52,500	53,000	61,000	61,500	62,000	62,500	71,000	71,500	72,000
STEP 3	52,000	52,500	53,000	53,500	54,000	62,000	62,500	63,000	63,500	72,000	72,500	73,000
STEP 4	53,000	53,500	54,000	54,500	55,000	63,000	63,500	64,000	64,500	73,000	73,500	74,000
STEP 5	54,000	54,500	55,000	55,500	56,000	64,000	64,500	65,000	65,500	74,000	74,500	75,000
STEP 6	55,000	55,500	56,000	56,500	57,000	65,000	65,500	66,000	66,500	75,000	75,500	76,000
STEP 7	56,000	56,500	57,000	57,500	58,000	66,000	66,500	67,000	67,500	76,000	76,500	77,000
STEP 8	57,000	57,500	58,000	58,500	59,000	67,000	67,500	68,000	68,500	77,000	77,500	78,000
STEP 9	58,000	58,500	59,000	59,500	60,000	68,000	68,500	69,000	69,500	78,000	78,500	79,000
STEP 10	58,500	59,000	59,500	60,000	60,500	68,500	69,000	69,500	70,000	78,500	79,000	79,500
STEP 11	59,000	59,500	60,000	60,500	61,000	69,000	69,500	70,000	70,500	79,000	79,500	80,000
STEP 12	59,500	60,000	60,500	61,000	61,500	69,500	70,000	70,500	71,000	79,500	80,000	80,500
STEP 13	60,000	60,500	61,000	61,500	62,000	70,000	70,500	71,000	71,500	80,000	80,500	81,000
STEP 14	60,500	61,000	61,500	62,000	62,500	70,500	71,000	71,500	72,000	80,500	81,000	81,500
STEP 15	61,000	61,500	62,000	62,500	63,000	71,000	71,500	72,000	72,500	81,000	81,500	82,000
STEP 16	61,500	62,000	62,500	63,000	63,500	71,500	72,000	72,500	73,000	81,500	82,000	82,500
STEP 17	62,000	62,500	63,000	63,500	64,000	72,000	72,500	73,000	73,500	82,000	82,500	83,000
STEP 18	62,500	63,000	63,500	64,000	64,500	72,500	73,000	73,500	74,000	82,500	83,000	83,500
STEP 19	63,000	63,500	64,000	64,500	65,000	73,000	73,500	74,000	74,500	83,000	83,500	84,000
STEP 20	63,500	64,000	64,500	65,000	65,500	73,500	74,000	74,500	75,000	83,500	84,000	84,500
STEP 21	64,000	64,500	65,000	65,500	66,000	74,000	74,500	75,000	75,500	84,000	84,500	85,000
STEP 22	64,500	65,000	65,500	66,000	66,500	74,500	75,000	75,500	76,000	84,500	85,000	85,500
STEP 23	65,000	65,500	66,000	66,500	67,000	75,000	75,500	76,000	76,500	85,000	85,500	86,000
STEP 24	65,500	66,000	66,500	67,000	67,500	75,500	76,000	76,500	77,000	85,500	86,000	86,500
STEP 25	66,000	66,500	67,000	67,500	68,000	76,000	76,500	77,000	77,500	86,000	86,500	87,000
STEP 26	66,500	67,000	67,500	68,000	68,500	76,500	77,000	77,500	78,000	86,500	87,000	87,500
STEP 27	67,000	67,500	68,000	68,500	69,000	77,000	77,500	78,000	78,500	87,000	87,500	88,000
STEP 28	67,500	68,000	68,500	69,000	69,500	77,500	78,000	78,500	79,000	87,500	88,000	88,500
STEP 29	68,000	68,500	69,000	69,500	70,000	78,000	78,500	79,000	79,500	88,000	88,500	89,000
STEP 30	68,500	69,000	69,500	70,000	70,500	78,500	79,000	79,500	80,000	88,500	89,000	89,500

