


# Every Child Needs a Champion


Ted Talk by the late, great Rita Pierson




★  James Comer: "No significant learning can occur without a significant relationship."

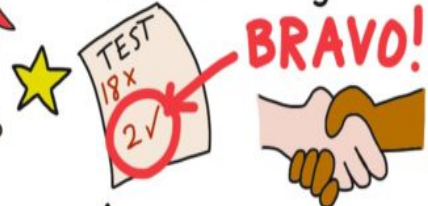
★ Kids don't learn from people they don't like 



★ Teacher: "You were chosen to be in my class!" 

★  Student: "You made me feel like I was somebody"

★ Teaching and learning should bring joy 



★ Every child deserves an adult who will never give up on them

★ This job is tough but we can do it. We're educators and we were born to make a difference. 



@sylvia duckworth

## Artesia Public Schools

2021-2022

Detailed Salary Schedule

and

Calendars

**Artesia Public Schools  
Cafeteria Staff Salary Schedule  
2021-2022**

Fund Code: 21000-3100-51100-0000-000-1113

Fund Code: 21000-3100-51100-0000-000-1114

Fund Code: 21000-3100-51100-0000-000-1616

Fund Code: 21000-3100-51100-0000-000-1617

Position	Hours per Day	Days per School Year	Hours per Week	Salary per Hour	Salary per Day	Salary per Week	School Year Salary	Gross Semi-Monthly Salary, 24 Installments
Cafeteria Supervisor	8.00	200	40.00	\$30.00	\$239.98	\$1,199.90	\$47,996	\$1,999.84
Asst. Cafeteria Supervisor	8.00	190	40.00	\$19.86	\$158.91	\$794.55	\$30,193	\$1,258.03
Cashier/Manager	8.00	180	40.00	\$15.40	\$123.18	\$615.89	\$22,172	\$923.84
Cashier/Manager	7.50	180	37.50	\$15.40	\$115.48	\$577.40	\$20,786	\$866.10
Cashier/Manager	7.00	180	35.00	\$15.40	\$107.78	\$538.91	\$19,401	\$808.36
Cashier/Manager	6.50	180	32.50	\$15.40	\$100.08	\$500.41	\$18,015	\$750.62
Cashier/Manager	6.00	180	30.00	\$15.40	\$92.38	\$461.92	\$16,629	\$692.88
Cashier/Manager	5.50	180	27.50	\$15.40	\$84.69	\$423.43	\$15,243	\$635.14
Cashier/Manager	5.00	180	25.00	\$15.40	\$76.99	\$384.93	\$13,858	\$577.40
Cashier/Manager	4.50	180	22.50	\$15.40	\$69.29	\$346.44	\$12,472	\$519.66
Cashier/Manager	4.00	180	20.00	\$15.40	\$61.59	\$307.95	\$11,086	\$461.92
Cashier/Manager	3.50	180	17.50	\$15.40	\$53.89	\$269.45	\$9,700	\$404.18
Cashier/Manager	3.00	180	15.00	\$15.40	\$46.19	\$230.96	\$8,315	\$346.44
Cashier/Manager	2.50	180	12.50	\$15.40	\$38.49	\$192.47	\$6,929	\$288.70
Cashier/Manager	2.00	180	10.00	\$15.40	\$30.79	\$153.97	\$5,543	\$230.96
Cook/Helper/Snack Bar	7.00	180	35.00	\$14.20	\$99.37	\$496.87	\$17,887	\$745.30
Cook/Helper/Snack Bar	6.50	180	32.50	\$14.20	\$92.28	\$461.38	\$16,610	\$692.06
Cook/Helper/Snack Bar	6.00	180	30.00	\$14.20	\$85.18	\$425.88	\$15,332	\$638.83
Cook/Helper/Snack Bar	5.50	180	27.50	\$14.20	\$78.08	\$390.39	\$14,054	\$585.59
Cook/Helper/Snack Bar	5.00	180	25.00	\$14.20	\$70.98	\$354.90	\$12,777	\$532.36
Cook/Helper/Snack Bar	4.50	180	22.50	\$14.20	\$63.88	\$319.41	\$11,499	\$479.12
Cook/Helper/Snack Bar	4.00	180	20.00	\$14.20	\$56.78	\$283.92	\$10,221	\$425.88
Cook/Helper/Snack Bar	3.50	180	17.50	\$14.20	\$49.69	\$248.43	\$8,944	\$372.65
Cook/Helper/Snack Bar	3.00	180	15.00	\$14.20	\$42.59	\$212.94	\$7,666	\$319.41
Cook/Helper/Snack Bar	2.50	180	12.50	\$14.20	\$35.49	\$177.45	\$6,388	\$266.18
Cook/Helper/Snack Bar	2.00	180	10.00	\$14.20	\$28.39	\$141.96	\$5,111	\$212.94

**This schedule is a one-year document that reflects placement only.**

This schedule does not reflect future movement.

In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be completed each pay period.

## Artesia Public Schools Teacher Salary Schedule 2021-2022

Fund Codes: 11000-1000-51100-0000-000-1411 (Teacher)  
 Fund Codes: 11000-1000-51100-0000-000-1412 (Sp. Ed. Teacher)  
 Fund Codes: 11000-1000-51100-0000-000-1413 (Early Childhood)  
 Fund Codes: 11000-1000-51100-0000-000-1415 (Voc/Technical Teacher)  
 Fund Codes: 11000-1000-51100-0000-000-1422 (Gifted Teacher)  
 Fund Codes: 11000-2200-51100-0000-000-1212 (Librarian)

