



ESPAÑOLA PUBLIC SCHOOLS  
SALARY GUIDES  
2019-2020

**Espanola Public Schools  
Salary Guide 2019-2020**

*Board Approved:*

**INSTRUCTOR - TEACHER & GUIDANCE COUNSELOR**

	LVL 1	LVL 1	LVL 1	LVL 1	LVL 1	LVL 1	LVL 2	LVL 2	LVL 2	LVL 2	LVL 2	LVL 2	LVL 3	LVL 3	LVL 3	LVL 3	LVL 3	
STEP	BA+00	BA+15	BA+45 MA+0	MA+15	MA+45	EdD, PHD	BA+00	BA+15	BA+45 MA+0	MA+15	MA+45	EDS,EDD, PHD	NB/ MA	MA+15	MA+45	MA+ MA,EDS	EdD, PHD	STEP
0	41,000.00	41,500.00	42,000.00	42,500.00	43,000.00	44,000.00												0
1	41,100.00	41,600.00	42,100.00	42,600.00	43,100.00	44,100.00												1
2	41,200.00	41,700.00	42,200.00	42,700.00	43,200.00	44,200.00												2
3	41,300.00	41,800.00	42,300.00	42,800.00	43,300.00	44,300.00	50,000.00	50,200.00	50,400.00	50,600.00	50,625.00	51,025.00						3
4	41,400.00	41,900.00	42,400.00	42,900.00	43,400.00	44,400.00	50,025.00	50,225.00	50,425.00	50,601.00	50,626.00	51,050.00						4
5	41,500.00	42,000.00	42,500.00	43,000.00	43,500.00	44,500.00	50,125.00	50,325.00	50,525.00	50,602.00	50,726.00	51,075.00						5
6	41,501.00	42,001.00	42,501.00	43,001.00	43,501.00	44,501.00	50,225.00	50,425.00	50,625.00	50,652.00	50,776.00	51,125.00	60,000.00	60,200.00	60,400.00	60,600.00	60,800.00	6
7	41,502.00	42,002.00	42,502.00				50,325.00	50,525.00	50,725.00	50,702.00	50,826.00	51,175.00	60,001.00	60,201.00	60,401.00	60,601.00	60,801.00	7
8	41,503.00	42,003.00	42,503.00				50,425.00	50,625.00	50,825.00	50,752.00	50,876.00	51,225.00	60,002.00	60,202.00	60,402.00	60,602.00	60,802.00	8
9	41,504.00	42,004.00	42,504.00				50,525.00	50,725.00	50,925.00	51,125.00	51,325.00	51,326.00	60,003.00	60,203.00	60,403.00	60,603.00	60,803.00	9
10	41,505.00	42,005.00	42,505.00				50,625.00	50,825.00	51,025.00	51,225.00	51,425.00	51,426.00	60,004.00	60,204.00	60,404.00	60,604.00	60,804.00	10
11	41,506.00						50,725.00	50,925.00	51,125.00	51,325.00	51,525.00	51,526.00	60,005.00	60,205.00	60,405.00	60,605.00	60,805.00	11
12	41,507.00						50,825.00	51,025.00	51,225.00	51,425.00	51,625.00	51,626.00	60,006.00	60,206.00	60,406.00	60,606.00	60,806.00	12
13	41,508.00						50,925.00	51,125.00	51,325.00	51,525.00	51,725.00	51,726.00	60,007.00	60,207.00	60,407.00	60,607.00	61,716.00	13
14							51,025.00	51,225.00	51,425.00	51,625.00	51,825.00	51,826.00	60,008.00	60,208.00	60,408.00	60,608.00	61,717.00	14
15							51,125.00	51,325.00	51,525.00	51,725.00	51,925.00	51,926.00	60,009.00	60,209.00	60,409.00	61,000.00	61,718.00	15
16							51,225.00	51,425.00	51,625.00	51,825.00	51,875.00	52,000.00	60,010.00	60,210.00	60,410.00	61,050.00	61,719.00	16
17							51,325.00	51,525.00	51,725.00	51,925.00	51,975.00	52,200.00	60,011.00	60,211.00	60,411.00	61,150.00	61,720.00	17
18							51,350.00	51,550.00	51,750.00	51,950.00	52,000.00	52,400.00	60,012.00	60,212.00	60,412.00	61,250.00	61,721.00	18
19							51,375.00	51,575.00	51,775.00	51,975.00	52,025.00	52,600.00	60,013.00	60,213.00	60,413.00	61,350.00	61,722.00	19
20							51,400.00	51,600.00	51,800.00	52,000.00	52,050.00	52,800.00	60,014.00	60,214.00	60,414.00	61,450.00	61,862.00	20
21							51,425.00	51,625.00	51,825.00	52,025.00	52,075.00	53,000.00	60,015.00	60,215.00	60,415.00	61,550.00	62,003.00	21
22							51,450.00	51,650.00	51,850.00	52,050.00	52,100.00	53,200.00	60,016.00	60,216.00	60,416.00	61,580.00	62,004.00	22
23							51,475.00	51,675.00	51,875.00	52,075.00	52,125.00	53,400.00	60,017.00	60,217.00	60,417.00	61,721.00	62,287.00	23
24							51,500.00	51,700.00	51,900.00	52,100.00	52,150.00	53,600.00	60,018.00	60,218.00	60,418.00	61,722.00	62,300.00	24
25							51,525.00	51,725.00	51,925.00	52,125.00	52,175.00	53,800.00	60,019.00	60,219.00	60,419.00	61,723.00	62,500.00	25
26							51,550.00	51,750.00	51,950.00	52,150.00	52,200.00	54,000.00	60,020.00	60,220.00	60,420.00	61,724.00	62,700.00	26
27							51,575.00	51,775.00	51,975.00	52,175.00	52,225.00	54,200.00	60,021.00	60,221.00	60,421.00	61,725.00	62,900.00	27
28							51,600.00	51,800.00	52,000.00	52,200.00	52,250.00	54,400.00	60,022.00	60,222.00	60,422.00	62,510.00	63,000.00	28
29							51,625.00	51,825.00	52,025.00	52,225.00	52,275.00	54,600.00	60,023.00	60,223.00	60,423.00	62,511.00	63,100.00	29
30							51,650.00	51,850.00	52,050.00	52,250.00	52,300.00	54,800.00	60,024.00	60,224.00	60,424.00	62,512.00	63,200.00	30
31							51,675.00	51,875.00	52,075.00	52,275.00	52,325.00	55,000.00	60,025.00	60,225.00	60,425.00	62,513.00	63,201.00	31
32							51,700.00	51,900.00	52,100.00	52,300.00	52,350.00	55,200.00	60,026.00	60,226.00	60,426.00	62,514.00	63,202.00	32
33							51,725.00	51,925.00	52,125.00	52,325.00	52,375.00	55,400.00	60,027.00	60,227.00	60,427.00	62,515.00	63,203.00	33
34													60,028.00	60,489.00	60,490.00	62,516.00	63,204.00	34

Up to 20 years of verified teaching, contractual and administrative experience is allowed  
A break in service will require a re-entry of service years.

