

# **Espanola Public Schools**

**2022-23 Non-NEA Salary Schedules**

# ESPANOLA PUBLIC SCHOOLS

## 2022-23 Administrators

### Salary Guide

	Assistant Manager	Manager	Chief Procurement Officer	Assistant Director	Director 1 (no degree)	Director 2 (BA+)	Director 3 (MA+)/ Comptroller
0	55,000	58,000	58,000	60,000	70,000	76,000	85,000
1	55,250	58,250	58,200	60,250	71,000	77,000	86,000
2	55,500	58,500	58,400	60,500	71,500	77,500	86,500
3	55,750	58,750	58,800	60,750	71,750	77,750	86,750
4	56,000	59,000	59,200	61,000	72,000	78,000	87,000
5	56,250	59,250	59,600	61,250	72,250	78,250	87,250
6	56,500	59,500	60,000	61,500	72,500	78,500	87,500
7	56,750	59,750	60,400	61,750	72,750	78,750	87,750
8	57,000	60,000	60,600	62,000	73,000	79,000	88,000
9	57,250	60,250	61,000	62,250	73,250	79,250	88,250
10	57,500	60,500	61,400	62,500	73,500	79,500	88,500
11	57,750	60,750	61,800	62,750	73,750	79,750	88,750
12	58,000	61,000	62,200	63,000	74,000	80,000	89,000
13	58,250	61,250	62,600	63,250	74,250	80,250	89,250
14	58,500	61,500	63,000	63,500	74,500	80,500	89,500
15	58,750	61,750	63,400	63,750	74,750	80,750	89,750
16	59,000	62,000	63,600	64,000	75,000	81,000	90,000
17	59,250	62,250	64,000	64,250	75,250	81,250	90,250
18	59,500	62,500	64,400	64,500	75,500	81,500	90,500
19	59,750	62,750	64,800	64,750	75,750	81,750	90,750
20	60,000	63,000	65,200	65,000	76,000	82,000	91,000
21	60,250	63,250	65,600	65,250	76,250	82,250	91,250
22	60,500	63,500	66,000	65,500	76,500	82,500	91,500
23	60,750	63,750	66,400	65,750	76,750	82,750	91,750
24	61,000	64,000	66,800	66,000	77,000	83,000	92,000
25	61,250	64,250	67,200	66,250	77,250	83,250	92,250
26	61,500	64,500	67,600	66,500	77,500	83,500	92,500
27	61,750	64,750	68,000	66,750	77,750	83,750	92,750
28	62,000	65,000	68,400	67,000	78,000	84,000	93,000
29	62,250	65,250	68,800	67,250	78,250	84,250	93,250
30	62,500	65,500	69,200	67,500	78,500	84,500	93,500
31	62,750	65,750	69,600	67,750	78,750	84,750	93,750
32	63,000	66,000	70,000	68,000	79,000	85,000	94,000
33	63,250	66,250	70,400	68,250	79,250	85,250	94,250
34	63,500	66,500	70,800	68,500	79,500	85,500	94,500
35	63,750	66,750	71,200	68,750	79,750	85,750	94,750
35	64,000	67,000	71,600	69,000	80,000	86,000	95,000

**ESPANOLA PUBLIC SCHOOLS**  
**2022-23 Principals**  
**Salary Guide**

Step	ELEMENTARY DEAN OF STUDENTS	HEAD TEACHER / ASST. ELEM. PRINC.	ELEM PRINCIPAL	DEAN OF STUDENTS / ASST MS PRINC - 220	MS PRINCIPAL - 260	ASST. HS PRINC. - 220	HS PRINCIPAL - 260
0	72,000	77,000	84,000	80,500	98,000	87,500	112,000
1	72,100	77,100	84,100	80,600	98,100	87,600	112,100
2	72,200	77,200	84,200	80,700	98,200	87,700	112,200
3	72,300	77,300	84,300	80,800	98,300	87,800	112,300
4	72,400	77,400	84,400	80,900	98,400	87,900	112,400
5	72,500	77,500	84,500	81,000	98,500	88,000	112,500
6	72,600	77,600	84,600	81,100	98,600	88,100	112,600
7	72,700	77,700	84,700	81,200	98,700	88,200	112,700
8	72,800	77,800	84,800	81,300	98,800	88,300	112,800
9	72,900	77,900	84,900	81,400	98,900	88,400	112,900
10	73,000	78,000	85,000	81,500	99,000	88,500	113,000
11	73,100	78,100	85,100	81,600	99,100	88,600	113,100
12	73,200	78,200	85,200	81,700	99,200	88,700	113,200
13	73,300	78,300	85,300	81,800	99,300	88,800	113,300
14	73,400	78,400	85,400	81,900	99,400	88,900	113,400
15	73,500	78,500	85,500	82,000	99,500	89,000	113,500
16	73,600	78,600	85,600	82,100	99,600	89,100	113,600
17	73,700	78,700	85,700	82,200	99,700	89,200	113,700
18	73,800	78,800	85,800	82,300	99,800	89,300	113,800
19	73,900	78,900	85,900	82,400	99,900	89,400	113,900
20	74,000	79,000	86,000	82,500	100,000	89,500	114,000
21	74,100	79,100	86,100	82,600	100,100	89,600	114,100
22	74,200	79,200	86,200	82,700	100,200	89,700	114,200
23	74,300	79,300	86,300	82,800	100,300	89,800	114,300
24	74,400	79,400	86,400	82,900	100,400	89,900	114,400
25	74,500	79,500	86,500	83,000	100,500	90,000	114,500
26	74,600	79,600	86,600	83,100	100,600	90,100	114,600
27	74,700	79,700	86,700	83,200	100,700	90,200	114,700
28	74,800	79,800	86,800	83,300	100,800	90,300	114,800
29	74,900	79,900	86,900	83,400	100,900	90,400	114,900
30	75,000	80,000	87,000	83,500	101,000	90,500	115,000
31	75,100	80,100	87,100	83,600	101,100	90,600	115,100
32	75,200	80,200	87,200	83,700	101,200	90,700	115,200
33	75,300	80,300	87,300	83,800	101,300	90,800	115,300
34	75,400	80,400	87,400	83,900	101,400	90,900	115,400
35	75,500	80,500	87,500	84,000	101,500	91,000	115,500
36	75,600	80,600	87,600	84,100	101,600	91,100	115,600
37	75,700	80,700	87,700	84,200	101,700	91,200	115,700
38	75,800	80,800	87,800	84,300	101,800	91,300	115,800
39	75,900	80,900	87,900	84,400	101,900	91,400	115,900
40	76,000	81,000	88,000	84,500	102,000	91,500	116,000
41	76,100	81,100	88,100	84,600	102,100	91,600	116,100
42	76,200	81,200	88,200	84,700	102,200	91,700	116,200
43	76,300	81,300	88,300	84,800	102,300	91,800	116,300