Years of Experience	Bachelors		Bachelors +15		Bachelors +45 or Masters			Masters +15			Masters +45		
	Level 1	Level 2	Level 1	Level 2	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
0	\$41,250		\$41,500		\$41,750			\$42,000			\$43,000		
1	\$42,075		\$42,330		\$42,585			\$42,840			\$43,860		
2	\$42,238		\$42,547		\$42,753			\$43,165			\$44,221		
3	\$42,243	\$50,000	\$42,552	\$50,100	\$42,758	\$50,300		\$43,171	\$50,400		\$44,226	\$50,500	
4	\$42,346	\$51,000	\$42,758	\$51,102	\$42,964	\$51,306		\$43,377	\$51,408		\$44,433	\$51,510	
5	\$42,352	\$51,510	\$42,764	\$51,613	\$42,970	\$51,819		\$43,382	\$51,922		\$44,438	\$52,025	
6		\$51,515		\$51,639		\$51,824	\$60,000		\$51,927	\$60,100		\$52,030	\$60,200
7		\$51,520		\$51,644		\$51,927	\$61,200		\$52,030	\$61,302		\$52,545	\$61,404
8		\$51,551		\$51,670		\$51,932	\$61,812		\$52,035	\$61,915		\$52,551	\$62,018
9		\$51,582		\$51,695		\$52,035	\$61,817		\$52,138	\$61,920		\$53,066	\$62,023
10		\$51,613		\$51,721		\$52,138	\$61,822		\$52,241	\$61,925		\$53,581	\$62,028
11		\$51,644		\$51,747		\$52,241	\$61,827		\$52,344	\$61,930		\$54,096	\$62,033
12		\$51,675		\$51,773		\$52,344	\$61,833		\$52,447	\$61,936		\$54,611	\$62,075
13		\$51,706		\$51,798		\$52,447	\$61,838		\$52,551	\$61,946		\$55,126	\$62,095
14		\$51,737		\$51,824		\$52,551	\$61,843		\$52,654	\$61,956		\$55,641	\$62,116
15		\$51,768		\$51,850		\$52,654	\$61,848		\$52,757	\$61,967		\$56,156	\$62,137
16		\$51,798		\$51,876		\$52,757	\$61,853		\$52,860	\$61,977		\$56,671	\$62,157
17		\$51,829		\$51,901		\$52,860	\$61,858		\$52,963	\$61,987		\$57,186	\$62,178
18		\$51,860		\$51,927		\$52,963	\$61,864		\$53,066	\$61,997		\$57,702	\$62,198
19		\$51,891		\$51,953		\$53,066	\$61,869		\$53,169	\$62,008		\$58,217	\$62,219
20		\$51,922		\$51,994		\$53,622	\$61,905		\$53,735	\$62,023		\$58,732	\$62,240
21		\$51,958		\$52,035		\$54,178	\$61,941		\$54,302	\$62,126		\$59,247	\$62,446
22		\$51,994		\$52,077		\$54,735	\$61,977		\$54,868	\$62,228		\$59,762	\$62,652
23		\$52,030		\$52,118		\$55,291	\$62,013		\$55,435	\$62,332		\$60,277	\$62,858
24		\$52,066		\$52,159		\$55,847	\$62,049		\$56,002	\$62,435		\$61,204	\$63,064
25		\$52,102		\$52,199		\$63,347	\$71,049		\$64,002	\$71,935		\$69,704	\$73,064

**This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.**

Out of district years of teaching experience will be granted at the discretion of the superintendent. This schedule is based on 182 contract days; new teachers work one additional in-service day (183 days). Ten days of sick leave will be granted per year, accumulative to a maximum of 120 days. September 15<sup>th</sup> is the deadline for official transcripts, experience verification, and salary revisions. Credits earned before June 1, 1982 must be graduate hours above the latest degree. Undergraduate computer hours completed after May 1989 and undergraduate Spanish hours completed after May 1990 may be counted for salary purposes and T&E. All undergraduate hours earned above the latest degree after May 1992 may be counted for salary purposes and T&E/TCL, if approved in writing by the Superintendent of Schools. New employees to the district after 1991-92 may receive credit for classes completed after May 1992, even though no written approval exists if the Superintendent believes these hours add to the instructional expertise of the teacher.

**Artesia Public Schools  
Certified Support Salary Schedule  
2021-2022**

Fund Codes: 11000-2100-51100-0000-000-1215 (School Nurse)  
Fund Codes: 11000-2100-51100-0000-000-1313 (COTA)

Years of Experience	COTA			School Nurse		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
0	\$41,250			\$41,250	\$50,000	\$60,200
1	\$42,075			\$42,075	\$51,000	\$61,404
2	\$42,238			\$42,238	\$51,510	\$62,016
3	\$42,243			\$42,243	\$51,515	\$62,021
4	\$42,346	\$42,500		\$42,346	\$51,520	\$62,026
5		\$42,505		\$42,352	\$51,618	\$62,435
6		\$42,605		\$42,452	\$51,721	\$62,538
7		\$42,705		\$42,552	\$51,824	\$62,641
8		\$42,805		\$42,652	\$51,927	\$62,744
9		\$42,905		\$42,752	\$52,030	\$62,847
10		\$43,005	\$43,250	\$42,852	\$52,133	\$62,950
11			\$43,350	\$42,952	\$52,236	\$63,053
12			\$43,450	\$43,052	\$52,339	\$63,156
13			\$43,550	\$43,152	\$52,442	\$63,259
14			\$43,650	\$43,252	\$52,545	\$63,362
15			\$43,750	\$43,352	\$52,648	\$63,465
16			\$43,850	\$43,452	\$52,751	\$63,568
17			\$43,950	\$43,552	\$52,854	\$63,672
18			\$44,050	\$43,652	\$52,957	\$63,775
19			\$44,150	\$43,752	\$53,060	\$63,878
20			\$44,250	\$43,852	\$53,163	\$63,981
21			\$44,350	\$43,952	\$53,266	\$64,084
22			\$44,450	\$44,052	\$53,370	\$64,187
23			\$44,550	\$44,152	\$53,473	\$64,290
24			\$44,650	\$44,252	\$53,576	\$64,393
25			\$46,150	\$45,252	\$59,076	\$73,393

**This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.**

Out of district years of certified support experience will be granted at the discretion of the superintendent. This schedule is based on 182 contract days; new certified support staff work one additional in-service day (183 days). Ten days of sick leave will be granted per year, accumulative to a maximum of 120 days. September 15<sup>th</sup> is the deadline for official transcripts, experience verification, and salary revisions. Credits earned before June 1, 1982 must be graduate hours above the latest degree. Undergraduate computer hours completed after May 1989 and undergraduate Spanish hours completed after May 1990 may be counted for salary purposes and T&E/TCI. All undergraduate hours earned above the latest degree after May 1992 may be counted for salary purposes and T&E/TCI, if approved in writing by the Superintendent of Schools. New employees to the district after 1991-92 may receive credit for classes completed after May 1992, even though no written approval exists if the Superintendent believes these hours add to the expertise of the certified support employee.

