



2024-2025 CANUTILLO ISD PAY RANGES

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The salaries listed are based on employment for the 2024-2025 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Approved by the Board of Trustees

Teachers, Librarians, and Nurses (RN)

Hiring Schedule

2024-2025

Years of Experience	New Hire Salary
0	\$60,000
1	\$60,000
2	\$60,200
3	\$60,400
4	\$60,600
5	\$60,800
6	\$61,100
7	\$61,400
8	\$61,700
9	\$62,000
10	\$62,300
11	\$62,600
12	\$62,900
13	\$63,200
14	\$63,500
15	\$63,800
16	\$64,100
17	\$64,400
18	\$64,700
19	\$65,000
20	\$65,300
21	\$65,800
22	\$66,100
23	\$66,400
24	\$66,700
25+	\$66,900

Administrative Professional Classifications & Pay Ranges 2024-2025

Pay Grade	Position Name	Minimum Daily Rate	Midpoint Daily Rate	Maximum Daily Rate
1	Case Manager Certification Specialist - Elementary College Readiness Coordinator Attendance Officer	\$244.44	\$291.00	\$337.56
	Montessori Teacher Fellow 21 st Century Program Specialist 21 st Century Site Coordinator Child Nutrition Supervisor			
2	Accountant Communications Specialist – PIO Coordinated School Health Facilitator Family Literacy Coord.	\$266.44	\$317.19	\$367.94
	Prevention Specialist/Facilitator Social Worker Speech Language Pathologist Assistant Secondary Certification Specialist			
3	Athletic Trainer Counselor - DAEP Counselor - Elementary Counselor – Middle	\$312.75	\$367.94	\$423.13
	Counselor - NWECHS Senior Certification Specialist Payroll Supervisor Police Chief PEIMS Coordinator			
4	At Risk Counselor Band Director Benefits Manager CTE Coord. Counselor - High School (CHS) Diagnostician Elementary Assistant Principal Facility Manager Purchasing Agent Transportation Supervisor Lead Diagnostician	\$331.52	\$390.02	\$448.52
	Coordinators: DAEP Coord. Early Childhood & New Teacher Coord. ELA/R Instructional Intervention Coord. Elementary Curriculum Coord. Mathematics Curriculum Coord. Nurse Coord. Science Curriculum Coord. SS / Advanced Acad. Curriculum Coord. Bond Job Cost Accounting Coordinator Bilingual Coordinator			
5	Assistant Director of Human Resources Assistant Director of Technology Assistant Director of Finance Data Management Fellow (ESSER) Dean of Students District Testing/Research/Accountability Administrator High School Assistant Principal	\$353.06	\$415.37	\$477.68
	Licensed Specialist in School Psych Middle School Assistant Principal Occupational Therapist Physical Therapist Speech Language Pathologist Lead SLP			
6	CTE Director Child Nutrition Director Director of Student Support/Community Services	\$384.86	\$442.37	\$499.88
	Elementary School Principal Program Compliance Director 21 st Project Director			
7	Communications Director District Athletic Director High School Principal - NWECHS	\$425.21	\$477.76	\$530.31
	Middle School Principal Special Education Director			
8	Curriculum and Instruction Executive Director Financial Services Executive Director High School Principal - CHS Student and Community Services Executive Director Technology Executive Director	\$464.38	\$515.98	\$567.58
9	Associate Superintendent Chief Human Resources Officer	\$554.94	\$616.60	\$678.26

Information Technology

Classifications & Pay Ranges

2024-2025

Pay Grade	Position Name	Minimum Rate	Midpoint Rate	Maximum Rate
1	For Future Use [Hourly Rate]	\$20.83	\$24.50	\$28.18
2	Accountability & Reporting Specialist Information Technology Support Technician [Hourly Rate]	\$23.13	\$27.20	\$31.27
3	[Hourly Rate]	\$27.16	\$31.96	\$36.76
4	Information Technology Systems Technician (2) Multimedia Specialist Server Administrator Network Specialist IT Security Specialist [Daily Rate]	\$255.36	\$300.42	\$345.48
5	Information Systems Analyst Student Information Systems Analyst Technology Support Manager [Daily Rate]	\$280.89	\$330.46	\$380.03

