

2026 - 2027 LOS LUNAS SCHOOLS
Secretary III - (244 Day - 8 Hour)

	BASE	CERT A	CERT B	CERT C	CERT D	CERT E
Step 0	\$38,408	\$39,368	\$40,353	\$44,387	\$45,497	\$46,635
Step 1	\$38,600	\$39,566	\$40,554	\$44,610	\$45,725	\$46,868
Step 2	\$38,793	\$39,763	\$40,757	\$44,832	\$45,953	\$47,102
Step 3	\$38,987	\$39,962	\$40,961	\$45,057	\$46,183	\$47,338
Step 4	\$39,182	\$40,161	\$41,166	\$45,281	\$46,414	\$47,575
Step 5	\$39,378	\$40,363	\$41,371	\$45,509	\$46,646	\$47,812
Step 6	\$39,575	\$40,565	\$41,578	\$45,736	\$46,879	\$48,052
Step 7	\$39,773	\$40,767	\$41,786	\$45,964	\$47,113	\$48,291
Step 8	\$39,971	\$40,971	\$41,995	\$46,194	\$47,349	\$48,533
Step 9	\$40,172	\$41,176	\$42,205	\$46,426	\$47,586	\$48,775
Step 10	\$40,372	\$41,382	\$42,416	\$46,658	\$47,824	\$49,019
Step 11	\$40,574	\$41,589	\$42,628	\$46,891	\$48,063	\$49,265
Step 12	\$40,777	\$41,797	\$42,841	\$47,126	\$48,303	\$49,510
Step 13	\$40,981	\$42,006	\$43,055	\$47,361	\$48,546	\$49,759
Step 14	\$41,185	\$42,216	\$43,270	\$47,598	\$48,788	\$50,007
Step 15	\$41,391	\$42,427	\$43,487	\$47,836	\$49,031	\$50,258
Step 16	\$41,598	\$42,639	\$43,704	\$48,075	\$49,276	\$50,508
Step 17	\$41,807	\$42,852	\$43,923	\$48,315	\$49,523	\$50,762
Step 18	\$42,016	\$43,065	\$44,142	\$48,557	\$49,771	\$51,015
Step 19	\$42,226	\$43,281	\$44,363	\$48,799	\$50,020	\$51,270
Step 20	\$42,437	\$43,498	\$44,585	\$49,044	\$50,270	\$51,526
Step 21	\$42,649	\$43,716	\$44,808	\$49,289	\$50,521	\$51,784
Step 22	\$42,862	\$43,934	\$45,032	\$49,534	\$50,773	\$52,043
Step 23	\$43,077	\$44,153	\$45,257	\$49,783	\$51,027	\$52,304
Step 24	\$43,293	\$44,374	\$45,483	\$50,031	\$51,283	\$52,565
Step 25	\$43,509	\$44,596	\$45,712	\$50,282	\$51,539	\$52,828
Step 26	\$43,726	\$44,819	\$45,939	\$50,533	\$51,796	\$53,092
Step 27	\$43,944	\$45,043	\$46,169	\$50,786	\$52,055	\$53,357
Step 28	\$44,164	\$45,268	\$46,400	\$51,040	\$52,316	\$53,624
Step 29	\$44,384	\$45,494	\$46,632	\$51,295	\$52,578	\$53,892
Step 30	\$44,608	\$45,722	\$46,865	\$51,551	\$52,840	\$54,162
Step 31	\$44,830	\$45,951	\$47,100	\$51,810	\$53,105	\$54,433
Step 32	\$45,054	\$46,181	\$47,336	\$52,069	\$53,369	\$54,705
Step 33	\$45,279	\$46,411	\$47,572	\$52,329	\$53,637	\$54,978
Step 34	\$45,506	\$46,643	\$47,810	\$52,591	\$53,906	\$55,253
Step 35+	\$45,734	\$46,876	\$48,049	\$52,853	\$54,174	\$55,530

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