**Artesia Public Schools  
Certified Support Salary Schedule  
2021-2022**

Fund Codes: 11000-2100-51100-0000-000-1211 (Ctr./Subject Matter Spec.)  
 Fund Codes: 11000-2200-51100-0000-000-1211 (Ctr./Subject Matter Spec.)  
 Fund Codes: 11000-2100-51100-0000-000-1214 (Counselor / Social Worker)  
 Fund Codes: 11000-2100-51100-0000-000-1311 (Diagnostician)  
 Fund Codes: 11000-2100-51100-0000-000-1312 (Speech Therapist)  
 Fund Codes: 11000-2100-51100-0000-000-1313 (Occupational Therapist)  
 Fund Codes: 11000-2100-51100-0000-000-1314 (Physical Therapist)  
 Fund Codes: 11000-2100-51100-0000-000-1315 (Psychologist)  
 Fund Codes: 11000-2100-51100-0000-000-1316 (Audiologist)  
 Fund Codes: 11000-2100-51100-0000-000-1318 (Orientation/Mobility Specialist)  
 Fund Codes: 11000-1000-51100-9000-000-1618 (Head Athletic Trainer)

Years of Experience	Bachelors		Bachelors +15		Bachelors +45		MA			Masters +15			Masters +45		
	Level 1	Level 2	Level 1	Level 2	Level 1	Level 2	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
0	\$41,400		\$41,800		\$42,300		\$50,250			\$50,350			\$50,450		
1	\$42,228	\$50,000	\$42,636	\$50,100	\$43,146	\$50,200	\$51,250			\$51,350			\$51,450		
2	\$42,650	\$51,000	\$43,062	\$51,100	\$43,577	\$51,200	\$51,760			\$51,860			\$51,960		
3	\$42,856	\$51,510	\$43,268	\$51,610	\$43,784	\$51,710	\$51,765	\$51,800		\$51,865	\$51,900		\$51,965	\$52,000	
4	\$42,861	\$51,515	\$43,274	\$51,615	\$43,789	\$51,715	\$51,770	\$52,800		\$51,870	\$52,900		\$51,970	\$53,000	
5	\$42,964	\$51,520	\$43,377	\$51,620	\$43,892	\$51,720		\$53,310	\$60,200		\$53,410	\$60,300		\$53,510	\$60,400
6	\$43,068	\$51,618	\$43,480	\$51,721	\$43,995	\$51,824		\$53,315	\$61,404		\$53,415	\$61,506		\$53,515	\$61,608
7	\$43,171	\$51,721	\$43,583	\$51,824	\$44,098	\$51,927		\$53,320	\$62,016		\$53,420	\$62,118		\$53,520	\$62,220
8	\$43,274	\$51,824	\$43,686	\$51,927	\$44,201	\$52,030		\$53,421	\$62,021		\$53,521	\$62,123		\$53,630	\$62,225
9	\$43,377	\$51,927	\$43,789	\$52,030	\$44,304	\$52,133		\$53,522	\$62,026		\$53,622	\$62,128		\$53,733	\$62,230
10	\$43,480	\$52,030	\$43,892	\$52,133	\$44,407	\$52,236		\$53,623	\$62,435		\$53,723	\$62,538		\$53,836	\$62,641
11	\$43,583	\$52,133	\$43,995	\$52,236	\$44,510	\$52,339		\$53,724	\$62,538		\$53,824	\$62,641		\$53,939	\$62,744
12	\$43,686	\$52,236	\$44,098	\$52,339	\$44,613	\$52,442		\$53,825	\$62,641		\$53,925	\$62,744		\$54,042	\$62,847
13	\$43,789	\$52,339	\$44,201	\$52,442	\$44,716	\$52,545		\$53,926	\$62,744		\$54,026	\$62,847		\$54,145	\$62,950
14	\$43,892	\$52,442	\$44,304	\$52,545	\$44,819	\$52,648		\$54,027	\$62,847		\$54,127	\$62,950		\$54,248	\$63,053
15	\$43,995	\$52,545	\$44,407	\$52,648	\$44,922	\$52,751		\$54,128	\$62,950		\$54,228	\$63,053		\$54,351	\$63,156
16	\$44,098	\$52,648	\$44,510	\$52,751	\$45,025	\$52,854		\$54,229	\$63,053		\$54,329	\$63,156		\$54,454	\$63,259
17	\$44,201	\$52,751	\$44,613	\$52,854	\$45,128	\$52,957		\$54,330	\$63,156		\$54,430	\$63,259		\$54,557	\$63,362
18	\$44,304	\$52,854	\$44,716	\$52,957	\$45,231	\$53,060		\$54,431	\$63,259		\$54,531	\$63,362		\$54,660	\$63,465
19	\$44,407	\$52,957	\$44,819	\$53,060	\$45,334	\$53,163		\$54,532	\$63,362		\$54,632	\$63,465		\$54,763	\$63,568
20	\$44,510	\$53,060	\$44,922	\$53,163	\$45,437	\$53,266		\$54,633	\$63,465		\$54,733	\$63,568		\$54,866	\$63,672
21	\$44,613	\$53,163	\$45,025	\$53,266	\$45,540	\$53,370		\$54,734	\$63,568		\$54,834	\$63,672		\$54,970	\$63,775
22	\$44,716	\$53,266	\$45,128	\$53,370	\$45,643	\$53,473		\$54,835	\$63,672		\$54,935	\$63,775		\$55,073	\$63,878
23	\$44,819	\$53,370	\$45,231	\$53,473	\$45,746	\$53,576		\$54,936	\$63,775		\$55,036	\$63,878		\$55,176	\$63,981
24	\$44,922	\$53,473	\$45,334	\$53,576	\$45,849	\$53,679		\$55,037	\$63,878		\$55,137	\$63,981		\$55,279	\$64,084
25	\$47,922	\$58,973	\$48,834	\$59,576	\$49,849	\$60,179		\$61,537	\$72,878		\$62,137	\$73,481		\$62,779	\$74,084

**This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.**

Out of district years of certified support experience will be granted at the discretion of the superintendent. This schedule is based on 182 contract days; new certified support staff work one additional in-service day (183 days). Ten days of sick leave will be granted per year, accumulative to a maximum of 120 days. September 15<sup>th</sup> is the deadline for official transcripts, experience verification, and salary revisions. Credits earned before June 1, 1982 must be graduate hours above the latest degree. Undergraduate computer hours completed after May 1989 and undergraduate Spanish hours completed after May 1990 may be counted for salary purposes and T&E/TCI. All undergraduate hours earned above the latest degree after May 1992 may be counted for salary purposes and T&E/TCI, if approved in writing by the Superintendent of Schools. New employees to the district after 1991-92 may receive credit for classes completed after May 1992, even though no written approval exists if the Superintendent believes these hours add to the expertise of the certified support employee.