**Espanola Public Schools  
Salary Guide 2019-2020**

**Board Approved:**

**INSTRUCTIONAL SUPPORT  
(Ancillary Staff, Therapist, Diagnosticians)**

Step	BA	MA	MA	MA 15	MA 45	MA	MA 15	MA 45	2MA/EdD	MA	MA 15	MA +86/PHD/EdD
	level 1	NO CCC	level 1	level 1	level 1	level 2	level 2	level 2	level 2	level 3	level 3	level 3
1	40,598	40,928	41,128	41,628	44,128	45,628	46,628	47,628	54,491	59,741	60,411	61,073
2	43,034	43,364	43,564	44,064	46,564	48,064	49,064	50,064	55,848	61,235	61,921	62,600
3	43,734	44,064	44,264	44,764	47,264	48,764	49,764	50,764	56,967	61,605	62,293	62,977
4	44,434	44,764	45,145	45,645	48,145	49,645	50,645	51,645	58,085	61,983	62,674	63,362
5	45,768	46,098	46,298	46,798	49,298	50,798	51,798	52,798	59,203	62,361	63,054	63,748
6	46,468	46,798	46,998	47,498	49,998	51,498	52,498	53,498	60,321	62,737	63,433	64,133
7	47,168	47,498	47,698	48,198	50,698	52,198	53,198	54,198	63,941	62,774	63,470	64,170
8	47,868	48,198	48,398	48,898	51,398	52,898	53,898	54,898	64,091	62,809	63,506	64,204
9	48,568	48,898	49,098	49,598	52,098	53,598	54,598	55,598	64,241	62,843	63,542	65,265
10	49,268	49,598	49,798	50,298	52,798	54,298	55,298	56,298	64,391	62,879	63,577	64,274
11	49,968	50,298	50,498	50,998	53,498	54,998	55,998	56,998	64,541	62,913	63,610	64,310
12	50,668	50,998	51,198	51,698	54,198	55,698	56,698	57,698	64,691	62,948	63,646	64,344
13	51,368	51,698	51,898	52,398	54,898	56,398	57,398	58,398	64,841	62,982	63,681	64,379
14	52,068	52,398	52,598	53,098	55,598	57,098	58,098	59,098	64,991	63,053	63,716	64,414
15	52,768	53,098	53,298	53,798	56,298	57,798	58,798	59,798	65,141	63,192	63,751	64,450
16	53,468	53,798	53,998	54,498	56,998	58,498	59,498	60,498	65,291	63,333	63,787	64,484
17	54,168	54,498	54,698	55,198	57,698	59,198	60,198	61,198	65,441	63,472	63,820	64,520
18	54,868	55,198	55,398	55,898	58,398	60,000	61,000	62,000	65,591	63,610	64,610	68,000
19	55,568	55,898	56,098	56,598	59,098	60,801	61,801	62,801	65,741	63,890	64,890	68,500
20	56,268	56,598	56,798	57,298	59,798	61,802	62,802	63,802	65,891	67,724	68,724	69,000
21	56,968	57,298	57,498	57,998	60,498	62,803	63,803	64,803	66,041	67,725	68,725	70,722
22	57,668	57,998	58,198	58,698	61,198	63,804	64,804	65,804	66,191	67,726	68,726	70,723
23	58,368	58,698	58,898	59,398	61,898	63,805	64,805	65,805	66,341	67,727	68,727	70,724
24	59,068	59,398	59,598	60,098	62,598	64,806	65,806	66,806	66,491	67,728	68,728	70,725
25	59,768	60,098	60,298	60,798	63,298	65,807	66,807	67,807	66,641	67,729	68,729	70,726
26	60,468	60,798	60,998	61,498	63,998	65,808	66,808	67,808	66,791	67,730	68,730	70,727
27	61,168	61,498	61,698	62,198	64,698	66,809	67,809	68,809	66,941	67,731	68,731	70,728

Up to 20 years of verified license and contractual teaching and administrative experience is allowed.

179

Days

7 Hours a day

**Espanola Public Schools  
Salary Guide 2019-2020**

**Board Approved:**

**LIBRARIANS**

	Level II	Level II	Level II	Level II	Level III	Level III	RTW/LVL II
STEP	BA + 00	BA + 15	BA+45/MA + 0	MA + 15	MA/EDS	EdD, PhD	
0	42,500	43,000	43,300	43,400	54,500	57,460	42,000
1	42,700	43,200	43,500	43,600	54,600	57,461	42,300
2	42,900	43,400	43,700	43,800	54,700	57,462	42,600
3	43,100	43,600	43,900	44,000	54,800	57,463	42,900
4	43,300	43,800	44,100	44,200	54,900	57,464	43,200
5	43,500	44,000	44,300	44,400	55,000	57,465	43,500
6	43,700	44,200	44,500	44,600	55,100	57,466	43,800
7	43,900	44,400	44,700	44,800	55,200	57,467	44,100
8	44,100	44,600	44,900	45,000	55,300	57,468	44,400
9	44,300	44,800	45,100	45,200	55,400	57,469	44,700
10	44,500	45,000	45,300	45,400	55,500	57,470	45,000
11	44,700	45,200	45,500	45,600	55,600	57,471	45,300
12	44,900	45,400	45,700	45,800	55,700	57,472	45,600
13	45,100	45,600	45,900	46,000	55,800	57,473	45,900
14	45,300	45,800	46,100	46,200	55,900	57,474	46,200
15	45,500	46,000	46,300	46,400	56,000	57,475	46,500
16	45,700	46,200	46,500	46,600	56,100	57,476	46,800
17	45,900	46,400	46,700	46,800	56,200	57,477	47,100
18	46,100	46,600	46,900	47,000	56,300	57,478	47,400
19	46,300	46,800	47,100	47,200	56,400	57,479	47,700
20	46,500	47,000	47,300	47,400	56,500	57,480	48,000
21	46,700	47,200	47,500	47,600	56,600	57,481	48,300
22	46,900	47,400	47,700	47,800	56,700	57,482	48,600
23	47,100	47,600	47,900	48,000	56,800	57,483	48,900
24	47,300	47,800	48,100	48,200	56,900	57,484	49,200
25	47,500	52,344	52,644	52,744	57,000	57,485	49,500
26	47,700	52,345	52,645	52,745	57,100	57,486	49,800
27	47,900	52,346	52,646	52,746	57,200	57,487	50,100
28	48,100	52,347	52,647	52,747	57,300	57,488	50,400
29	48,300	52,348	52,648	52,748	57,400	57,489	50,700
30	48,500	52,349	52,649	52,749	57,500	57,490	51,000
31	48,700	52,350	52,650	52,750	57,600	57,491	51,300
32	48,900	52,351	52,651	52,751	57,700	57,492	53,176

