

**LOS LUNAS SCHOOLS
CERTIFIED LEVEL III
191 DAY - 7 HOUR
2023 - 2024**

	BA	BA 15	BA 45/MA	MA 15	MA 45/EDS	PHD
Step 3	\$80,963	\$81,063	\$81,163	\$81,263	\$81,363	\$81,463
Step 4	\$80,973	\$81,073	\$81,173	\$81,273	\$81,373	\$81,473
Step 5	\$80,983	\$81,083	\$81,183	\$81,283	\$81,383	\$81,483
Step 6	\$80,993	\$81,093	\$81,193	\$81,293	\$81,393	\$81,493
Step 7	\$81,003	\$81,103	\$81,203	\$81,303	\$81,403	\$81,503
Step 8	\$81,013	\$81,113	\$81,213	\$81,313	\$81,413	\$81,513
Step 9	\$81,023	\$81,123	\$81,223	\$81,323	\$81,423	\$81,523
Step 10	\$81,033	\$81,133	\$81,233	\$81,333	\$81,433	\$81,533
Step 11	\$81,043	\$81,143	\$81,243	\$81,343	\$81,443	\$81,543
Step 12	\$81,053	\$81,153	\$81,253	\$81,353	\$81,453	\$81,553
Step 13	\$81,063	\$81,163	\$81,263	\$81,363	\$81,463	\$81,563
Step 14	\$81,073	\$81,173	\$81,273	\$81,373	\$81,473	\$81,573
Step 15	\$81,083	\$81,183	\$81,283	\$81,383	\$81,483	\$81,583
Step 16	\$81,093	\$81,193	\$81,293	\$81,393	\$81,493	\$81,593
Step 17	\$81,103	\$81,203	\$81,303	\$81,403	\$81,503	\$81,603
Step 18	\$81,113	\$81,213	\$81,313	\$81,413	\$81,513	\$81,613
Step 19	\$81,123	\$81,223	\$81,323	\$81,423	\$81,523	\$81,623
Step 20	\$81,133	\$81,233	\$81,333	\$81,433	\$81,533	\$81,633
Step 21	\$81,143	\$81,243	\$81,343	\$81,443	\$81,543	\$81,643
Step 22	\$81,153	\$81,253	\$81,353	\$81,453	\$81,553	\$81,653
Step 23	\$81,163	\$81,263	\$81,363	\$81,463	\$81,563	\$81,663
Step 24	\$81,173	\$81,273	\$81,373	\$81,473	\$81,573	\$81,673
Step 25	\$81,183	\$81,283	\$81,383	\$81,483	\$81,583	\$81,683
Step 26	\$81,193	\$81,293	\$81,393	\$81,493	\$81,593	\$81,693
Step 27	\$81,203	\$81,303	\$81,403	\$81,503	\$81,603	\$81,703
Step 28	\$81,213	\$81,313	\$81,413	\$81,513	\$81,613	\$81,713
Step 29	\$81,223	\$81,323	\$81,423	\$81,523	\$81,623	\$81,723
Step 30+	\$81,233	\$81,333	\$81,433	\$81,533	\$81,633	\$81,733

1. Employees will be given credit for up to twenty-four (24) years of verified experience. Credit will be given for a full year to employees having a minimum the equivalent of one-half (1/2) year experience during a school year. This must be earned under one (1) contract of paid connected experience. A series of unconnected experience may not be combined. Credits must be verified in writing and approved by the Personnel Department.
2. Hours earned before conferral of an advanced degree and not utilized as part of the degree must be verified through the university attended as qualifying for the attainment of an advanced degree.
3. Current employees who cannot be placed on the negotiated salary schedule without a decrease in salary will continue to receive their current salary.
4. Employees with assignments beyond the normal certified instructor's/instructional support providers contract day shall be compensated at the following tiered negotiated rates: Level I=\$35/hr, Level II-\$40/hr, Level III=\$45/hr.
5. Athletic and activity increments are paid according to the schedule included in the Collective Bargaining Agreement between NEA Los Lunas and the Los Lunas Schools.
6. Teachers who achieve certification through the National Board for Professional Teaching Standards (NBPTS) will receive the minimum required by Statute or the amount in the PHD column, whichever is greater.
7. 219 Day Ag. Teachers will be paid at the same hourly rate with an adjustment for additional days.
8. Leave will be accrued at 49 hours (Sick Leave) and 28 hours (Personal Leave) per year.

NEA PRESIDENT SIGNATURE _____
 FINANCE SIGNATURE _____
 HUMAN RESOURCE SIGNATURE _____
 SUPERINTENDENT SIGNATURE _____