**Artesia Public Schools  
Library & Instructional Aide Salary Schedule  
2021-2022**

Fund Codes: 11000-1000-51100-0000-000-1711  
 Fund Codes: 11000-1000-51100-0000-000-1712  
 Fund Codes: 11000-1000-51100-0000-000-1713  
 Fund Codes: 11000-2200-51100-0000-000-1213  
 Fund Codes: 25153-2100-51100-0000-000-1216

Years of Experience	+0 Hrs	+10 Hrs	+20 Hrs	+30 Hrs	+40 Hrs	+50Hrs	+60Hrs
0	\$14,651	\$14,708	\$14,765	\$14,822	\$14,878	\$14,945	\$14,992
1	\$14,786	\$14,844	\$14,901	\$14,959	\$15,015	\$15,083	\$15,130
2	\$15,115	\$15,174	\$15,233	\$15,292	\$15,350	\$15,419	\$15,467
3	\$15,464	\$15,524	\$15,585	\$15,645	\$15,704	\$15,776	\$15,825
4	\$15,470	\$15,529	\$15,591	\$15,650	\$15,709	\$15,781	\$15,830
5	\$15,475	\$15,536	\$15,596	\$15,656	\$15,716	\$15,786	\$15,836
6	\$15,480	\$15,541	\$15,601	\$15,661	\$15,721	\$15,792	\$15,841
7	\$16,188	\$16,252	\$16,315	\$16,378	\$16,441	\$16,516	\$16,568
8	\$16,339	\$16,402	\$16,467	\$16,531	\$16,594	\$16,669	\$16,722
9	\$16,456	\$16,520	\$16,584	\$16,648	\$16,711	\$16,786	\$16,839
10	\$16,463	\$16,525	\$16,590	\$16,654	\$16,717	\$16,792	\$16,845
11	\$16,579	\$16,644	\$16,707	\$16,771	\$16,835	\$16,900	\$16,963
12	\$17,973	\$18,042	\$18,112	\$18,182	\$18,252	\$18,322	\$18,392
13	\$18,644	\$18,717	\$18,789	\$18,862	\$18,935	\$19,008	\$19,080
14	\$20,289	\$20,338	\$20,391	\$20,433	\$20,480	\$20,527	\$20,577
15	\$20,432	\$20,482	\$20,533	\$20,575	\$20,623	\$20,669	\$20,723
16	\$21,039	\$21,089	\$21,142	\$21,187	\$21,244	\$21,287	\$21,340
17	\$21,443	\$21,495	\$21,549	\$21,596	\$21,647	\$21,696	\$21,751
18	\$21,886	\$21,939	\$21,993	\$22,042	\$22,095	\$22,146	\$22,200
19	\$22,279	\$22,331	\$22,388	\$22,437	\$22,488	\$22,539	\$22,595
20	\$22,593	\$22,649	\$22,703	\$22,756	\$22,809	\$22,862	\$22,919
21	\$23,026	\$23,077	\$23,135	\$23,186	\$23,240	\$23,297	\$23,351
22	\$23,460	\$23,514	\$23,573	\$23,625	\$23,686	\$23,738	\$23,797
23	\$24,572	\$24,635	\$24,690	\$24,747	\$24,807	\$24,869	\$24,926
24	\$24,644	\$24,705	\$24,762	\$24,819	\$24,880	\$24,939	\$25,450
25	\$26,804	\$26,905	\$27,000	\$27,106	\$27,212	\$27,317	\$28,076

**This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.**

In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be completed each pay period.

Transcripts must be on file September 15th for salary purposes. Library and instructional aides work 7 hours per day and 182 days per year; new library and instructional aides work one additional in-service day (183 days).

**Artesia Public Schools  
Administrative Salary Schedule  
2021-2022**

Position	Length of Contract	Salary
Superintendent of Schools (2300-1111)	12 months/234 Days	\$150,450
Assistant Superintendent of Schools - Operations (2500-1115)	12 months/234 Days	\$123,131
Assistant Superintendent of Schools - Secondary Education (2500-1113)	12 months/234 Days	\$123,131
Assistant Superintendent of Schools - Elementary Education and Federal Programs (2500-1113)	12 months/234 Days	\$123,131
Director of Athletics (2400-1211)	12 months/234 Days	\$117,385
Director of Finance (2500-1115)	12 months/234 Days	\$117,385
Director of Maintenance (2600-1113)	12 months/239 Days	\$117,385
Director of Special Education, IDEA-B, Drug Free, & Medicaid (2400-1211)	12 months/234 Days	\$117,385
Director of Technology (2200-1113)	12 months/234 Days	\$117,385
High School Principal (2400-1112)	12 months/234 Days	\$114,939
Assistant High School Principal (2400-1112)	12 months/234 Days	\$109,612
Second Assistant High School Principal (2400-1112)	10 months/200 Days	\$100,157
Junior High School Principal (2400-1112)	12 months/234 Days	\$113,962
Assistant Junior High School Principal (2400-1112)	12 months/234 Days	\$108,634
Intermediate School Principal (2400-1112)	12 months/234 Days	\$105,979
Assistant Intermediate School Principal (2400-1112)	10 months/200 Days	\$100,157
Elementary School Principal (24000-1112)	10 months/200 Days	\$99,994

