

2025 - 2026 LOS LUNAS SCHOOLS
Secretary III - (244 Day - 8 Hour)

	BASE	CERT A	CERT B	CERT C	CERT D	CERT E
Step 0	\$38,028	\$38,978	\$39,953	\$43,948	\$45,047	\$46,173
Step 1	\$38,218	\$39,174	\$40,152	\$44,168	\$45,272	\$46,404
Step 2	\$38,409	\$39,369	\$40,353	\$44,388	\$45,498	\$46,636
Step 3	\$38,601	\$39,566	\$40,555	\$44,611	\$45,726	\$46,869
Step 4	\$38,794	\$39,763	\$40,758	\$44,833	\$45,954	\$47,104
Step 5	\$38,988	\$39,963	\$40,961	\$45,058	\$46,184	\$47,339
Step 6	\$39,183	\$40,163	\$41,166	\$45,283	\$46,415	\$47,576
Step 7	\$39,379	\$40,363	\$41,372	\$45,509	\$46,647	\$47,813
Step 8	\$39,575	\$40,565	\$41,579	\$45,737	\$46,880	\$48,052
Step 9	\$39,774	\$40,768	\$41,787	\$45,966	\$47,115	\$48,292
Step 10	\$39,972	\$40,972	\$41,996	\$46,196	\$47,350	\$48,534
Step 11	\$40,172	\$41,177	\$42,206	\$46,427	\$47,587	\$48,777
Step 12	\$40,373	\$41,383	\$42,417	\$46,659	\$47,825	\$49,020
Step 13	\$40,575	\$41,590	\$42,629	\$46,892	\$48,065	\$49,266
Step 14	\$40,777	\$41,798	\$42,842	\$47,127	\$48,305	\$49,512
Step 15	\$40,981	\$42,007	\$43,056	\$47,362	\$48,546	\$49,760
Step 16	\$41,186	\$42,217	\$43,271	\$47,599	\$48,788	\$50,008
Step 17	\$41,393	\$42,428	\$43,488	\$47,837	\$49,033	\$50,259
Step 18	\$41,600	\$42,639	\$43,705	\$48,076	\$49,278	\$50,510
Step 19	\$41,808	\$42,852	\$43,924	\$48,316	\$49,525	\$50,762
Step 20	\$42,017	\$43,067	\$44,144	\$48,558	\$49,772	\$51,016
Step 21	\$42,227	\$43,283	\$44,364	\$48,801	\$50,021	\$51,271
Step 22	\$42,438	\$43,499	\$44,586	\$49,044	\$50,270	\$51,528
Step 23	\$42,650	\$43,716	\$44,809	\$49,290	\$50,522	\$51,786
Step 24	\$42,864	\$43,935	\$45,033	\$49,536	\$50,775	\$52,045
Step 25	\$43,078	\$44,154	\$45,259	\$49,784	\$51,029	\$52,305
Step 26	\$43,293	\$44,375	\$45,484	\$50,033	\$51,283	\$52,566
Step 27	\$43,509	\$44,597	\$45,712	\$50,283	\$51,540	\$52,829
Step 28	\$43,727	\$44,820	\$45,941	\$50,535	\$51,798	\$53,093
Step 29	\$43,945	\$45,044	\$46,170	\$50,787	\$52,057	\$53,358
Step 30	\$44,166	\$45,269	\$46,401	\$51,041	\$52,317	\$53,626
Step 31	\$44,386	\$45,496	\$46,634	\$51,297	\$52,579	\$53,894
Step 32	\$44,608	\$45,724	\$46,867	\$51,553	\$52,841	\$54,163
Step 33	\$44,831	\$45,951	\$47,101	\$51,811	\$53,106	\$54,434
Step 34	\$45,055	\$46,181	\$47,337	\$52,070	\$53,372	\$54,706
Step 35+	\$45,281	\$46,412	\$47,573	\$52,330	\$53,638	\$54,980

1. Cert. A = 15 Credit Hours; Cert. B = 30 Credit Hours; Cert. C = 45 Credit Hours; Cert. D = 60 Credit Hours Cert. E = Bachelors Degree in related field.

2. Up to fifteen (15) years of experience can be granted upon proper verification for work related experience. One (1) year equals a minimum of one day beyond one-half (1/2) of a full, regular contract of continuous service during the work year. The one day beyond one-half (1/2) of a full, regular contract of continuous service must be earned under one contract of paid, connected experience. A series of unconnected experience may not be combined.

3. Certificate credit must be verified by a transcript or a certificate of attendance. Contact hours will not be counted for credit.

4. Vacation leave is accrued at: 12 Days/yr (0-10 year employees); 15 Days/yr (11 - 15 year employees); 20 Days/yr (16+ years).

5. Sick Leave is accrued at 88 hours per year and Personal Leave is accrued at 32 hours per year.

NEA PRESIDENT

SUPERINTENDENT

HUMAN RESOURCES

FINANCE