Up to 20 years of verified licensed and contractual teaching and administrative experience is allowed.

**Espanola Public Schools  
Salary Guide 2019-2020**

*Board Approved:*

**NURSE**

<b>STEP</b>	<b>LEVEL I W/ AA</b>	<b>LEVEL II W/ AA</b>	<b>LEVEL II W/ BA</b>	<b>LEVEL III W/ AA</b>	<b>LEVEL III W/ BA</b>
<b>0</b>	40,000	45,000	50,000	55,000	60,000
<b>1</b>	40,100	45,100	50,350	55,100	60,100
<b>2</b>	40,450	45,200	50,700	55,200	60,200
<b>3</b>	40,800	45,300	51,050	55,300	60,300
<b>4</b>	41,150	45,400	51,400	55,400	60,400
<b>5</b>	41,500	45,500	51,750	55,500	60,500
<b>6</b>	41,850	45,600	52,100	55,600	60,600
<b>7</b>	42,200	45,700	52,450	55,700	60,700
<b>8</b>	42,550	45,800	52,800	55,800	60,800
<b>9</b>	42,900	45,900	53,150	55,900	60,900
<b>10</b>	43,250	46,000	53,500	56,000	61,000
<b>11</b>	43,600	46,100	53,850	56,100	61,100
<b>12</b>	42,000	46,200	54,200	56,200	61,200
<b>13</b>	43,121	46,300	54,550	56,300	61,300
<b>14</b>	43,471	46,400	54,900	56,400	61,400
<b>15</b>	43,600	46,500	55,250	56,500	61,500
<b>16</b>	43,817	46,600	55,600	56,600	61,600
<b>17</b>	43,900	46,700	55,950	56,700	61,700
<b>18</b>	44,281	46,800	56,300	56,800	61,800
<b>19</b>	44,531	46,900	56,650	56,900	61,900
<b>20</b>	44,781	47,000	57,000	57,000	62,000
<b>21</b>	45,031	47,100	57,350	57,100	62,100
<b>22</b>	45,281	47,200	57,700	57,200	62,200
<b>23</b>	45,531	47,300	58,050	57,300	62,300
<b>24</b>	45,781	47,400	58,400	57,400	62,400
<b>25</b>	46,031	47,500	58,750	57,500	62,500
<b>26</b>	46,281	47,600	59,100	57,600	62,600
<b>27</b>	46,531	47,700	59,450	57,700	62,700
<b>28</b>	46,781	47,800	59,800	57,800	62,800

PED Licensed Nurse  
184 days, 7 hours per day.  
Up to 20 yrs of verified licensed  
nursing experience is allowed.  
(184 days, 7 hours per day)

**Espanola Public Schools  
Salary Guide 2019-2020**

*Board Approved:*

**SOCIAL WORKERS & RESOURCE COORDINATORS**

<b>STEP</b>	<b>BA + 00</b>	<b>BA + 15</b>	<b>BA+45/MA+0</b>	<b>MA+15</b>	<b>MA+45</b>	<b>MA+MA, EDS, PHD</b>
<b>0</b>	41,052	41,552	42,052	42,552	43,152	44,152
<b>1</b>	42,078	42,578	44,611	45,111	45,711	46,711
<b>2</b>	42,079	42,579	43,079	43,579	44,179	45,179
<b>3</b>	42,080	42,580	43,080	43,580	44,180	45,180
<b>4</b>	42,081	42,581	45,728	46,228	46,828	47,828
<b>5</b>	43,342	43,842	46,228	46,728	47,328	48,328
<b>6</b>	43,776	44,276	46,728	47,228	47,828	48,828
<b>7</b>	43,777	44,277	47,571	48,071	48,671	49,671
<b>8</b>	43,778	44,278	47,871	48,371	48,971	49,971
<b>9</b>	43,779	44,279	48,171	48,671	49,271	50,271
<b>10</b>	44,655	45,155	48,471	48,971	49,571	50,571
<b>11</b>	45,285	45,785	48,771	49,271	49,871	50,871
<b>12</b>	48,003	48,503	49,194	49,694	50,294	51,294
<b>13</b>	48,503	49,003	49,503	50,003	50,603	51,603
<b>14</b>	49,003	49,503	50,003	50,503	51,103	52,103
<b>15</b>	50,004	50,504	51,004	51,504	52,104	53,104
<b>16</b>	50,404	50,904	51,404	51,904	52,504	53,504
<b>17</b>	50,804	51,304	52,531	53,031	53,631	54,631
<b>18</b>	51,204	51,704	52,204	52,704	53,304	54,304
<b>19</b>	51,604	52,104	52,604	53,104	53,704	54,704
<b>20</b>	52,004	52,504	54,532	55,032	55,632	56,632
<b>21</b>	52,404	52,904	55,032	55,532	56,132	57,132
<b>22</b>	52,804	53,304	55,532	56,032	56,632	57,632
<b>23</b>	53,204	53,704	56,032	56,532	57,132	58,132
<b>24</b>	53,604	54,104	57,202	57,702	58,302	59,302
<b>25</b>	54,004	54,504	57,502	58,002	58,602	59,602
<b>26</b>	54,404	54,904	57,802	58,302	58,902	59,902
<b>27</b>	54,804	55,304	58,102	58,602	59,202	60,202

Up to 20 years of verified license and contractual teaching and administrative experience is allowed.