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 179 Days / 7 hours per day

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

NEA Board Approved on: 11/17/22

ESPANOLA PUBLIC SCHOOLS

2022-23 NEA-Librarians

Salary Guide

Step	Level II BA+00	Level II BA+15	Level II BA+45 / MA+00	Negociated - Level II MA+15	Level III MA/EDS	LEVEL III EdD, PhD	RTW/LVL II
0	42,500	43,000	43,300	43,400	54,500	57,460	42,000
1	45,526	46,062	46,383	46,491	58,381	61,552	44,991
2	46,665	47,214	47,544	47,653	59,841	63,091	46,116
3	47,132	47,686	48,019	48,130	60,440	63,723	46,577
4	47,354	47,908	48,241	48,351	60,550	63,724	46,910
5	47,576	48,130	48,463	48,573	60,661	63,725	47,243
6	47,797	48,351	48,684	48,795	60,772	63,726	47,576
7	48,019	48,573	48,906	49,018	60,883	63,727	47,908
8	48,241	48,795	49,128	49,239	60,994	63,729	48,241
9	48,463	49,018	49,350	49,461	61,105	63,730	48,573
10	48,684	49,239	49,571	49,683	61,215	63,730	48,906
11	48,906	49,461	49,793	49,904	61,327	63,732	49,239
12	49,128	49,683	50,015	50,126	61,437	63,733	49,571
13	49,350	49,904	50,237	50,348	61,548	63,734	49,904
14	49,571	50,126	50,458	50,570	61,659	63,735	50,237
15	49,793	50,348	50,680	50,791	61,770	63,736	50,570
16	50,015	50,570	50,902	51,013	61,881	63,737	50,902
17	50,237	50,791	51,125	51,235	61,992	63,738	51,235
18	50,458	51,013	51,346	51,457	62,102	63,739	51,568
19	50,680	51,235	51,568	51,678	62,214	63,741	51,900
20	50,902	51,457	51,790	51,900	62,325	63,742	52,233
21	51,125	51,678	52,012	52,122	62,435	63,743	52,565
22	51,346	51,900	52,233	52,344	62,547	63,744	52,898
23	51,568	52,122	52,455	52,565	62,657	63,745	53,231
24	51,790	52,344	52,677	52,787	62,769	63,747	53,564
25	52,012	52,565	52,898	53,009	62,879	63,748	53,897
26	52,233	52,787	53,120	53,231	62,990	63,749	54,229
27	52,455	53,009	53,342	53,453	63,101	63,750	54,562
28	52,677	58,049	58,382	58,492	63,212	63,751	54,894
29	52,898	58,050	58,383	58,493	63,322	63,752	55,227
30	53,120	58,051	58,384	58,494	63,434	63,753	55,560
31	53,342	58,052	58,385	58,496	63,544	63,754	55,893
32	53,564	58,053	58,386	58,497	63,655	63,755	56,226
33	53,785	58,054	58,387	58,498	63,766	63,756	56,558
34	54,007	58,055	58,388	58,499	63,877	63,757	56,891
35	54,229	58,057	58,391	58,501	63,988	63,758	58,972

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 184 Days / 7 hours per day

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

NEA Approved on: 05/04/22

ESPANOLA PUBLIC SCHOOLS
2022-23 NEA-Registered Nurses-RVSD#3
Salary Guide

Step	Health Aide	LPN	LEVEL I W/ AA	LEVEL I W/ BA	LEVEL II W/ AA	LEVEL II W/ BA	LEVEL III W/ AA	LEVEL III W/ BA
0	35,000	40,000	45,000	50,000	55,000	60,000	65,000	71,000
1	35,100	40,100	45,100	50,100	55,100	60,100	65,100	71,100
2	35,200	40,200	45,200	50,200	55,200	60,200	65,200	71,200
3	35,300	40,300	45,300	50,300	55,300	60,300	65,300	71,300
4	35,400	40,400	45,400	50,400	55,400	60,400	65,400	71,400
5	35,500	40,500	45,500	50,500	55,500	60,500	65,500	71,500
6	35,600	40,600	45,600	50,600	55,600	60,600	65,600	71,600
7	35,700	40,700	45,700	50,700	55,700	60,700	65,700	71,700
8	35,800	40,800	45,800	50,800	55,800	60,800	65,800	71,800
9	35,900	40,900	45,900	50,900	55,900	60,900	65,900	71,900
10	36,000	41,000	46,000	51,000	56,000	61,000	66,000	72,000
11	36,100	41,100	46,100	51,100	56,100	61,100	66,100	72,100
12	36,200	41,200	46,200	51,200	56,200	61,200	66,200	72,200
13	36,300	41,300	46,300	51,300	56,300	61,300	66,300	72,300
14	36,400	41,400	46,400	51,400	56,400	61,400	66,400	72,400
15	36,500	41,500	46,500	51,500	56,500	61,500	66,500	72,500
16	36,600	41,600	46,600	51,600	56,600	61,600	66,600	72,600
17	36,700	41,700	46,700	51,700	56,700	61,700	66,700	72,700
18	36,800	41,800	46,800	51,800	56,800	61,800	66,800	72,800
19	36,900	41,900	46,900	51,900	56,900	61,900	66,900	72,900
20	37,000	42,000	47,000	52,000	57,000	62,000	67,000	73,000
21	37,100	42,100	47,100	52,100	57,100	62,100	67,100	73,100
22	37,200	42,200	47,200	52,200	57,200	62,200	67,200	73,200
23	37,300	42,300	47,300	52,300	57,300	62,300	67,300	73,300
24	37,400	42,400	47,400	52,400	57,400	62,400	67,400	73,400
25	37,500	42,500	47,500	52,500	57,500	62,500	67,500	73,500
26	37,600	42,600	47,600	52,600	57,600	62,600	67,600	73,600
27	37,700	42,700	47,700	52,700	57,700	62,700	67,700	73,700
28	37,800	42,800	47,800	52,800	57,800	62,800	67,800	73,800
29	37,900	42,900	47,900	52,900	57,900	62,900	67,900	73,900
30	38,000	43,000	48,000	53,000	58,000	63,000	68,000	74,000

