

2026 - 2027 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	\$100,552	\$100,672		\$115,293	\$115,430
Step 1	\$100,564	\$100,684		\$115,306	\$115,444
Step 2	\$100,576	\$100,696		\$115,320	\$115,458
Step 3	\$100,588	\$100,708		\$115,334	\$115,471
Step 4	\$100,600	\$100,720		\$115,348	\$115,485
Step 5	\$100,612	\$100,732		\$115,361	\$115,500
Step 6	\$100,624	\$100,744		\$115,375	\$115,514
Step 7	\$100,636	\$100,757		\$115,389	\$115,527
Step 8	\$100,649	\$100,769		\$115,404	\$115,541
Step 9	\$100,661	\$100,781		\$115,417	\$115,555
Step 10	\$100,673	\$100,793		\$115,431	\$115,569
Step 11	\$100,685	\$100,805		\$115,445	\$115,582
Step 12	\$100,697	\$100,817		\$115,459	\$115,597
Step 13	\$100,709	\$100,829		\$115,472	\$115,611
Step 14	\$100,721	\$100,841		\$115,486	\$115,625
Step 15	\$100,733	\$100,854		\$115,501	\$115,638
Step 16	\$100,745	\$100,866		\$115,515	\$115,652
Step 17	\$100,758	\$100,878		\$115,529	\$115,666
Step 18	\$100,770	\$100,890		\$115,542	\$115,680
Step 19	\$100,782	\$100,902		\$115,556	\$115,693
Step 20	\$100,794	\$100,914		\$115,570	\$115,708
Step 21	\$100,806	\$100,926		\$115,584	\$115,722
Step 22	\$100,818	\$100,938		\$115,598	\$115,736
Step 23	\$100,830	\$100,951		\$115,612	\$115,750
Step 24	\$100,842	\$100,963		\$115,626	\$115,763
Step 25	\$100,855	\$100,975		\$115,640	\$115,777
Step 26	\$100,867	\$100,987		\$115,653	\$115,791
Step 27	\$100,879	\$100,999		\$115,667	\$115,806
Step 28	\$100,891	\$101,011		\$115,681	\$115,819
Step 29	\$100,903	\$101,023		\$115,696	\$115,833
Step 30	\$100,915	\$101,035		\$115,709	\$115,847
Step 31	\$100,927	\$101,047		\$115,723	\$115,861
Step 32	\$100,939	\$101,060		\$115,737	\$115,874
Step 33	\$100,952	\$101,072		\$115,751	\$115,888
Step 34	\$100,964	\$101,084		\$115,764	\$115,903
Step 35+	\$100,976	\$101,096		\$115,778	\$115,917

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 \$45.00/hr 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