(184 Day, 7.5 Hours/Day)

**Espanola Public Schools  
Salary Guide 2019-2020**

**Board Approved:**

**PRINCIPAL**

Step	Head Teacher	Asst. Elem. Princ.	Elem Princ 1- 205<200	Elem Princ 2- 205>200	Asst. MS Princ - 205	MS Principal	Asst. HS Princ. - 220	HS Principal - 260
0	69,453	66,000	72,000	73,000	69,000	84,000	75,000	96,000
1	69,454	66,001	72,001	73,001	69,001	84,001	75,001	96,001
2	69,455	66,002	72,002	73,002	69,002	84,002	75,002	96,002
3	69,456	66,003	72,003	73,003	69,003	84,003	75,003	96,003
4	69,457	66,004	72,004	73,004	69,004	84,004	75,004	96,004
5	69,458	66,005	72,005	73,005	69,005	84,005	75,005	96,005
6	69,459	66,006	72,006	73,006	69,006	84,006	75,006	96,006
7	69,460	66,007	72,007	73,007	69,007	84,007	75,007	96,007
8	69,461	66,008	72,008	73,008	69,008	84,008	75,008	96,008
9	69,462	66,009	72,009	73,009	69,009	84,009	75,009	96,009
10	69,463	66,010	72,010	73,010	69,010	84,010	75,010	96,010
11	69,463	66,011	72,011	73,011	69,011	84,011	75,011	96,011
12	69,464	66,012	72,012	73,012	69,012	84,012	75,012	96,012
13	69,465	66,013	72,013	73,013	69,013	84,013	75,013	96,013
14	69,466	66,014	72,014	73,014	69,014	84,014	75,014	96,014
15	69,467	66,015	72,015	73,015	69,015	84,015	75,015	96,015
16	69,468	66,016	72,016	73,016	69,016	84,016	75,016	96,016
17	69,469	66,017	72,017	73,017	69,017	84,017	75,017	96,017
18	69,470	66,018	72,018	73,818	69,018	84,018	75,018	96,018
19	69,471	66,019	73,638	73,819	69,019	84,019	75,019	96,019
20	69,472	66,020	73,639	73,820	69,020	84,020	75,020	96,020
21	69,473	66,021	73,640	73,821	69,021	84,021	75,021	96,021
22	69,474	66,022	73,641	73,822	69,022	84,022	75,022	96,022
23	69,475	66,023	73,642	73,823	69,023	84,023	75,023	96,023
24	69,476	66,024	73,643	74,124	69,024	84,024	75,024	96,024
25	69,477	66,025	73,644	74,125	69,025	84,025	75,025	96,025
26	69,478	66,026	73,645	74,126	76,055	84,026	75,026	96,026
27	69,479	66,027	73,646	74,127	76,056	84,027	75,027	96,027
28	69,480	66,028	73,647	74,128	76,057	84,028	75,028	96,028
29	69,481	66,029	73,648	74,129	76,058	84,029	75,029	96,029
30	69,482	66,030	73,649	74,130	76,059	84,030	75,030	96,030
31	69,483	66,031	73,650	74,131	76,060	84,031	75,031	96,031
38	69,484	66,032	73,651	74,132	76,061	84,032	75,032	96,032
39	69,485	66,033	73,652	74,133	76,062	84,033	75,033	96,033
40	73,083	66,034	73,653	74,134	76,063	84,034	75,034	96,034

All job related experience is allowed.  
Maximum experience credit for all employees is 20 years.

**Espanola Public Schools  
Salary Guide 2019-2020**

**Board Approved:**

**ADMINISTRATOR / MANAGER & DIRECTOR**

STEP	Assist Manager	Manager	Assistant Dir	Director 1 (no degree)	Director 2 (BA+)	Director 3 (MA+)
0	50,000	56,100	56,000	63,000	69,000	76,000
1	50,400	56,500	56,400	63,500	69,350	76,250
2	50,800	56,900	56,800	63,850	69,700	76,500
3	51,200	57,300	57,200	64,200	70,050	76,750
4	51,600	57,700	57,600	64,550	70,400	77,000
5	52,000	58,100	58,000	64,900	70,750	77,250
6	52,400	58,500	58,400	65,250	71,100	77,500
7	52,800	58,900	58,800	65,600	71,450	77,750
8	53,200	59,300	59,200	65,950	71,800	78,000
9	53,600	59,700	59,600	66,300	72,150	78,250
10	54,000	60,100	60,000	66,650	72,500	78,500
11	54,400	60,500	60,400	67,000	72,850	78,750
12	54,800	60,900	60,800	67,350	74,600	79,000
13	55,200	61,300	61,200	67,650	74,750	79,250
14	55,600	66,547	61,600	68,050	74,900	79,500
15	56,000	66,548	62,000	68,400	75,050	79,750
16	56,400	66,549	62,400	68,750	75,200	80,000
17	56,800	66,550	62,800	69,100	75,350	80,250
18	57,200	66,551	63,200	69,450	75,500	80,500
19	57,600	66,552	63,600	69,800	75,650	80,750
20	58,000	66,553	64,000	70,150	75,800	81,000
21	58,400	72,678	64,400	70,500	75,950	81,250
22	58,800	72,680	64,600	73,555	76,100	81,500
23	59,200	72,681	64,800	73,556	76,250	81,750
24	59,600	72,682	65,000	73,557	76,400	83,925
25	60,000	72,683	65,200	73,558	76,550	83,926
26	60,400	72,684	65,400	73,559	76,700	83,927
27	60,800	72,685	65,600	73,560	76,850	83,928
28	61,200	72,686	65,800	73,561	77,000	83,929
29	61,600	72,687	66,000	73,562	77,001	83,930
30	62,000	72,688	66,200	73,563	77,002	83,931
31	62,400	72,689	66,400	73,564	77,003	83,932
32	62,800	72,690	66,600	73,565	77,004	83,933
33	63,200	72,691	66,800	73,566	77,005	83,934