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 184 Days / 7 hours per day

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

NEA Approved on: TBD

ESPANOLA PUBLIC SCHOOLS
2022-23 NEA-Administrative Assistants
Salary Guide

Step	ELEM OM <200		ELEM OM >200		ADMIN II (260 days)		ADMIN III (260 days)		Exec Admin		Grandfathered Program Specialist	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	16.00	26,240	16.25	26,650	16.50	34,320	18.10	37,648	23.00	47,840	21.85	45,448
1	16.10	26,404	16.35	26,814	16.60	34,528	18.20	37,856	23.10	48,048	21.95	45,656
2	16.20	26,568	16.45	26,978	16.70	34,736	18.30	38,064	23.20	48,256	22.05	45,864
3	16.30	26,732	16.55	27,142	16.80	34,944	18.40	38,272	23.30	48,464	22.15	46,072
4	16.40	26,896	16.65	27,306	16.90	35,152	18.50	38,480	23.40	48,672	22.25	46,280
5	16.50	27,060	16.75	27,470	17.00	35,360	18.60	38,688	23.50	48,880	22.35	46,488
6	16.60	27,224	16.85	27,634	17.10	35,568	18.70	38,896	23.60	49,088	22.52	46,842
7	16.70	27,388	16.95	27,798	17.20	35,776	18.80	39,104	23.70	49,296	22.62	47,050
8	16.80	27,552	17.05	27,962	17.30	35,984	19.05	39,624	23.80	49,504	23.09	48,027
9	16.90	27,716	17.15	28,126	17.40	36,192	19.10	39,728	23.90	49,712	23.15	48,152
10	17.00	27,880	17.25	28,290	17.50	36,400	19.20	39,936	24.00	49,920	23.20	48,256
11	17.10	28,044	17.35	28,454	17.60	36,608	19.30	40,144	24.10	50,128	23.25	48,360
12	17.20	28,208	17.46	28,634	17.70	36,816	19.40	40,352	24.20	50,336	23.30	48,464
13	17.30	28,372	17.56	28,798	17.80	37,024	19.50	40,560	24.30	50,544	23.35	48,568
14	17.40	28,536	17.66	28,962	17.90	37,232	19.60	40,768	24.40	50,752	23.40	48,672
15	17.50	28,700	17.76	29,126	18.00	37,440	19.70	40,976	24.50	50,960	23.45	48,776
16	17.60	28,864	17.86	29,290	18.10	37,648	19.80	41,184	24.60	51,168	23.50	48,880
17	17.70	29,028	17.96	29,454	18.20	37,856	19.90	41,392	24.70	51,376	23.55	48,984
18	17.80	29,192	18.06	29,618	18.30	38,064	20.45	42,536	24.72	51,411	23.60	49,088
19	17.90	29,356	18.16	29,782	18.40	38,272	20.50	42,640	24.90	51,792	23.65	49,192
20	18.00	29,520	18.26	29,946	18.50	38,480	20.60	42,848	25.00	52,000	23.70	49,296
21	18.10	29,684	18.36	30,110	18.60	38,688	20.70	43,056	25.10	52,208	23.75	49,400
22	18.20	29,848	18.46	30,274	18.70	38,896	20.80	43,264	25.30	52,624	23.80	49,504
23	18.30	30,012	18.56	30,438	18.80	39,104	20.90	43,472	25.35	52,728	23.85	49,608
24	18.40	30,176	18.66	30,602	18.90	39,312	21.00	43,680	25.45	52,936	23.90	49,712
25	18.50	30,340	18.76	30,766	19.00	39,520	21.10	43,888	25.55	53,144	23.95	49,816
26	18.60	30,504	18.86	30,930	19.10	39,728	21.20	44,096	25.65	53,352	24.00	49,920
27	18.70	30,668	18.96	31,094	19.20	39,936	21.30	44,304	25.75	53,560	24.05	50,024
28	18.80	30,832	19.06	31,258	19.30	40,144	21.40	44,512	25.85	53,768	24.10	50,128
29	18.90	30,996	19.16	31,422	19.40	40,352	21.50	44,720	25.95	53,976	24.15	50,232
30	19.00	31,160	19.26	31,586	19.50	40,560	21.60	44,928	26.05	54,184	24.20	50,336
31	19.10	31,324	19.36	31,750	19.60	40,768	21.70	45,136	26.15	54,392	24.25	50,440
32	19.20	31,488	19.46	31,914	19.70	40,976	21.80	45,344	26.25	54,600	24.30	50,544
33	19.30	31,652	19.56	32,078	19.80	41,184	21.90	45,552	26.35	54,808	24.35	50,648
34	19.40	31,816	19.66	32,242	19.90	41,392	22.00	45,760	26.45	55,016	24.45	50,856
35	19.50	31,980	19.76	32,406	20.00	41,600	22.10	45,968	26.55	55,224	24.55	51,064
36	19.60	32,144	19.86	32,570	20.10	41,808	22.20	46,176	26.65	55,432	24.65	51,272
37	19.70	32,308	19.96	32,734	20.20	42,016	22.30	46,384	26.75	55,640	24.75	51,480
38	19.80	32,472	20.06	32,898	20.30	42,224	22.40	46,592	26.85	55,848	24.85	51,688
39	19.90	32,636	20.16	33,062	20.40	42,432	22.50	46,800	26.95	56,056	24.95	51,896
40	22.30	36,570	20.26	33,226	20.50	42,640	22.60	47,008	27.05	56,264	25.05	52,104
41	22.35	36,654	20.36	33,390	20.60	42,848	22.70	47,216	27.15	56,472	25.15	52,312

