

2025 - 2026 LOS LUNAS SCHOOLS CERTIFIED STAFF (191 DAY - 7 HOUR)

	<u>LEVEL I</u>		<u>LEVEL II</u>			<u>LEVEL III</u>		
	BA	MA	BA	MA	PHD	BA	MA	PHD
Step 0	\$62,050	\$62,150	\$74,406	\$74,506	\$74,556	\$86,900	\$87,100	\$87,200
Step 1	\$62,055	\$62,155	\$74,416	\$74,516	\$74,566	\$86,910	\$87,110	\$87,210
Step 2	\$62,060	\$62,160	\$74,426	\$74,526	\$74,576	\$86,920	\$87,120	\$87,220
Step 3	\$62,065	\$62,165	\$74,436	\$74,536	\$74,586	\$86,930	\$87,130	\$87,230
Step 4	\$62,070	\$62,170	\$74,446	\$74,546	\$74,596	\$86,940	\$87,140	\$87,240
Step 5	\$62,075	\$62,175	\$74,456	\$74,556	\$74,606	\$86,950	\$87,150	\$87,250
Step 6	\$62,080	\$62,180	\$74,466	\$74,566	\$74,616	\$86,960	\$87,160	\$87,260
Step 7	\$62,085	\$62,185	\$74,476	\$74,576	\$74,626	\$86,970	\$87,170	\$87,270
Step 8	\$62,090	\$62,190	\$74,486	\$74,586	\$74,636	\$86,980	\$87,180	\$87,280
Step 9	\$62,095	\$62,195	\$74,496	\$74,596	\$74,646	\$86,990	\$87,190	\$87,290
Step 10	\$62,100	\$62,200	\$74,506	\$74,606	\$74,656	\$87,000	\$87,200	\$87,300
Step 11	\$62,105	\$62,205	\$74,516	\$74,616	\$74,666	\$87,010	\$87,210	\$87,310
Step 12	\$62,110	\$62,210	\$74,526	\$74,626	\$74,676	\$87,020	\$87,220	\$87,320
Step 13	\$62,115	\$62,215	\$74,536	\$74,636	\$74,686	\$87,030	\$87,230	\$87,330
Step 14	\$62,120	\$62,220	\$74,546	\$74,646	\$74,696	\$87,040	\$87,240	\$87,340
Step 15	\$62,125	\$62,225	\$74,556	\$74,656	\$74,706	\$87,050	\$87,250	\$87,350
Step 16	\$62,130	\$62,230	\$74,566	\$74,666	\$74,716	\$87,060	\$87,260	\$87,360
Step 17	***	***	\$74,576	\$74,676	\$74,726	\$87,070	\$87,270	\$87,370
Step 18	***	***	\$74,586	\$74,686	\$74,736	\$87,080	\$87,280	\$87,380
Step 19	***	***	\$74,596	\$74,696	\$74,746	\$87,090	\$87,290	\$87,390
Step 20	***	***	\$74,606	\$74,706	\$74,756	\$87,100	\$87,300	\$87,400
Step 21	***	***	\$74,616	\$74,716	\$74,766	\$87,110	\$87,310	\$87,410
Step 22	***	***	\$74,626	\$74,726	\$74,776	\$87,120	\$87,320	\$87,420
Step 23	***	***	\$74,636	\$74,736	\$74,786	\$87,130	\$87,330	\$87,430
Step 24	***	***	\$74,646	\$74,746	\$74,796	\$87,140	\$87,340	\$87,440
Step 25	***	***	\$74,656	\$74,756	\$74,806	\$87,150	\$87,350	\$87,450
Step 26	***	***	\$74,666	\$74,766	\$74,816	\$87,160	\$87,360	\$87,460
Step 27	***	***	\$74,676	\$74,776	\$74,826	\$87,170	\$87,370	\$87,470
Step 28	***	***	\$74,686	\$74,786	\$74,836	\$87,180	\$87,380	\$87,480
Step 29	***	***	\$74,696	\$74,796	\$74,846	\$87,190	\$87,390	\$87,490
Step 30	***	***	\$74,706	\$74,806	\$74,856	\$87,200	\$87,400	\$87,500
Step 31	***	***	\$74,716	\$74,816	\$74,866	\$87,210	\$87,410	\$87,510
Step 32	***	***	\$74,726	\$74,826	\$74,876	\$87,220	\$87,420	\$87,520
Step 33	***	***	\$74,736	\$74,836	\$74,886	\$87,230	\$87,430	\$87,530
Step 34	***	***	\$74,746	\$74,846	\$74,896	\$87,240	\$87,440	\$87,540
Step 35+	***	***	\$74,756	\$74,856	\$74,906	\$87,250	\$87,450	\$87,550

1. Employees will be given credit for up to thirty-five (35) 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 instructional contract day shall be compensated at the following negotiated rate of \$35.00/hr (Level I), \$40.00/hr (Level II), \$45.00/hr (Level III) per CBA agreement.
5. Athletic and activity increments are paid according to the schedule included in the Collective Bargaining Agreement.
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. This salary schedule applies to those Certified staff members under the following job descriptions: (Certified Teachers, Nurses, Counselors)
9. Leave will be accrued at 49 hours (Sick Leave) and 28 hours (Personal Leave) per year.