260 days

All job related experience is allowed

Maximum experience credit for all employees is 20 years



**Espanola Public Schools  
Salary Guide 2019-2020**

*Board Approved:*

**ADMINISTRATIVE ASSISTANTS SALARY SCHEDULE**

STEP	ELEM OM <200 205 days	ELEM OM >200 205 days	Admin II 260 days	Admin III 260 days	Exec Admin III 260 days	AP, AR, Procurement Support	HR, PR, Finance, Insurance Specialist	Accounts Payable/Pay- roll Lead	Grandfathere d Program Specialist	Technology Specialist	Technology Cert/Degree	CPO	STEP
0	21,800	22,800	24,960	33,920	40,000	34,000	37,000	42,750	40,000	40,000	50,000	43,000	0
1	22,161	23,425	24,961	34,000	40,250	34,200	37,500	42,975	40,500	40,500	50,500	44,000	1
2	22,400	23,400	25,000	34,768	40,750	34,400	38,000	43,200	41,000	41,000	51,000	45,000	2
3	22,700	23,700	25,500	34,800	41,250	34,600	38,500	43,425	41,233	41,500	51,500	46,000	3
4	23,000	24,000	25,750	34,840	41,750	34,800	39,250	43,650	41,733	41,750	52,000	47,000	4
5	23,300	24,300	26,000	34,880	42,250	35,000	39,300	43,875	42,266	42,250	52,500	48,000	5
6	23,600	24,600	26,260	34,980	42,750	35,200	40,456	44,100	42,366	42,750	53,000	49,000	6
7	23,900	24,900	26,660	35,080	43,250	35,400	40,457	44,325	42,466	43,250	53,500	50,000	7
8	24,200	25,200	27,060	35,180	43,750	35,600	40,500	44,550	42,566	43,750	54,000	51,000	8
9	24,450	25,450	27,460	35,280	44,250	36,171	40,600	44,775	42,666	44,250	54,500	52,000	9
10	24,700	25,700	27,860	35,380	44,750	36,271	40,700	45,000	42,766	44,750	55,000	53,000	10
11	24,950	25,950	28,260	35,480	44,350	36,371	40,800	45,225	42,866	45,250	55,500	54,000	11
12	25,200	26,200	28,660	35,580	44,625	36,471	40,900	45,450	42,966	48,121	56,000	55,000	12
13	25,450	26,450	29,060	35,680	44,900	36,571	41,000	45,675	43,066	48,621	56,500	56,000	13
14	25,700	26,700	29,500	37,450	45,175	36,671	41,100	45,900	43,166	49,121	57,000	57,000	14
15	25,950	26,950	29,950	37,550	45,450	36,771	41,200	46,125	43,266	49,621	57,500	58,000	15
16	26,125	27,125	30,400	37,650	45,725	36,871	41,300	46,350	43,366	50,360	58,000	59,000	16
17	26,650	27,650	30,850	37,750	46,000	36,971	41,400	46,575	43,466	50,460	58,500	60,000	17
18	26,700	27,700	31,300	37,850	46,275	37,071	41,500	46,800	43,566	50,560	59,000	61,000	18
19	26,750	27,750	31,750	37,851	46,425	37,171	41,600	47,025	43,666	50,660	59,500	62,000	19
20	26,800	27,800	32,200	37,852	46,575	37,271	41,700	47,250	44,233	50,760	60,000	63,000	20
21	26,850	27,850	32,650	37,853	46,725	37,371	41,800	47,475	44,733	50,860	60,500	64,000	21
22	26,900	27,900	33,100	37,854	46,875	37,471	41,900	47,700	45,233	50,960	61,000	65,000	22
23	26,950	27,950	33,550	37,855	47,025	37,571	42,000	47,925	45,733	51,060	61,500	66,000	23
24	27,000	28,000	33,600	37,856	47,175	37,671	42,100	48,150	46,493	51,160	62,000	67,000	24
25	27,050	28,050	33,650	37,857	47,325	37,771	42,200	48,375	46,494	51,260	62,500	68,000	25
26	27,100	28,100	33,700	37,858	47,475	37,871	42,300	48,600	46,495	51,360	63,000	69,000	26
27	27,150	28,150	33,750	37,859	47,625	37,971	42,400	48,825	46,496	51,460	63,500	70,000	27
28	26,902	27,902	33,800	37,860	47,775	38,071	42,500	49,050	46,497	51,560	64,000	71,000	28
29	27,250	28,250	33,850	37,861	47,925	38,171	42,600	49,275	46,498	51,660	64,500	72,000	29
30	27,300	28,300	33,900	37,862	48,075	38,271	42,700	49,500	46,499	51,760	65,000	73,000	30
31	27,301	28,301	33,901	37,863	48,076	38,272	42,701	49,501	46,500	51,761	65,001	74,000	31
32	27,302	28,302											32
33	27,303	28,303											33
34	27,304	28,304											34
35	27,305	28,305											35
36	27,306	28,306											36
37	32,226	33,226				All in-district job related experience is allowed							37
38	32,227	33,227				Three years of job related experience is allowed							38
39	32,228	35,346	GF/194 days - 15,814			Five years for Business/HR related fields is allowed							39