District recoginizes up to 5 years of experience for HR and 3 years for all other positions upon hire

Office Managers - Salaries based on work schedule of 205 days / 8 hours per day

All Others - Salaries based on work schedule of 260 days / 8 hours per day

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

All employees are NEA-eligible except Human Respources staff, per CBA

NEA Approved on: 05/04/22

ESPANOLA PUBLIC SCHOOLS
2022-23 NEA-Business Services
Salary Guide

Step	AP, AR, Procurement Support	HR, PR, Finance, Insurance Specialist	Accounts Payable/Payroll Lead	Technology Specialist	Technology Cert/Degree
0	34,000	37,000	42,750	40,000	50,000
1	36,425	39,639	45,799	42,852	53,565
2	38,246	41,621	48,089	44,995	56,244
3	38,628	42,037	48,570	45,445	56,806
4	38,857	42,605	48,826	46,014	57,375
5	39,084	43,173	49,081	46,582	57,943
6	39,311	43,742	49,337	47,149	58,511
7	39,538	44,594	49,593	47,434	59,078
8	39,765	44,650	49,848	48,002	59,647
9	39,992	45,966	50,104	48,570	60,215
10	40,219	45,967	50,360	49,139	60,783
11	40,446	46,014	50,615	49,707	61,351
12	41,096	46,127	50,871	50,274	61,919
13	41,209	46,241	51,126	50,842	62,487
14	41,323	46,355	51,382	51,411	63,055
15	41,436	46,468	51,638	54,673	63,623
16	41,550	46,582	51,893	55,241	64,192
17	41,663	46,695	52,148	55,809	64,760
18	41,777	46,809	52,405	56,377	65,327
19	41,890	46,922	52,660	57,218	65,895
20	42,005	47,036	52,916	57,331	66,464
21	42,119	47,149	53,171	57,445	67,032
22	42,232	47,263	53,427	57,558	67,600
23	42,346	47,377	53,683	57,672	68,167
24	42,459	47,490	53,938	57,785	68,736
25	42,573	47,604	54,193	57,899	69,304
26	42,686	47,717	54,450	58,012	69,872
27	42,800	47,832	54,705	58,126	70,440
28	42,914	47,945	54,960	58,240	71,008
29	43,027	48,059	55,216	58,353	71,576
30	43,141	48,173	55,472	58,467	72,144
31	43,254	48,286	55,728	58,580	72,712
32	43,368	48,400	55,983	58,694	73,281
33	43,481	48,513	56,238	58,807	73,848
34	43,482	48,515	56,241	58,808	73,851
35	43,483	48,516	56,242	58,811	73,852
36	43,485	48,518	56,243	58,812	73,853
37	0	0	0	0	0
38	0	0	0	0	0
39	0	0	0	0	0
40	0	0	0	0	0
41					