**This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.**

**Artesia Public Schools  
Principal's Office Secretary & Registrar Salary Schedule  
2021-2022**

Fund Codes: 11000-2400-51100-0000-000-1217

Years of Experience	+0 Hrs	+10 Hrs	+20 Hrs	+30 Hrs	+40 Hrs	+50Hrs	+60Hrs
0	\$16,817	\$16,842	\$16,869	\$16,895	\$16,921	\$16,947	\$16,973
1	\$17,153	\$17,179	\$17,206	\$17,233	\$17,259	\$17,286	\$17,312
2	\$17,325	\$17,351	\$17,378	\$17,406	\$17,432	\$17,459	\$17,486
3	\$17,743	\$17,770	\$17,798	\$17,826	\$17,853	\$17,881	\$17,908
4	\$18,186	\$18,215	\$18,242	\$18,272	\$18,300	\$18,327	\$18,356
5	\$18,192	\$18,220	\$18,249	\$18,277	\$18,305	\$18,333	\$18,361
6	\$18,197	\$18,226	\$18,254	\$18,282	\$18,311	\$18,339	\$18,367
7	\$18,204	\$18,231	\$18,260	\$18,288	\$18,316	\$18,345	\$18,372
8	\$18,564	\$18,592	\$18,621	\$18,650	\$18,679	\$18,707	\$18,736
9	\$18,749	\$18,777	\$18,807	\$18,836	\$18,865	\$18,894	\$18,923
10	\$18,865	\$18,894	\$18,923	\$18,952	\$18,981	\$19,011	\$19,039
11	\$18,872	\$18,901	\$18,930	\$18,958	\$18,988	\$19,017	\$19,046
12	\$18,988	\$19,017	\$19,046	\$19,075	\$19,105	\$19,133	\$19,163
13	\$19,231	\$19,261	\$19,349	\$19,409	\$19,468	\$19,527	\$19,586
14	\$19,463	\$19,492	\$19,583	\$19,643	\$19,703	\$19,763	\$19,824
15	\$20,116	\$20,148	\$20,243	\$20,307	\$20,369	\$20,433	\$20,496
16	\$20,879	\$20,923	\$20,969	\$21,005	\$21,050	\$21,092	\$21,137
17	\$21,561	\$21,607	\$21,655	\$21,691	\$21,738	\$21,782	\$21,829
18	\$22,253	\$22,345	\$22,434	\$22,528	\$22,622	\$22,713	\$22,803
19	\$22,526	\$22,618	\$22,709	\$22,803	\$22,899	\$22,991	\$23,084
20	\$22,665	\$22,758	\$22,848	\$22,943	\$23,040	\$23,133	\$23,226
21	\$23,257	\$23,352	\$23,447	\$23,545	\$23,644	\$23,740	\$23,836
22	\$23,653	\$23,752	\$23,846	\$23,948	\$24,048	\$24,147	\$24,245
23	\$24,087	\$24,187	\$24,285	\$24,389	\$24,489	\$24,590	\$24,693
24	\$24,470	\$24,571	\$24,671	\$24,774	\$24,878	\$24,981	\$25,086
25	\$25,217	\$25,312	\$25,415	\$25,520	\$25,627	\$25,739	\$25,842

Position	Base Pay		Increment Pay	
AHS Secretary	Salary Step	+	\$17,917	+15 days
AHS Registrar	Salary Step	+	\$10,493	+20 days
AHS Receptionist	Salary Step	+	\$4,056	
AJHS Secretary	Salary Step	+	\$9,401	+15 days
AJHS Registrar	Salary Step	+	\$5,512	+10 days
AIS Secretary	Salary Step	+	\$8,288	
AIS Registrar	Salary Step	+	\$4,056	
Elementary Secretary	Salary Step	+	\$3,361	
Penasco Secretary	Salary Step			+10 days

**This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.**

In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be on file by September 15th for salary purposes. All secretaries work a minimum of 200 days per year. A work day consists of 7 hours per day for Elementary Secretaries and 7.5 hours per day for all Secondary Secretaries.



**Artesia Public Schools  
Administrative Business Office Salary Schedule  
2021-2022**

Fund Code: 11000-2500-51100-0000-000-1220 (Business Office Staff)  
 Fund Code: 11000-2400-51100-0000-000-1217 (Instructional Support Secretary)  
 Fund Code: 11000-2300-51100-0000-000-1217 (Administration Secretary)  
 Fund Code: 12000-2600-51100-0000-000-1217 (Administration Secretary)  
 Fund Code: 13000-2500-51100-0000-000-1217 (Administration Secretary)  
 Fund Code: 21000-3100-51100-0000-000-1217 (Administration Secretary)  
 Fund Code: 24101-2400-51100-0000-000-1217 (Instructional Support Secretary)  
 Fund Code: 24106-2400-51100-0000-000-1217 (Instructional Support Secretary)  
 Fund Code: 25153-2400-51100-0000-000-1217 (Instructional Support Secretary)  
 Fund Code: 31600-4000-51100-0000-000-1220 (Business Office Staff)

Years of Experience	+0 Hrs	+10 Hrs	+20 Hrs	+30 Hrs	+40 Hrs	+50Hrs	+60Hrs	BA/MA
0	\$29,409	\$29,666	\$29,923	\$30,180	\$30,565	\$30,693	\$30,950	\$38,155
1	\$29,997	\$30,259	\$30,521	\$30,783	\$31,176	\$31,307	\$31,569	\$38,918
2	\$30,297	\$30,562	\$30,826	\$31,091	\$31,488	\$31,620	\$31,885	\$39,307
3	\$30,302	\$30,567	\$30,831	\$31,096	\$31,493	\$31,626	\$31,890	\$39,312
4	\$30,307	\$30,572	\$30,837	\$31,102	\$31,499	\$31,631	\$31,896	\$39,318
5	\$30,313	\$30,578	\$30,842	\$31,107	\$31,504	\$31,636	\$31,901	\$39,323
6	\$30,318	\$30,583	\$30,848	\$31,113	\$31,510	\$31,642	\$31,907	\$39,329
7	\$30,819	\$31,088	\$31,357	\$31,626	\$32,029	\$32,164	\$32,704	\$40,126
8	\$31,076	\$31,348	\$31,619	\$31,890	\$32,297	\$32,433	\$32,709	\$40,131
9	\$31,082	\$31,353	\$31,624	\$31,895	\$32,302	\$32,438	\$32,715	\$40,137
10	\$31,087	\$31,358	\$31,630	\$31,901	\$32,308	\$32,443	\$32,828	\$40,250
11	\$31,201	\$31,472	\$31,743	\$32,015	\$32,421	\$32,557	\$33,147	\$40,569
12	\$32,187	\$32,347	\$32,507	\$32,666	\$32,849	\$32,987	\$33,545	\$40,967
13	\$32,574	\$32,737	\$32,898	\$33,060	\$33,244	\$33,383	\$34,831	\$42,253
14	\$33,826	\$33,993	\$34,161	\$34,328	\$34,518	\$34,664	\$36,265	\$43,687
15	\$35,207	\$35,384	\$35,560	\$35,736	\$35,934	\$36,089	\$37,502	\$44,924
16	\$36,412	\$36,594	\$36,775	\$36,957	\$37,161	\$37,320	\$37,711	\$45,133
17	\$36,868	\$37,013	\$37,156	\$37,298	\$37,449	\$37,544	\$37,951	\$45,373
18	\$37,105	\$37,250	\$37,394	\$37,536	\$37,688	\$37,805	\$38,973	\$46,395
19	\$38,113	\$38,257	\$38,401	\$38,544	\$38,706	\$38,830	\$39,659	\$47,081
20	\$38,788	\$38,934	\$39,078	\$39,225	\$39,388	\$39,513	\$40,411	\$47,833
21	\$39,527	\$39,674	\$39,819	\$39,972	\$40,138	\$40,264	\$41,075	\$48,497
22	\$40,176	\$40,327	\$40,473	\$40,628	\$40,796	\$40,924	\$41,611	\$49,034
23	\$40,703	\$40,858	\$41,002	\$41,157	\$41,327	\$41,456	\$42,332	\$49,754
24	\$41,413	\$41,570	\$41,724	\$41,878	\$42,050	\$42,183	\$43,077	\$50,499
25	\$43,537	\$43,699	\$43,852	\$44,000	\$44,175	\$44,307	\$45,455	\$52,877