**Espanola Public Schools  
Salary Guide 2019-2020**

*Board Approved:*

**BUS ASSISTANTS and BUS DRIVERS  
(179 DAYS)**

	<b>BUS DRIVER \$16.42 @ 179 DAYS</b>	<b>BUS DRIVER \$19.66 @ 179 DAYS</b>	<b>BUS DRIVER \$19.59 @ 179 DAYS</b>	<b>BUS DRIVER \$21.93 @ 179 DAYS</b>	<b>BUS ASST. \$10.87 @ 179 DAYS</b>	<b>BUS ASSIST. \$12.16 @ 179 DAYS</b>	<b>BUS ASST w/ CDL \$16.65 @ 179 DAYS</b>	<b>BUS ASST. \$13.22 @179 DAYS</b>
1 HOUR	2,939	3,519	3,507	3,925	1,945	2,177	2,981	2,366
1.5 HOUR	4,409	5,279	5,260	5,888	2,917	3,265	4,471	3,550
2 HOUR	5,878	7,038	7,013	7,851	3,890	4,353	5,962	4,733
2.25 HOURS	6,613	7,920	7,890	8,833	4,376	4,897	6,707	5,324
2.5 HOUR	7,348	8,798	8,767	9,815	4,862	5,442	7,452	5,916
2.88 HOURS	8,465	10,135	10,099	11,306	5,601	6,269	8,585	6,815
3 HOUR	8,818	10,557	10,520	11,776	5,835	6,530	8,942	7,099
3.5 HOUR	10,287	12,317	12,273	13,739	6,807	7,618	10,433	8,282
4 HOUR	11,757	14,077	14,026	15,702	7,779	8,707	11,923	9,466
4.25 HOURS	12,492	14,956	14,903	16,685	8,266	9,251	12,668	10,057
4.5 HOUR	13,226	15,836	15,780	17,666	8,752	9,795	13,414	10,649
5 HOUR	14,696	17,599	17,533	19,630	9,724	10,883	14,904	11,832
5.25 HOURS	15,431	18,478	18,410	20,610	10,210	11,427	15,649	12,423
5.5 HOUR	16,165	19,355	19,286	21,592	10,697	11,972	16,399	13,015
5.75 HOURS	16,900	20,235	20,163	22,571	11,183	12,516	17,140	13,607
6 HOUR	17,635	21,119	21,040	23,553	11,669	13,060	17,885	14,198

	<b>BUS DRIVER \$18.54- ---PRE-K ROUTE</b>	<b>BUS DRIVER \$21.93--- PRE-K ROUTE</b>	<b>BUS DRIVER \$16.42---PRE-K ROUTE</b>	<b>BUS DRIVER \$18.55---PRE-K ROUTE</b>	<b>BUS ASST \$10.87 --- PRE-K ROUTE</b>	<b>BUS ASST \$12.16 --- PRE-K ROUTE</b>	<b>BUS ASST w/ CDL \$16.65 --- PRE-K ROUTE</b>	<b>BUS ASST w/ CDL \$18.54---- PRE-K ROUTE</b>
1 HOUR	3,344	3,729	2,791	3,154	1,848	2,067	2,832	3,152
1.5 HOUR	5,014	5,593	4,187	4,730	2,771	3,101	4,247	4,728
2 HOUR	6,674	7,457	5,583	6,307	3,694	4,134	5,662	6,303
2.25 HOURS	7,508	8,389	6,281	7,095	4,156	4,651	6,370	7,091
2.5 HOUR	8,343	9,321	6,979	7,884	4,618	5,168	7,077	7,879
2.88 HOURS	9,611	10,738	8,039	9,082	5,320	5,954	8,153	9,077
3 HOUR	10,011	11,185	8,374	9,461	5,541	6,202	8,493	9,455
3.5 HOUR	11,680	13,049	9,770	11,037	6,465	7,235	9,908	11,031
4 HOUR	13,348	14,913	11,166	12,614	7,388	8,269	11,324	12,607
4.25 HOURS	14,105	15,845	11,863	13,402	7,850	8,786	12,032	13,395
4.5 HOUR	15,017	16,778	12,561	14,191	8,312	9,302	12,739	14,183
5 HOUR	16,685	18,642	13,957	15,768	9,235	10,336	14,155	15,758
5.25 HOURS	17,520	19,574	14,655	16,556	9,697	10,853	14,862	16,546
5.5 HOUR	18,354	20,506	15,353	17,344	10,159	11,370	15,570	17,334
5.75 HOURS	19,188	21,438	16,051	18,133	10,621	11,886	16,278	18,122
6 HOUR	20,023	22,370	16,748	18,921	11,082	12,403	16,986	18,910

**Espanola Public Schools  
Salary Guide 2019-2020**

**Board Approved:**

**COOKS, HEAD COOKS and MULTI SITE**

STEP	SINGLE SITE			MULTIPLE SITES		
	COOK 6 hours	HEAD COOK		COOKS 7 hours	HEAD COOK	
		1-3 Cooks 6.5 hours	4-6 Cooks 6.5 hours		1-3 Cooks 7.5 hours	4-6 Cooks 7.5 hours
0	\$12,144.00	\$12,600.00	\$12,700.00	\$13,700.00	\$14,700.00	\$15,000.00
1	\$12,254.40	\$12,663.00	\$12,726.00	\$13,776.00	\$14,776.00	\$15,194.00
2	\$12,327.00	\$12,668.00	\$12,731.00	\$14,603.00	\$15,603.00	\$15,199.00
3	\$12,328.00	\$12,674.00	\$12,737.00	\$14,608.00	\$15,608.00	\$15,204.00
4	\$12,355.00	\$12,684.00	\$12,746.00	\$14,613.00	\$15,613.00	\$15,215.00
5	\$12,382.00	\$13,446.00	\$13,546.00	\$14,623.00	\$15,623.00	\$15,679.00
6	\$12,383.00	\$13,450.00	\$13,550.00	\$14,673.00	\$15,673.00	\$16,620.00
7	\$12,439.00	\$13,578.00	\$13,678.00	\$14,723.00	\$15,723.00	\$16,920.00
8	\$12,440.00	\$13,628.00	\$13,728.00	\$14,838.00	\$15,838.00	\$17,070.00
9	\$12,534.00	\$13,678.00	\$13,778.00	\$14,938.00	\$15,938.00	\$17,220.00
10	\$12,600.00	\$13,728.00	\$13,828.00	\$15,038.00	\$16,038.00	\$17,370.00
11	\$12,601.00	\$13,844.00	\$13,944.00	\$15,138.00	\$16,138.00	\$17,520.00
12	\$12,602.00	\$13,944.00	\$14,044.00	\$15,238.00	\$16,238.00	\$17,670.00
13	\$12,603.00	\$14,044.00	\$14,144.00	\$15,338.00	\$16,338.00	\$17,820.00
14	\$12,604.00	\$14,144.00	\$14,244.00	\$15,438.00	\$16,438.00	\$17,970.00
15	\$12,605.00	\$14,244.00	\$14,318.00	\$15,538.00	\$16,538.00	\$18,120.00
16	\$12,606.00	\$14,344.00	\$14,617.00	\$16,084.00	\$17,084.00	\$19,846.00
17	\$12,607.00	\$14,444.00	\$14,667.00	\$16,384.00	\$17,384.00	\$20,146.00
18	\$12,608.00	\$14,544.00	\$14,717.00	\$16,658.00	\$17,658.00	\$20,446.00
19	\$12,609.00	\$15,471.00	\$15,571.00	\$16,958.00	\$17,958.00	\$20,746.00
20	\$14,528.00	\$15,621.00	\$15,721.00	\$17,258.00	\$18,258.00	\$21,046.00
21	\$14,529.00	\$15,771.00	\$15,871.00	\$17,558.00	\$18,558.00	\$21,346.00
22	\$14,530.00	\$15,921.00	\$16,021.00	\$17,858.00	\$18,858.00	\$21,646.00
23	\$14,531.00	\$16,918.00	\$17,018.00	\$18,158.00	\$19,158.00	\$21,946.00
24	\$14,532.00	\$17,118.00	\$17,218.00	\$18,458.00	\$19,458.00	\$22,246.00
25	\$14,533.00	\$17,318.00	\$17,418.00	\$18,758.00	\$19,758.00	\$22,546.00
26	\$14,534.00	\$17,518.00	\$17,618.00	\$19,058.00	\$20,058.00	\$22,846.00
27	\$14,535.00	\$17,718.00	\$17,818.00	\$19,358.00	\$20,358.00	\$23,146.00
28	\$14,536.00	\$17,918.00	\$18,018.00	\$19,658.00	\$20,658.00	\$23,446.00
29	\$14,537.00	\$18,118.00	\$18,218.00	\$19,958.00	\$20,958.00	\$23,746.00