Instructional Support

Classifications & Pay Ranges

2024-2025

Pay Grade	Position Name	Minimum Hourly Rate	Midpoint Hourly Rate	Maximum Hourly Rate
1	Early Childhood Care Provider	\$15.00	\$17.50	\$20.00
2	At-Risk Aide Campus Aide DAEP Aide ISS Paraprofessional Library Aide Educational Physical Education Aide Pre-K Aide	\$15.50	\$18.56	\$21.62
3	Bilingual LPAC Aide ESOL Aide Migrant Assistant Parent Liaison Special Education Aide	\$16.25	\$19.46	\$22.67
4	Special Education Aide - High Impact Special Education Itinerant Aide	\$17.00	\$20.24	\$23.48
5	Licensed Vocational Nurse	\$20.00	\$23.63	\$27.26

Administrative Support

Classifications & Pay Ranges

2024-2025

Pay Grade	Position Name	Minimum Hourly Rate	Midpoint Hourly Rate	Maximum Hourly Rate	
1	Campus Receptionist Elementary School Receptionist	High School Data Entry Clerk Middle School Receptionist	\$15.00	\$17.50	\$20.00
2	Business Services Receptionist Campus Clerk - Textbook/Fixed Assets	Elementary School Attendance Clerk	\$15.50	\$18.38	\$21.26
3	Child Nutrition Office Clerk High School Attendance Clerk	Middle School Attendance Clerk	\$16.25	\$19.48	\$22.71
4	Middle School Registrar Registrar NWECHS SPED Compliance Clerk/SHARS	SPED SEMS/SERS Clerk Transportation Clerk	\$17.00	\$20.36	\$23.72
5	Campus Business Agent/High School Early College Office Business Manager Elementary Office Business Manager	High School Registrar Middle School Office Business Manager	\$17.75	\$21.28	\$24.81
6	Accounts Payable Specialist District Travel Clerk HR Risk Mgmt. / Safety Clerk Secretary to Director Child Nutrition	Secretary to Director CTE Secretary to Director ALS Secretary to Director Special Education Secretary to Principal/High School Secretary to PIO Director/Superintendent	\$19.20	\$22.98	\$26.76
7	Curriculum and Instruction Administrative Assistant IT Administrative Assistant Payroll Specialist Student & Community Services Administrative Assistant Substitute Coord. /Compliance Child Nutrition Reporting Specialist		\$21.42	\$25.51	\$29.60
8	Administrative Assistant - Associate Superintendent Administrative Assistant - Human Resources Auxiliary Specialist		\$24.65	\$29.34	\$34.03
9	Administrative Assistant - Superintendent		\$26.13	\$31.10	\$36.07

Auxiliary

Classifications & Pay Ranges

2024-2025

Pay Grade	Position Name		Minimum Hourly Rate	Midpoint Hourly Rate	Maximum Hourly Rate
1	Bus Monitor Child Nutrition Worker I	Custodian Custodian Flex Itinerant Custodian	\$15.00	\$17.50	\$20.00
2	Child Nutrition Worker II		\$15.50	\$18.38	\$21.26
3	Assistant Lead Custodian Child Nutrition Assistant Manager Child Nutrition Maintenance	Maintenance and Grounds Textbook Clerk Warehouse Worker	\$16.00	\$19.16	\$22.32
4	Elementary Lead Custodian Licensed Electrician-Apprentice	Middle School Lead Custodian Security Guard	\$16.50	\$19.76	\$23.02
5	Child Nutrition Manager I Dispatcher/Trip Clerk High School Lead Custodian	Mechanic Small Construction Specialist	\$17.50	\$20.95	\$24.40
6	Child Nutrition Manager II Child Nutrition Warehouse Manager Police Dispatcher / Surveillance Clerk		\$18.50	\$22.15	\$25.80
7	Child Nutrition HVAC Specialist HVAC Certified Maintenance Lead Mechanic	Licensed Electrician Licensed Plumber	\$21.00	\$25.14	\$29.28
8	Licensed Master Plumber Licensed Master Electrician Police Officer	Police Sergeant	\$22.00	\$26.35	\$30.70
9	Warehouse Service Coord. Police Lieutenant		\$25.68	\$30.76	\$35.84
BD	Bus Driver Bus Driver - PT		\$22.00	\$22.00	\$22.00