District recoginizes up to 5 years of experience for HR & Business Services

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

NEA Approved on: 05/04/22

ESPANOLA PUBLIC SCHOOLS
2022-23 NEA-Bus Drivers & Assistants
Salary Guide

Step	Bus Driver			Bus Assistant		
	Hourly	Annual (160 Day-2hrs)	Annual (179 Day-6 hrs)	Hourly	Annual (160 Day-2hrs)	Annual (179 Day-6 hrs)
Level 1	$ 20.00	$ 6,400	$ 21,480	$ 15.00	$ 4,800	$ 16,110
Level 2	$ 21.25	$ 6,800	$ 22,823	$ 16.00	$ 5,120	$ 17,184
Level 3	$ 22.50	$ 7,200	$ 24,165	$ 17.00	$ 5,440	$ 18,258
Level 4	$ 23.75	$ 7,600	$ 25,508	$ 18.00	$ 5,760	$ 19,332
Level 5	$ 25.00	$ 8,000	$ 26,850	$ 18.00	$ 5,760	$ 19,332
CDL Level 1	$ -	$ -	$ -	$ 20.00	$ 6,400	$ 21,480
CDL Level 2	$ -	$ -	$ -	$ 21.25	$ 6,800	$ 22,823
Pre-K Route	$ -	$ -	$ -	$ 22.50	$ 7,200	$ 24,165

District recoginizes up to 6 years of esperience upon hire

Salaries based on work schedule of 6 hours per day for 179 day / 2 hrs per day for 160 Day

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

NEA Approved on: 05/04/22

ESPANOLA PUBLIC SCHOOLS

2022-23 NEA-Certified & Licensed Trades Personnel

Salary Guide

	LEVEL I	LEVEL II	LEVEL III	LEVEL IV
0	37,500	40,000	42,000	44,000
1	40,163	42,840	44,982	47,124
2	42,171	44,982	47,232	49,481
3	42,593	45,432	47,704	49,976
4	43,587	47,136	48,273	51,112
5	44,896	48,273	48,840	52,247
6	45,346	49,408	49,976	53,383
7	45,347	50,544	51,112	54,519
8	46,352	51,829	52,247	55,655
9	46,775	51,907	53,383	56,790
10	47,202	52,280	53,974	57,927
11	47,626	52,532	54,519	59,062
12	47,627	52,816	55,655	60,198
13	47,628	53,100	56,790	61,333
14	47,629	53,383	57,927	62,470