184 days

Three years of job related experience is allowed

Multiple site supervisor head cook will receive an additional \$1,500 for each site supervised

All in district job related experience is allowed

In the event that a Cook is absent, and a substitute is not called in, Cooks at work will receive an additional \$2.00 per hour for that day (if understaffed based on enrollment, 1 cook per 100 students). A separate timesheet will be submitted and processed monthly.

**Espanola Public Schools  
Salary Guide 2019-2020**

*Board Approved:*

**SUPPORT STAFF  
CUSTODIAL, WAREHOUSE/MAINTENANCE, LICENSED & CERTIFIED**

<b>STEP</b>	<b>Custodian</b>	<b>Head Custodian</b>	<b>Grounds Warehouse Maintenance</b>	<b>Lic &amp; Certified Level I</b>	<b>Entry Level Lic &amp; Certified Level II</b>	<b>Journeyman Lic &amp; Certified Level III</b>	<b>Journeyman Lic &amp; Certified Level IV</b>
0	22,880	23,000	23,700	37,500	40,000	42,000	44,000
1	23,000	23,100	23,701	38,375	41,500	42,500	45,000
2	23,151	23,251	23,702	39,526	42,500	43,000	46,000
3	23,178	23,586	23,703	39,922	43,500	44,000	47,000
4	23,207	23,587	23,704	39,923	44,500	45,000	48,000
5	23,235	23,588	23,705	40,809	45,631	46,000	49,000
6	23,266	23,589	24,413	41,182	45,700	47,000	50,000
7	23,382	23,590	24,657	41,557	46,028	47,519	51,000
8	23,499	23,599	24,658	41,930	46,250	48,000	52,000
9	23,614	23,714	24,659	41,931	46,500	49,000	53,000
10	23,714	23,814	24,660	41,932	46,750	50,000	54,000
11	23,845	24,077	25,160	41,933	47,000	51,000	55,000
12	23,945	24,177	25,612				
13	24,045	24,277	25,812				
14	24,193	24,377	26,012				
15	24,293	24,477	26,212				
16	24,424	24,656	26,412				
17	24,540	24,756	26,612				
18	24,772	24,856	26,812				
19	24,872	24,956	27,012				
20	24,972	25,056	27,212				
21	25,859	25,959	27,412				
22	26,438	26,538	27,612				
23	27,017	27,117	31,920				
24	27,117	27,217	32,120				
25	27,217	27,317	32,320				
26	27,317	27,417	32,520				
27	27,417	27,517	32,720				
28	27,517	27,617	32,920				
29	30,490	30,590	33,120				
30	30,590	30,690	35,934				
31	30,690	30,790	35,935				

Three years of job related experience is allowed.  
 All coursework must be related to position and pre-approved.  
 All in-district job related experience is allowed.  
 Ten years for license experience is allowed

**Espanola Public Schools  
Salary Guide 2019-2020**

**Board Approved:**

**SUPPORT STAFF  
EDUCATIONAL ASSISTANTS**

STEP	EDUCATIONAL ASSISTANT		SPECIAL EDUCATION		Library Assistant
	48 HRS Para Pro	49-60 HRS	48 HRS Para Pro	49-60 HRS	
0	14,500	15,000	14,500	15,000	14,350
1	14,840	15,264	14,819	15,211	15,211
2	15,582	16,028	15,019	15,973	15,611
3	15,583	16,029	15,219	15,974	15,700
4	15,585	16,030	15,562	15,975	15,975
5	15,785	16,031	15,572	15,976	15,976
6	15,985	16,317	16,584	16,376	15,977
7	16,039	16,392	16,658	16,776	16,616
8	16,044	16,467	16,659	17,100	16,623
9	16,047	16,542	16,660	17,150	16,630
10	16,167	16,617	16,661	17,200	16,640
11	16,287	16,692	16,665	17,250	16,690
12	16,407	16,767	16,666	17,300	16,740
13	16,527	16,842	16,866	17,350	16,790
14	16,647	16,917	17,066	17,477	16,840
15	16,767	17,046	17,266	17,661	16,890
16	16,887	17,146	17,466	17,811	16,940
17	17,081	17,246	17,666	17,961	16,990
18	17,181	17,346	17,866	18,111	17,040
19	17,281	17,446	18,066	18,261	17,090
20	17,381	17,546	18,142	18,588	17,140
21	17,481	17,646	18,329	18,688	17,190
22	17,581	17,746	18,429	18,959	17,240
23	17,681	17,846	18,529	19,143	17,290
24	17,781	17,946	18,629	19,243	17,581
25	17,881	18,046	18,729	19,343	17,591
26	17,981	18,146	18,829	19,443	17,601
27	18,081	18,246	18,929	19,543	17,611
28	18,181	18,346	19,029	19,643	17,621
29	18,281	18,446	19,129	19,743	17,631
30	18,381	18,546	19,229	19,843	17,641
31	18,481	18,646	19,329	19,943	17,651
32	18,581	18,746	19,429	20,043	17,661
33	18,681	18,846	19,529	20,143	
34	18,781	18,946	19,629	20,243	
35	18,881	19,046	19,729	21,338	

Three years of job related experience is allowed.  
All in-district job related experience is allowed.