**This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.**

In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be completed each pay period.

Transcripts must be on file by September 15th for salary purposes. Above salaries are computed on a 12-month, 5 days per week contract consisting of 234 days per year. A work day is 7.5 hours per day.

**BA/MA Degree must be in Accounting or Business Administration related**

**Artesia Public Schools  
Technology Department Salary Schedule  
2021-2022**

Fund Code: 11000-22000-51100-0000-000-1511

Years of Experience	Level I	Level II	Level III	Level IV
0	\$33,000	\$34,750	\$43,250	\$57,500
1	\$33,660	\$35,445	\$44,115	\$58,650
2	\$33,978	\$35,616	\$44,352	\$58,963
3	\$33,983	\$35,621	\$44,358	\$58,969
4	\$33,989	\$35,627	\$44,363	\$58,974
5	\$33,994	\$35,632	\$44,368	\$58,980
6	\$34,000	\$35,638	\$44,374	\$58,985
7	\$34,500	\$36,142	\$44,883	\$59,498
8	\$34,758	\$36,402	\$45,145	\$59,763
9	\$34,763	\$36,408	\$45,150	\$59,768
10	\$34,769	\$36,413	\$45,156	\$59,773
11	\$34,882	\$36,527	\$45,269	\$59,887
12	\$35,868	\$37,401	\$46,033	\$60,539
13	\$36,256	\$37,791	\$46,424	\$60,932
14	\$37,507	\$39,048	\$47,687	\$62,201
15	\$38,889	\$40,438	\$49,086	\$63,609
16	\$40,093	\$41,648	\$50,301	\$64,829
17	\$40,550	\$42,068	\$50,682	\$65,170
18	\$40,787	\$42,305	\$50,921	\$65,408
19	\$41,795	\$43,311	\$51,927	\$66,416
20	\$42,469	\$43,988	\$52,604	\$67,098
21	\$43,209	\$44,729	\$53,345	\$67,845
22	\$43,857	\$45,382	\$53,999	\$68,501
23	\$44,385	\$45,913	\$54,529	\$69,029
24	\$45,095	\$46,625	\$55,250	\$69,750
25	\$47,219	\$48,754	\$57,378	\$71,872

**This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.**

In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be completed each pay period.

Transcripts must be on file by September 15th for salary purposes. Above salaries are computed on a 12-month 5 days per week contract consisting of 234 days per year. A work day is 8 hours per day.

Degree must be in a Technology Field	
Level I:	Computer Technician Entry level skills as a computer technician as defined in Job Description.
Level II:	Computer Technician II Associate's Degree, Vocational or Industry Certification equivalent to 64 hours toward a Technology Degree.
Level III:	Computer Technician III Bachelor's Degree or equivalent toward a Technology Degree.
Level IV:	Computer Technician IV Master's Degree or equivalent above Bachelor's toward a Technology Degree.

**Artesia Public Schools  
Custodian Salary Schedule  
2021-2022**

Fund Code: 11000-2600-51100-0000-000-1615

Years of Experience	Salary
0	\$21,988
1	\$22,199
2	\$22,714
3	\$23,260
4	\$23,266
5	\$23,271
6	\$23,276
7	\$23,332
8	\$23,441
9	\$23,608
10	\$23,826
11	\$24,593
12	\$25,000
13	\$25,341
14	\$26,502
15	\$27,686
16	\$28,758
17	\$29,035
18	\$29,449
19	\$29,664
20	\$30,495
21	\$31,101
22	\$31,764
23	\$32,345
24	\$32,819
25	\$34,371

**This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.**

In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be completed each pay period.

Custodian salaries are computed on a 12-month contract consisting of 239 days per year. The work week consists of 40 hours per week (5 days a week, 8 hours per day). Additional hours may be assigned.

**Artesia Public Schools  
Maintenance Department Salary Schedule  
2021-2022**

Fund Codes: 11000-2600-51100-0000-000-1614

Fund Codes: 11000-2600-51100-0000-000-1616

Years of Experience	Entry Level	Warehouse/ Supply	Maintenance Assistant	Carpenter/ Grounds	Plumber
0	\$21,988	\$22,933	\$23,456	\$24,500	\$36,000
1	\$22,201	\$23,155	\$23,684	\$24,739	\$36,353
2	\$22,708	\$23,699	\$24,239	\$25,320	\$37,215
3	\$22,714	\$24,275	\$24,828	\$25,937	\$38,128
4	\$23,509	\$24,280	\$24,834	\$25,943	\$38,135
5	\$23,515	\$24,285	\$24,840	\$25,948	\$38,140
6	\$23,967	\$24,291	\$24,845	\$25,953	\$38,145
7	\$24,200	\$24,758	\$25,324	\$26,453	\$38,887
8	\$24,314	\$24,998	\$25,570	\$26,711	\$39,268
9	\$24,319	\$25,113	\$25,685	\$26,826	\$39,383
10	\$24,433	\$25,119	\$25,690	\$26,831	\$39,388
11	\$24,793	\$25,234	\$25,804	\$26,946	\$39,503
12	\$25,134	\$25,841	\$26,888	\$28,433	\$40,949
13	\$26,233	\$26,198	\$27,260	\$28,826	\$41,521
14	\$27,478	\$27,349	\$28,465	\$30,109	\$43,438
15	\$28,549	\$28,636	\$29,796	\$31,540	\$45,490
16	\$28,864	\$29,755	\$30,959	\$31,633	\$47,282
17	\$29,242	\$29,763	\$30,970	\$32,456	\$47,292
18	\$29,456	\$30,163	\$31,085	\$32,879	\$47,426
19	\$30,288	\$30,383	\$31,311	\$33,119	\$47,773
20	\$30,894	\$31,281	\$32,274	\$34,139	\$49,257
21	\$31,557	\$31,907	\$32,919	\$34,823	\$50,248
22	\$32,138	\$32,590	\$33,626	\$35,567	\$51,334
23	\$32,611	\$33,193	\$34,246	\$36,226	\$52,291
24	\$33,247	\$33,680	\$34,748	\$36,764	\$53,062
25	\$34,182	\$34,557	\$35,436	\$37,483	\$54,114

**This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.**

In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be completed each pay period.