NEA Approved on: 05/04/22

ESPANOLA PUBLIC SCHOOLS
2022-23 NEA-Cooks
Salary Guide

Step	COOK 184D 6H		HC 1-3 Cooks 184D 6.5H		HC 4-6 Cooks 184D 6.5H		Multi-Site Cook 184D 7H		Multi-Site HC 1-3 Cooks 184D 7.5H		Multi-Site HC 4-6 Cooks 184D 7.5H	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	$15.00	16,560	$15.25	18,239	$15.50	18,538	$15.75	20,286	$16.00	22,080	$16.25	22,425
1	$15.10	16,670	$15.35	18,359	$15.60	18,658	$15.85	20,415	$16.10	22,218	$16.35	22,563
2	$15.20	16,781	$15.45	18,478	$15.70	18,777	$15.95	20,544	$16.20	22,356	$16.45	22,701
3	$15.30	16,891	$15.55	18,598	$15.80	18,897	$16.05	20,672	$16.30	22,494	$16.55	22,839
4	$15.40	17,002	$15.65	18,717	$15.90	19,016	$16.15	20,801	$16.40	22,632	$16.65	22,977
5	$15.50	17,112	$15.75	18,837	$16.00	19,136	$16.25	20,930	$16.50	22,770	$16.75	23,115
6	$15.60	17,222	$15.85	18,957	$16.10	19,256	$16.35	21,059	$16.60	22,908	$16.85	23,253
7	$15.70	17,333	$15.95	19,076	$16.20	19,375	$16.45	21,188	$16.70	23,046	$16.95	23,391
8	$15.80	17,443	$16.05	19,196	$16.30	19,495	$16.55	21,316	$16.80	23,184	$17.05	23,529
9	$15.90	17,554	$16.15	19,315	$16.40	19,614	$16.65	21,445	$16.90	23,322	$17.15	23,667
10	$16.00	17,664	$16.25	19,435	$16.50	19,734	$16.75	21,574	$17.00	23,460	$17.25	23,805
11	$16.10	17,774	$16.35	19,555	$16.60	19,854	$16.85	21,703	$17.10	23,598	$17.35	23,943
12	$16.20	17,885	$16.45	19,674	$16.70	19,973	$16.95	21,832	$17.20	23,736	$17.45	24,081
13	$16.30	17,995	$16.55	19,794	$16.80	20,093	$17.05	21,960	$17.30	23,874	$17.55	24,219
14	$16.40	18,106	$16.65	19,913	$16.90	20,212	$17.15	22,089	$17.40	24,012	$17.65	24,357
15	$16.50	18,216	$16.75	20,033	$17.00	20,332	$17.25	22,218	$17.50	24,150	$17.75	24,495
16	$16.60	18,326	$16.85	20,153	$17.10	20,452	$17.35	22,347	$17.60	24,288	$17.85	24,633
17	$16.70	18,437	$16.95	20,272	$17.20	20,571	$17.45	22,476	$17.70	24,426	$17.95	24,771
18	$16.80	18,547	$17.05	20,392	$17.30	20,691	$17.55	22,604	$17.80	24,564	$18.05	24,909
19	$16.90	18,658	$17.15	20,511	$17.40	20,810	$17.65	22,733	$17.90	24,702	$18.15	25,047
20	$17.00	18,768	$17.25	20,631	$17.50	20,930	$17.75	22,862	$18.00	24,840	$18.25	25,185
21	$17.10	18,878	$17.35	20,751	$17.60	21,050	$17.85	22,991	$18.10	24,978	$18.35	25,323
22	$17.20	18,989	$17.45	20,870	$17.70	21,169	$17.95	23,120	$18.20	25,116	$18.45	25,461
23	$17.30	19,099	$17.55	20,990	$17.80	21,289	$18.05	23,248	$18.30	25,254	$18.55	25,599
24	$17.40	19,210	$17.65	21,109	$17.90	21,408	$18.15	23,377	$18.40	25,392	$18.65	25,737
25	$17.50	19,320	$17.75	21,229	$18.00	21,528	$18.25	23,506	$18.50	25,530	$18.75	25,875
26	$17.60	19,430	$17.85	21,349	$18.10	21,648	$18.35	23,635	$18.60	25,668	$18.85	26,013
27	$17.70	19,541	$17.95	21,468	$18.20	21,767	$18.45	23,764	$18.70	25,806	$18.95	26,151
28	$17.80	19,651	$18.05	21,588	$18.30	21,887	$18.55	23,892	$18.80	25,944	$19.05	26,289
29	$17.90	19,762	$18.15	21,707	$18.40	22,006	$18.65	24,021	$18.90	26,082	$19.15	26,427
30	$18.00	19,872	$18.25	21,827	$18.50	22,126	$18.75	24,150	$19.00	26,220	$19.25	26,565
31	$18.10	19,982	$18.35	21,947	$18.60	22,246	$18.85	24,279	$19.10	26,358	$19.35	26,703
32	$18.20	20,093	$18.45	22,066	$18.70	22,365	$18.95	24,408	$19.20	26,496	$19.45	26,841
33	$18.30	20,203	$18.55	22,186	$18.80	22,485	$19.05	24,536	$19.30	26,634	$19.55	26,979
34	$18.40	20,314	$18.65	22,305	$18.90	22,604	$19.15	24,665	$19.40	26,772	$19.65	27,117
35	$18.50	20,424	$18.75	22,425	$19.00	22,724	$19.25	24,794	$19.50	26,910	$19.75	27,255
36	$18.60	20,534	$18.85	22,545	$19.10	22,844	$19.35	24,923	$19.60	27,048	$19.85	27,393

District recognizes up to 20 years of experience upon hire
Salaries based on work schedule of 184 Days
Placement and Additional Information can be found in HR or Payroll Office

NEA Approved on: 05/04/22

ESPANOLA PUBLIC SCHOOLS
2022-23 NEA-Custodian - Warehouse - Maintenance
Salary Guide