Educational Assistants must complete 48 semester hours as required or obtain a passing score of at least 70% on the ParaPro Assessment as per Public Education Department (PED) regulation.

Espanola Public Schools  
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Board Approved:

**EDUCATIONAL ASSISTANTS  
LEVEL III GRANDFATHERED**

	LEVEL III SP. ED.	PERSONAL CARE
		1,000
(Year 12)	18,660	
(Year 13)		
(Year 14)		
(Year 15)		
(Year 16)		
(Year 17)		
(Year 18)	20,470	
(Year 19)		
(Year 20)		
(Year 21)	19,761	
(Year 22)	21,355	

**Espanola Public Schools  
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*Board Approved:*

**Security Officers**

<b>STEP</b>	<b>Head of Security</b>	<b>Security Officer</b>
<b>0</b>	25,600	21,300
<b>1</b>	25,800	21,500
<b>2</b>	26,000	22,781
<b>3</b>	26,200	22,937
<b>4</b>	26,400	23,137
<b>5</b>	26,600	23,337
<b>6</b>	26,800	23,405
<b>7</b>	27,000	23,605
<b>8</b>	27,200	23,717
<b>9</b>	27,400	23,817
<b>10</b>	27,600	23,917
<b>11</b>	27,800	24,017
<b>12</b>	28,000	24,117
<b>13</b>	28,200	24,497
<b>14</b>	28,400	24,522
<b>15</b>	28,600	24,547
<b>16</b>	28,800	24,572
<b>17</b>	29,000	24,597
<b>18</b>	29,200	24,622
<b>19</b>	29,400	24,647
<b>20</b>	29,600	24,672
<b>21</b>	29,800	25,746
<b>22</b>	30,000	25,747
<b>23</b>	30,583	25,748
<b>24</b>	30,584	25,749
<b>25</b>	30,585	25,750
<b>26</b>	30,586	25,751

This schedule is for 184 days, 8 hours a day.  
Maximum 20 years of job related experience is allowed.

**COACHES SALARY SCHEDULE**

<b>High School Sport</b>	<b>0-3 yrs</b>	<b>4-7 yrs</b>	<b>8-11 yrs</b>	<b>12+ yrs</b>
<b>Football / Basketball/Cheer</b>	4,800	5,400	6,000	6,600
<b>Assistants (JV,C Teams)</b>	2,400	3,000	3,600	
<b>Wrestling</b>	3,900	4,500	5,100	5,700
<b>Assistants (JV,C Teams)</b>	2,000	2,600	3,200	
<b>Baseball and Softball</b>	3,500	4,120	4,720	5,320
<b>Assistants (JV, C Teams)</b>	2,000	2,600	3,200	
<b>Volleyball/Tennis</b>	3,440	3,940	4,440	4,940
<b>Assistants (JV, C Teams)</b>	1,963	2,563	3,163	
<b>Cross Country</b>	3,050	3,550	4,060	4,560
<b>Track</b>				
<b>Golf</b>				
<b>Assistants (JV, C Teams)</b>	1,750	2,350	2,950	

**Middle School Sport**

FOOTBALL	1,600	1,000
VOLLEYBALL 7TH. AND 8TH.	1,200	
CROSS-COUNTRY BOYS/GIRLS	1,200	
BASKETBALL 7TH. AND 8TH. BOYS/GIRLS	1,600	
WRESTLING	1,200	
TRACK AND FIELD BOYS/GIRLS	1,200	
CHEER 2-SEASONS	1,000	
CHEER 1-SEASONS	600	

Middle School experience incentive (5 years or more in assignment) \$400 Head; @250 Assistant

<b>SPECIAL ASSIGNMENTS</b>	<b>All Seasons</b>		
Athletic Coordinator/ Scheduler	3,200		
	Fall	Winter	Spring
Athletic Trainer	2,400	2,400	1,560
Event Manager	1,000	1,000	

Any current coach who's previous increment is greater than this schedule allows will be held "save-harmless" (no reduction)  
A Head Coach will be authorized to Coach the combined Boys/Girls sports and the contract will be reviewed and prorated accordingly to team size.

\*\*Assistant Coach (per 20 students or one for each level of play)

Coaching experience will have to be documented and applicable to that sport and must have been a paid position at the secondary level.



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<b>Education Category</b>		Occasional	Long Term Temp (if staff returning)	Long Term Short (if vacant position until hire)
<b>Degreed</b>	<b>Daily Rate</b>	\$95.00	\$105.00	\$147.00
	<b>Hourly Rate</b>	\$13.57	\$15.00	\$21.00
<b>Non-Degreed</b>	<b>Daily Rate</b>	\$85.00	\$95.00	\$112.00
	<b>Hourly Rate</b>	\$12.14	\$13.57	\$16.00

**Long Term Substitute**

1. Is successfully lesson planning and implementing a program of instruction (inclusive of grading) this is aligned with EPS curriculum
2. Has good classroom management and discipline skills
3. Is positively affecting learning as evidence by district student assessment results.
4. NO penalties for sick days

**Educational Assistants as Substitutes**

Educational Assistants as substitutes for classroom teachers; additional	full day	\$35.00
Educational Assistants as substitutes for classroom teachers; additional	half-day	\$17.50

<b>Substitutes</b>	<b>Hourly</b>
Special Education Bus Assistant (6 hours)	\$11.00
Cook (6 hours)	\$11.00
Custodian (8 hours)	\$11.00
Educational Assistants - Special Education	\$11.00
Educational Assistants - Special Education/Severe Needs	\$12.00
Clerical Staff	\$11.00
Office Manager	\$12.00

Substitutes will work 7 hours per day in accordance with the building reporting hours/lunch schedule. Substitutes reporting after the reporting hour time, or leaving before departure time will be pro-rated at appropriate hourly rate. Occasional Substitutes are not entitled to preparation period and must report to office manager/site administrator for other assigned duties during preparation time/hour.