Maintenance salaries are computed on a 12-month contract consisting of 239 days per year. The work week consists of 40 hours per week (5 days a week, 8 hours per day). Additional hours may be assigned.

**Artesia Public Schools  
Athletic Increment Schedule  
2021-2022**

Fund Code: 11000-1000-51300-0000-000-1618 (Athletics)

<b>Artesia High School</b>	
<b>Football (9001)</b>	
Head Coach:	\$5,304
Additional Days + 40	
Assistant Coach:	\$2,842
Additional Days + 15	
Off Season:	\$1,938
<b>Soccer (9044B; 9045G)</b>	
Head Coach:	\$2,997
Additional Days + 10	
Assistant Coach:	\$2,532
Additional Days + 5	
<b>Artesia Junior High School</b>	
<b>Football (9001)</b>	
Head Coach:	\$2,117
Additional Days + 8	
Assistant Coach:	\$1,656
Additional Days + 5	
<b>Basketball (9003B; 9004G)</b>	
Head Coach:	\$5,304
Additional Days + 40	
Assistant Coach:	\$2,842
Additional Days + 10	
Off-Season	\$1,938
<b>Volleyball (9002)</b>	
Head Coach:	\$5,304
Additional Days + 25	
Assistant Coach:	\$2,842
Additional Days + 15	
Off Season:	\$1,938
<b>Track and Cross Country (9005B &amp; 9006G; 9026)</b>	
Head Coach	\$2,997
Additional Days + 4	
Assistant Coach:	\$2,532
Additional Days + 2	
<b>Baseball &amp; Softball (9010B; 9011G)</b>	
Head Coach:	\$2,997
Additional Days + 8	
Assistant Coach:	\$2,532
Additional Days + 2	
<b>Golf (9007)</b>	
Head Coach:	\$2,997
Additional Days + 8	
Assistant Coach:	\$2,532
Additional Days + 2	
<b>Tennis (9008)</b>	
Head Coach:	\$2,997
Additional Days + 4	
Assistant Coach:	\$2,532
Additional Days + 2	
<b>Swimming (9052)</b>	
Head Coach:	\$2,997
Additional Days + 8	
Assistant Coach:	\$2,532
Additional Days + 2	
<b>Cheerleading (9014)</b>	
Head Coach:	\$2,997
Additional Days + 10	
Assistant Coach:	\$2,532
Additional Days + 10	
<b>Fall Sports Coordinator</b>	
Assistant	\$2,148
<b>Artesia Intermediate School</b>	
<b>Boys Athletics</b>	
<b>Football - Basketball - Track</b>	
Head Coach:	\$3,089
3 sports	
Additional Days + 5	
Assistants:	\$2,630
3 sports	
Football Only Additional Days + 5	
One Sport Head Coach:	\$1,030
One Sport Assistant Coach:	\$876
<b>Girls Athletics</b>	
<b>Volleyball - Basketball - Track</b>	
Head Coach:	\$3,089
3 sports	
Additional Days + 5	
Assistants:	\$2,630
3 sports	
Volleyball Only Additional Days + 5	
One Sport Head Coach:	\$1,030
One Sport Assistant Coach:	\$876
<b>District Athletics</b>	
Athletic Trainer	\$5,304
Additional Days + 20	

**Artesia Public Schools  
Increment Schedule  
2021-2022**

Fund Code: 11000-1000-51300-0000-000-1400 (Allowable Instructor Increments)

Fund Code: 11000-1000-51300-0000-000-1624 (Activity)

**Artesia High School**

<u>Other Activities</u>		
Activity Assignments by Director	\$745	
Activity Assignments by Director	\$1,489	
Activity Assignments by Director	\$2,233	
Additional Administrative Duties	\$9,060	
Annual Sponsor	\$1,952	
Athletic Trainer	\$4,774	+20 Days
Auditorium Manager All Year	\$3,081	
Auto Mechanics		+10 Days
Bowling Assistant Sponsor	\$2,532	
Bowling Sponsor	\$2,997	
Counselor		+20 Days
DECA Sponsor		+10 Days
FCCLA & BPA Sponsor		+5 Days
FFA Assistant Sponsor		+35 Days
FFA Sponsor		+40 Days
Head Counselor		+40 Days
Librarian		+15 Days
Library Assistant		+15 Days
Library Coordinator	\$3,647	
Newspaper Sponsor	\$1,303	
Night Library Computer Lab Aide	\$2,333	
Rodeo Sponsor	\$2,997	+4 Days
Student Council Sponsor	\$1,628	
Woodshop Teacher		+10 Days

**Advanced Placement Coordinator**

English - Math - Science	\$1,303
--------------------------	---------

**Music**

Band Assistant Director #1	\$6,931	+30 Days
Band Assistant Director #2	\$4,621	+20 Days
Band Head Director	\$7,992	+35 Days
Choir Assistant Director	\$1,232	+5 Days
Choir Head Director	\$7,992	+20 Days
Flag Corp Director		+10 Days
Jazz Band Assistant Director	\$3,081	
Jazz Band Head Director	\$3,666	
Show Choir Head Director	\$3,666	

**Artesia Junior High School**

<u>Activities</u>		
Activities Assistant	\$977	
Activities Director	\$1,628	
Counselor		+20 days
FFA Assistant Sponsor		+10 Days
Librarian		+10 Days
Librarian Assistant		+10 Days
Library Coordinator	\$854	
Newspaper Sponsor	\$650	
Student Council Sponsor	\$977	
Woodshop Teacher		+10 Days
Yearbook Sponsor	\$650	