Step	Custodian		Head Custodian		WAREHOUSE/ MAINTENANCE	
	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	$15.00	31,200	$15.50	32,240	$16.00	33,280
1	$15.10	31,408	$15.60	32,448	$16.10	33,488
2	$15.20	31,616	$15.70	32,656	$16.20	33,696
3	$15.30	31,824	$15.80	32,864	$16.30	33,904
4	$15.40	32,032	$15.90	33,072	$16.40	34,112
5	$15.50	32,240	$16.00	33,280	$16.50	34,320
6	$15.60	32,448	$16.10	33,488	$16.60	34,528
7	$15.70	32,656	$16.20	33,696	$16.70	34,736
8	$15.80	32,864	$16.30	33,904	$16.80	34,944
9	$15.90	33,072	$16.40	34,112	$16.90	35,152
10	$16.00	33,280	$16.50	34,320	$17.00	35,360
11	$16.10	33,488	$16.60	34,528	$17.10	35,568
12	$16.20	33,696	$16.70	34,736	$17.20	35,776
13	$16.30	33,904	$16.80	34,944	$17.30	35,984
14	$16.40	34,112	$16.90	35,152	$17.40	36,192
15	$16.50	34,320	$17.00	35,360	$17.50	36,400
16	$16.60	34,528	$17.10	35,568	$17.60	36,608
17	$16.70	34,736	$17.20	35,776	$17.70	36,816
18	$16.80	34,944	$17.30	35,984	$17.80	37,024
19	$16.90	35,152	$17.40	36,192	$17.90	37,232
20	$17.00	35,360	$17.50	36,400	$18.00	37,440
21	$17.10	35,568	$17.60	36,608	$18.10	37,648
22	$17.20	35,776	$17.70	36,816	$18.20	37,856
23	$17.30	35,984	$17.80	37,024	$18.30	38,064
24	$17.40	36,192	$17.90	37,232	$18.40	38,272
25	$17.50	36,400	$18.00	37,440	$18.50	38,480
26	$17.60	36,608	$18.10	37,648	$18.60	38,688
27	$17.70	36,816	$18.20	37,856	$18.70	38,896
28	$17.80	37,024	$18.30	38,064	$18.80	39,104
29	$17.90	37,232	$18.40	38,272	$18.90	39,312
30	$18.00	37,440	$18.50	38,480	$19.00	39,520
31	$18.10	37,648	$18.60	38,688	$19.10	39,728
32	$18.20	37,856	$18.70	38,896	$19.20	39,936
33	$18.30	38,064	$18.80	39,104	$19.30	40,144