NEA PRESIDENT

SUPERINTENDENT

HUMAN RESOURCES

FINANCE

2025 - 2026 LOS LUNAS SCHOOLS CERTIFIED SUPPORT STAFF (8 HOUR)

	<u>191 DAY</u>			<u>219 DAY</u>	
	<u>MA</u>	<u>EDS/PHD</u>		<u>MA</u>	<u>EDS/PHD</u>
Step 0	\$99,556	\$99,675		\$114,151	\$114,287
Step 1	\$99,568	\$99,687		\$114,164	\$114,301
Step 2	\$99,580	\$99,699		\$114,178	\$114,315
Step 3	\$99,592	\$99,711		\$114,192	\$114,328
Step 4	\$99,604	\$99,723		\$114,206	\$114,342
Step 5	\$99,616	\$99,735		\$114,219	\$114,356
Step 6	\$99,628	\$99,747		\$114,233	\$114,370
Step 7	\$99,640	\$99,759		\$114,247	\$114,383
Step 8	\$99,652	\$99,771		\$114,261	\$114,397
Step 9	\$99,664	\$99,783		\$114,274	\$114,411
Step 10	\$99,676	\$99,795		\$114,288	\$114,425
Step 11	\$99,688	\$99,807		\$114,302	\$114,438
Step 12	\$99,700	\$99,819		\$114,316	\$114,452
Step 13	\$99,712	\$99,831		\$114,329	\$114,466
Step 14	\$99,724	\$99,843		\$114,343	\$114,480
Step 15	\$99,736	\$99,855		\$114,357	\$114,493
Step 16	\$99,748	\$99,867		\$114,371	\$114,507
Step 17	\$99,760	\$99,879		\$114,385	\$114,521
Step 18	\$99,772	\$99,891		\$114,398	\$114,535
Step 19	\$99,784	\$99,903		\$114,412	\$114,548
Step 20	\$99,796	\$99,915		\$114,426	\$114,562
Step 21	\$99,808	\$99,927		\$114,440	\$114,576
Step 22	\$99,820	\$99,939		\$114,453	\$114,590
Step 23	\$99,832	\$99,951		\$114,467	\$114,604
Step 24	\$99,844	\$99,963		\$114,481	\$114,617
Step 25	\$99,856	\$99,975		\$114,495	\$114,631
Step 26	\$99,868	\$99,987		\$114,508	\$114,645
Step 27	\$99,880	\$99,999		\$114,522	\$114,659
Step 28	\$99,892	\$100,011		\$114,536	\$114,672
Step 29	\$99,904	\$100,023		\$114,550	\$114,686
Step 30	\$99,916	\$100,035		\$114,563	\$114,700
Step 31	\$99,928	\$100,047		\$114,577	\$114,714
Step 32	\$99,940	\$100,059		\$114,591	\$114,727
Step 33	\$99,952	\$100,071		\$114,605	\$114,741
Step 34	\$99,964	\$100,083		\$114,618	\$114,755
Step 35+	\$99,976	\$100,095		\$114,632	\$114,769

1. Employees will be given credit for up to thirty-five (35) 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 instructional contract day shall be compensated at the following negotiated rate of \$35.00/hr (Level I), \$40.00/hr (Level II), \$45.00/hr (Level III) per CBA agreement.
5. Athletic and activity increments are paid according to the schedule included in the Collective Bargaining Agreement.
6. PHD/NBPTS(as recognized by Public Education Department for inclusion as a factor in the State Equalization Guarantee) - Amount required by Statute, must be verified by the Personnel Dept.
7. COTA/PTA will be paid on appropriate "Certified Level" salary schedule according to their state license.
8. This salary schedule applies to those Certified staff members providing Ancillary services under the following job descriptions: (Speech Therapists, Occupational Therapists, Physical/Recreational Therapists, Psychologists/Social Workers, Audiologists, Interpreters, and Orientation/Mobility Specialists). 219 Day is specific to Diagnosticians ONLY.
9. Leave will be accrued at 56 hours(191 Day Sick) or 72 hours (219 Day Sick) & 32 hours (Personal Leave) per year.

NEA PRESIDENT

SUPERINTENDENT

HUMAN RESOURCES

FINANCE