



HUMAN RESOURCES

CANUTILLO A Premier District

2026-2027 CANUTILLO ISD PAY RANGES

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The salaries listed are based on employment for the 2026-2027 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
May 2026

Classroom Teachers

Salary Schedule

2026-2027

Years of Experience	Salary
0	\$60,500
1	\$61,000
2	\$61,250
3	\$62,700
4	\$62,900
5	\$65,600
6	\$65,800
7	\$66,100
8	\$66,400
9	\$66,700
10	\$67,000
11	\$67,300
12	\$67,600
13	\$67,900
14	\$68,200
15	\$68,500
16	\$68,800
17	\$69,100
18	\$69,400
19	\$69,700
20	\$70,000
21	\$70,300
22	\$70,800
23	\$71,100
24	\$71,400
25+	\$71,700

Administrative Professional Classifications & Pay Ranges 2026-2027

Pay Grade	Position Name		Minimum Daily Rate	Midpoint Daily Rate	Maximum Daily Rate
1	Attendance Officer Social Services Case Manager College Readiness Coordinator HR Auxiliary/Substitute Specialist	Montessori Teacher Fellow 21 st Century Program Specialist 21 st Century Site Coordinator Child Nutrition Supervisor	\$244.44	\$291.00	\$337.56
2	Accountant Communications Specialist – PIO HR Elementary Specialist	Speech Language Pathologist Assistant Social Worker	\$266.44	\$317.19	\$367.94
3	Athletic Trainer Campus Testing/College Readiness Facilitator Counselor - Elementary Counselor – Middle Counselor – NWECHS HR Secondary Specialist Instructional Coach Intervention Specialist CCMR Coach	Librarian Nurse Payroll Supervisor Police Chief PEIMS Coordinator Response to Intervention Facilitator Special Ed. Facilitator Special Ed. Transition Service Facilitator Supplemental Services Educator	\$312.75	\$367.94	\$423.13
4	District Fine Arts Administrator Benefits Manager Counselor - High School (CHS) Diagnostician Elementary Assistant Principal Purchasing Agent Lead Diagnostician	Coordinators: DAEP Coordinator Nurse Coordinator. Bond Job Cost Accounting Coordinator Bilingual Coordinator Transportation Supervisor Testing and Research Coord	\$331.52	\$390.02	\$448.52
5	Assistant Director of Finance Dean of Students High School Assistant Principal Assistant Director of C&I Dean of Instruction	Licensed Specialist in School Psych Middle School Assistant Principal Occupational Therapist Physical Therapist Speech Language Pathologist	\$353.06	\$415.37	\$477.68
6	Child Nutrition Director Elementary School Principal Director of Assessment & Accountability Director of Career Pathway Technology & Digital Innovation Director of Professional Learning & Multilingual Education	Director of HR & Risk Management Program Compliance Director Project Director Technology Director C&I Director Administrator of Organizational Support	\$384.86	\$442.37	\$499.88
7	District Athletic Director High School Principal – NWECHS	Middle School Principal Special Education Director	\$425.21	\$477.76	\$530.31
8	Executive Director Communications High School Principal – CHS Executive Director of Elementary Executive Director of Secondary Student and Community Services Executive Director		\$464.38	\$515.98	\$567.58
9	Chief Academics Officer Chief Human Resources Officer Chief Financial Officer Deputy Superintendent		\$554.94	\$616.60	\$678.26

Information Technology Classifications & Pay Ranges

2026-2027

Pay Grade	Position Name	Minimum Rate	Midpoint Rate	Maximum Rate
1	For Future Use [Hourly Rate]	\$20.83	\$24.50	\$28.18
2	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 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

2026-2027

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 ISS Paraprofessional Library Aide Educational 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	\$17.00	\$20.24	\$23.48
5	Licensed Vocational Nurse	\$20.00	\$23.63	\$27.26

Administrative Support Classifications & Pay Ranges 2026-2027

Pay Grade	Position Name	Minimum Hourly Rate	Midpoint Hourly Rate	Maximum Hourly Rate
1	Campus Receptionist Elementary School Receptionist NWECHS Clerk/Textbook	\$15.00	\$17.50	\$20.00
2	Textbook/Fixed Assets Elementary School Attendance Clerk	\$15.50	\$18.38	\$21.26
3	High School Attendance Clerk Middle School Attendance Clerk	\$16.25	\$19.48	\$22.71
4	Middle School Registrar Registrar NWECHS SPED Compliance Clerk/SHARS	\$17.00	\$20.36	\$23.72
5	Campus Business Agent/High School Early College Office Business Manager Elementary Office Business Manager	\$17.75	\$21.28	\$24.81
6	Accounts Payable Specialist Secretary to Principal/High School Secretary Career Pathway Technology ALS & Migrant Specialist	\$19.20	\$22.98	\$26.76
7	IT Administrative Assistant Payroll Specialist Student & Community Services Administrative Assistant Child Nutrition Reporting Specialist	\$21.42	\$25.51	\$29.60
8	Administrative Assistant – Chief Academic Officer Administrative Assistant-Human Resources	\$24.65	\$29.34	\$34.03
9	Administrative Assistant- Superintendent	\$26.13	\$31.10	\$36.07

Auxiliary

Classifications & Pay Ranges

2026-2027

Pay Grade	Position Name		Minimum Hourly Rate	Midpoint Hourly Rate	Maximum Hourly Rate
1	Bus Monitor Child Nutrition Worker I Maintenance/Warehouse Clerk	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	Police Lieutenant		\$25.68	\$30.76	\$35.84
BD	Bus Driver-PT		\$22.22	\$22.22	\$22.22

Revised 8/2026