District recognizes up to 3 years of experience upon hire

Salaries based on work schedule of 184 Days / 7 hours per day

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

NEA Approved on: 05/04/22

ESPANOLA PUBLIC SCHOOLS
2022-23 NEA-Educational Assistants
Salary Guide

Step	TA 48cr / Parapro		TA 49-60 cr		SPED TA 48cr / Parapro		SPED TA 49-60cr		Library Assistants	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	Hourly	Annual
0	$15.00	19,320	$15.15	19,514	$15.50	19,964	$15.65	20,158	$16.00	20,608
1	$15.10	19,449	$15.25	19,642	$15.60	20,093	$15.75	20,286	$16.10	20,737
2	$15.20	19,578	$15.35	19,771	$15.70	20,222	$15.85	20,415	$16.20	20,866
3	$15.30	19,706	$15.45	19,900	$15.80	20,350	$15.95	20,544	$16.30	20,994
4	$15.40	19,835	$15.55	20,028	$15.90	20,479	$16.05	20,672	$16.40	21,123
5	$15.50	19,964	$15.65	20,157	$16.00	20,608	$16.15	20,801	$16.50	21,252
6	$15.60	20,093	$15.75	20,286	$16.10	20,737	$16.25	20,930	$16.60	21,381
7	$15.70	20,222	$15.85	20,415	$16.20	20,866	$16.35	21,059	$16.70	21,510
8	$15.80	20,350	$15.95	20,544	$16.30	20,994	$16.45	21,188	$16.80	21,638
9	$15.90	20,479	$16.05	20,672	$16.40	21,123	$16.55	21,316	$16.90	21,767
10	$16.00	20,608	$16.15	20,801	$16.50	21,252	$16.65	21,445	$17.00	21,896
11	$16.10	20,737	$16.25	20,930	$16.60	21,381	$16.75	21,574	$17.10	22,025
12	$16.20	20,866	$16.35	21,059	$16.70	21,510	$16.85	21,703	$17.20	22,154
13	$16.30	20,994	$16.45	21,188	$16.80	21,638	$16.95	21,832	$17.30	22,282
14	$16.40	21,123	$16.55	21,316	$16.90	21,767	$17.05	21,960	$17.40	22,411
15	$16.50	21,252	$16.65	21,445	$17.00	21,896	$17.15	22,089	$17.50	22,540
16	$16.60	21,381	$16.75	21,574	$17.10	22,025	$17.25	22,218	$17.60	22,669
17	$16.70	21,510	$16.85	21,703	$17.20	22,154	$17.35	22,347	$17.70	22,798
18	$16.80	21,638	$16.95	21,832	$17.30	22,282	$17.45	22,476	$17.80	22,926
19	$16.90	21,767	$17.05	21,960	$17.40	22,411	$17.55	22,604	$17.90	23,055
20	$17.00	21,896	$17.15	22,089	$17.50	22,540	$17.65	22,733	$18.00	23,184
21	$17.10	22,025	$17.25	22,218	$17.60	22,669	$17.75	22,862	$18.10	23,313
22	$17.20	22,154	$17.35	22,347	$17.70	22,798	$17.85	22,991	$18.20	23,442
23	$17.30	22,282	$17.45	22,476	$17.80	22,926	$17.95	23,120	$18.30	23,570
24	$17.40	22,411	$17.55	22,604	$17.90	23,055	$18.05	23,248	$18.40	23,699
25	$17.50	22,540	$17.65	22,733	$18.00	23,184	$18.15	23,377	$18.50	23,828
26	$17.60	22,669	$17.75	22,862	$18.10	23,313	$18.25	23,506	$18.60	23,957
27	$17.70	22,798	$17.85	22,991	$18.20	23,442	$18.35	23,635	$18.70	24,086
28	$17.80	22,926	$17.95	23,120	$18.30	23,570	$18.45	23,764	$18.80	24,214
29	$17.90	23,055	$18.05	23,248	$18.40	23,699	$18.55	23,892	$18.90	24,343
30	$18.00	23,184	$18.15	23,377	$18.50	23,828	$18.65	24,021	$19.00	24,472
31	$18.10	23,313	$18.25	23,506	$18.60	23,957	$18.75	24,150	$19.10	24,601
32	$18.20	23,442	$18.35	23,635	$18.70	24,086	$18.85	24,279	$19.20	24,730
33	$18.30	23,570	$18.45	23,764	$18.80	24,214	$18.95	24,408	$19.30	24,858
34	$18.40	23,699	$18.55	23,892	$18.90	24,343	$19.05	24,536	$19.40	24,987
35	$18.50	23,828	$18.65	24,021	$19.00	24,472	$19.15	24,665	$19.50	25,116
36	$18.60	23,957	$18.75	24,150	$19.10	24,601	$19.25	24,794	$19.60	25,245
37	$18.70	24,086	$18.85	24,279	$19.20	24,730	$19.35	24,923	$19.70	25,374
38	$18.80	24,214	$18.95	24,408	$19.30	24,858	$19.45	25,052	$19.80	25,502

District recognizes up to 3 years of experience upon hire

Salaries based on work schedule of 184 Days / 7 hours per day

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

NEA Approved on: 05/04/2

ESPANOLA PUBLIC SCHOOLS
Salary Guide - 2022-23 NEA-Security

Step	184 DAY HEAD OF SECURITY		184 DAY SECURITY OFFICER	
	HOURLY	ANNUAL	HOURLY	ANNUAL
0	$17.50	25,760	$16.00	23,552
1	$17.75	26,128	$16.15	23,773
2	$18.00	26,496	$16.30	23,994
3	$18.25	26,864	$16.45	24,214
4	$18.50	27,232	$16.60	24,435
5	$18.75	27,600	$16.75	24,656
6	$19.00	27,968	$16.90	24,877
7	$19.25	28,336	$17.05	25,098
8	$19.50	28,704	$17.20	25,318
9	$19.75	29,072	$17.35	25,539
10	$20.00	29,440	$17.50	25,760
11	$20.25	29,808	$17.65	25,981
12	$20.50	30,176	$17.80	26,202
13	$20.75	30,544	$17.95	26,422
14	$21.00	30,912	$18.10	26,643
15	$21.25	31,280	$18.25	26,864
16	$21.50	31,648	$18.40	27,085
17	$21.75	32,016	$18.55	27,306
18	$22.00	32,384	$18.70	27,526
19	$22.25	32,752	$18.85	27,747
20	$22.50	33,120	$19.00	27,968
21	$22.75	33,488	$19.15	28,189
22	$23.00	33,856	$19.30	28,410
23	$23.25	34,224	$19.45	28,630
24	$23.50	34,592	$19.60	28,851
25	$23.75	34,960	$19.75	29,072
26	$24.00	35,328	$19.90	29,293

District recoginizes up to 20 years of esperience upon hire

Salaries based on work schedule of 184 Days / 8 hours per day

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

NEA Approved on: 05/04/22