*District recognizes up to 20 years of experience upon hire*

*Salaries based on work schedule of 8hrs per day & 205 Days for Dean, ELEM & MS Assnt / 220 Days for HS Assnt / 260 Days for HS & MS*

*220 Days for HS Assnt / 260 Days for HS & MS*

*Placement and Additional Information can be found in HR or Payroll Office*

## Coaches Stipend Schedule

### Espanola Valley High School Coaches' Stipend Schedule 2022-23

<b>Group A: Varsity &amp; Sub-varsity Programs: Football, Volleyball, boys and girls basketball, Tennis, Cheer, Baseball and Softball</b>		
<b>Step 1: 0-3 years experience</b>	<b>Step 2: 4-9 years experience</b>	<b>Step 3: 10+ years experience</b>
Head Coach: \$5,000	Head Coach: \$6,000	Head Coach: \$7,000
Assistant Coaches (JV/C teams): \$2,750	Assistant Coaches (JV/C teams): \$3,350	Assistant Coaches (JV/C teams): \$3,950

<b>Group B: Varsity only Programs: Cross Country, Wrestling, Golf, Track &amp; Field</b>		
<b>Step 1: 0-3 years experience</b>	<b>Step 2: 4-9 years experience</b>	<b>Step 3: 10+ years experience</b>
Head Coach: \$4,000	Head Coach: \$5000	Head Coach: \$6000
Assistant Coaches: \$2,250	Assistant Coaches: \$2,850	Assistant Coaches: \$3,450

### Carlos F. Vigil Middle School Coaches' Stipend Schedule 2022-23

<b>7<sup>th</sup> &amp; 8<sup>th</sup> Grade Combined: Football, Cheer, Cross Country, Wrestling, Track &amp; Field</b>	
Head Coach: \$2,000	Assistant Coach (football & cheer only): \$1,200
<b>Grade Level Teams: Volleyball, Boys and Girls Basketball</b>	
Head Coach: \$1,800	Assistant Coaches: Voluntary Basis only

*\*I did not include the experience incentive or athletic coordinator stipend in my proposal.*

*E-Sports -*

# SCHEDULES

Position	Hourly Rate
Substitutes - Short Term (non teacher licensed) -All positions	\$ 15.00
Substitute Teacher - Long Term (non teacher licensed)	\$ 18.00
Substitute Teacher - Short Term (active teacher license)	\$ 28.00
Substitute Teachers - Long-Term (active teacher license)	\$ 38.00

**Long Term Teacher Substitutes - Eligibility & Requirements**

- Eligible if assignment will extend more than 10 days
- Responsible for maintaining adequate classroom management
- Responsible for maintaining parent communication as needed
- Successfully implementing lesson plans as provided by Level 3 assigned mentor (non teacher license)
- Successfully preparing and implementing lesson plans (with an active teacher license)
- Successfully maintaining grades in the Synergy Gradebook
- Positively impacting classroom environment & learning outcomes

**Substitute Licensure Requirements**

- Substitutes for non-instructional office support, cook and custodial positions DO NOT require an NMPED issued Substitute license.
- Substitutes for instructional teacher or educational assistant positions DO require a current NMPED issued substitute license.
- Substitutes for instructional teacher positions with an active/current Teacher License are eligible to receive higher teacher sub rates.

**Substitute Work Hours**

Teachers & Educational assistant subs are eligible for up to 7 hours daily as clocked in/out to include a duty free lunch per the school scheduled hours.  
 Office support & custodial subs are eligible for up to 8 hours daily as clocked in/out to include a duty free lunch per the school scheduled hours.  
 Cook subs are eligible for 6-7 hours daily as clocked in/out to include a duty free lunch per the school scheduled hours