**Artesia Intermediate School**

Newspaper Sponsor	\$650	
Counselor		+10 Days
Student Council Sponsor	\$493	

**Elementary Schools**

Counselor		+10 Days
Head Teacher	\$813	
Penasco Activities Director	\$1,152	
Penasco Head Teacher	\$2,311	+20 Days

**Elementary Department Coordinator**

Child Find	\$977
Discover Testing Coordinator	\$1,122
Intervention Support	\$1,465
Language Arts	\$1,465
Math	\$1,465

**All Schools**

Bilingual Education Endorsement	\$1,628	
Bilingual Services		+5 Days
School Computer Tech I	\$2,170	

**Department Head**

**K-12**

Bright Space Administrator	\$2,244	
District PE Coordinator	\$3,200	
English-Math	\$2,281	
Foreign Language	\$1,466	
Library-Music-Counselor-Fine Arts	\$1,628	
National Board Certified Teacher		Unit Value x 1.5
New Mexico Mesa Advisor	\$2,040	
Physical Education	\$2,281	
School Site Department Head	\$1,466	
Social Studies-Science	\$2,281	
Special Education-Gifted	\$2,281	
Visual Arts Coordinator		+5 Days
Vocational	\$2,281	

## Artesia Public Schools Increment Schedule 2021-2022

<b><u>Special Education</u></b>		<b><u>Technology Department</u></b>	
24106 IDEA-B	+8 Days	Additional Assignments	\$1,265
24106 IDEA-B	+9 Days	Additional Assignments	\$1,899
24106 IDEA-B	+10 Days	Additional Assignments	\$2,530
24106 IDEA-B	+11 Days	Additional Assignments	\$3,182
24106 IDEA-B	+12 Days		
24106 IDEA-B	+15 Days		
24106 IDEA-B	+7 Days		
24106 IDEA-B (1)	\$3,119		
24106 IDEA-B (2)	\$2,316		
24106 IDEA-B (3)	\$1,544		
After School Parent Meetings	\$2,277		
Assistant SPED Director	\$9,089		
Autism Specialist	\$3,182		
Counselor	+10 Days		
Crisis Prevention Intervention	\$772		
DD Supervisor	\$2,430		
DD Testing & Child Find (Summer)	\$2,430		
Diagnostician	+20 Days		
Drug Free Coordinator	\$2,255		
Entitlement Speech Therapy Supervisor	\$2,190		
Health Assistant	\$3,119		
Medicaid Social Worker Supervisor	\$2,652		
Pre-School Coordinator	+10 Days		
Psychologist (1)	+30 Days		
Psychologist (2)	+15 Days		
		<b><u>Maintenance Department</u></b>	
		Head Foreman	\$11,669
		Assistant Foreman	\$2,886
		Head Carpenter	\$4,793
		Head Mechanical	\$4,104
		Head Grounds	\$4,104
		Additional Assignments	\$2,652
		<b><u>Penasco School</u></b>	
		Custodian (190 Days)	\$7,468
		Secretary (190 Days)	\$2,530
		Bus Duty	\$1,085
		Extra Building (Custodial)	\$2,652

**Artesia Public Schools  
APS Virtual Course Proctor  
2021-2022**

<b>Secondary Schools</b>		
<b>Not During Prep Period</b>	<b>Students</b>	<b>Amount</b>
1 Course	1-29	\$1,100.00
1 Course	30-58	\$2,200.00
1 Course	59+	\$3,300.00
2+ Courses	1-29	\$1,650.00
2+ Courses	30-58	\$2,750.00
2+ Courses	59+	\$3,850.00
<b>During Prep Period</b>	<b>Students</b>	
1 Course	1-29	\$2,200.00
1 Course	30-58	\$3,300.00
1 Course	59+	\$4,400.00
2+ Courses	1-29	\$3,300.00
2+ Courses	30-58	\$4,400.00
2+ Courses	59+	\$5,500.00

<b>Elementary Schools</b>		
	<b>Students</b>	<b>Amount</b>
1 Grade Level	1-29	\$2,200.00
1 Grade Level	30-58	\$3,300.00
1 Grade Level	59+	\$4,400.00
2+ Grade Levels	1-29	\$3,300.00
2+ Grade Levels	30-58	\$4,400.00
2+ Grade Levels	59+	\$5,500.00



**Artesia Public Schools  
Hourly Worker Salary Schedule  
2021-2022**

<b>Position</b>	<b>Experience</b>	<b>Amount</b>	<b>Per Day/Hour</b>
Substitute Teacher	Degreed	\$94.86	Day
Substitute Teacher	Non-Degreed	\$79.56	Day
Long Term Substitute, 31-89 Days	Degreed	\$110.16	Day
Long Term Substitute, 31-89 Days	Non-Degreed	\$94.86	Day
Long Term Substitute, 90+ Days	Degreed	\$122.40	Day
Long Term Substitute, 90+ Days	Non-Degreed	\$107.10	Day
Additional Compensation: Tutoring		\$30.60	Hour
Bus/Activity Driver		\$17.34	Hour
Cafeteria Lunch Duty		\$14.76	Hour
Head Night School Teacher		\$35.90	Hour
Home Bound Teacher		\$30.60	Hour
Night Library Teacher		\$30.60	Hour
Night School Teacher		\$34.53	Hour
School Crossing Guard		\$13.93	Hour
Security Guard		\$17.79	Hour
Student Worker (18yrs & younger)		\$11.50	Hour
Substitute Cafeteria Worker		\$11.50	Hour
Substitute Central Office		\$11.50	Hour
Substitute Custodian		\$11.50	Hour
Substitute Secretary		\$11.50	Hour
Substitute Teacher Aide		\$11.50	Hour
Summer Maintenance	Experienced	\$12.50	Hour
Summer Maintenance	Non-Experienced	\$11.50	Hour
Summer School Teacher 1-29 Students		Daily Rate/7hours	Hour
Summer School Teacher 30-58 Students		Daily Rate/7hours (Minimum \$42.65/hr)	Hour
Summer School Teacher more than 59 Students		Daily Rate/7hours (Minimum \$56.89/hr)	Hour
Summer Typist/Receptionist		\$11.50	Hour

\*Summer School Teachers are paid for 4 hours per class: 3 hours teaching, 1 hour preparation

**In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be completed each pay period.**