



COMPOSITION NOTEBOOK

*Artesia Public Schools*  
2020-2021  
Detailed  
Salary Schedule

**Artesia Public Schools  
Cafeteria Staff Salary Schedule  
2020-2021**

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	\$29.41	\$235.28	\$1,176.38	\$47,055	\$1,960.63
Asst. Cafeteria Supervisor	8.00	190	40.00	\$19.47	\$155.79	\$778.97	\$29,601	\$1,233.37
Cashier/Manager	8.00	180	40.00	\$15.10	\$120.76	\$603.82	\$21,737	\$905.73
Cashier/Manager	7.50	180	37.50	\$15.10	\$113.22	\$566.08	\$20,379	\$849.12
Cashier/Manager	7.00	180	35.00	\$15.10	\$105.67	\$528.34	\$19,020	\$792.51
Cashier/Manager	6.50	180	32.50	\$15.10	\$98.12	\$490.60	\$17,662	\$735.90
Cashier/Manager	6.00	180	30.00	\$15.10	\$90.57	\$452.86	\$16,303	\$679.30
Cashier/Manager	5.50	180	27.50	\$15.10	\$83.03	\$415.13	\$14,945	\$622.69
Cashier/Manager	5.00	180	25.00	\$15.10	\$75.48	\$377.39	\$13,586	\$566.08
Cashier/Manager	4.50	180	22.50	\$15.10	\$67.93	\$339.65	\$12,227	\$509.47
Cashier/Manager	4.00	180	20.00	\$15.10	\$60.38	\$301.91	\$10,869	\$452.86
Cashier/Manager	3.50	180	17.50	\$15.10	\$52.83	\$264.17	\$9,510	\$396.26
Cashier/Manager	3.00	180	15.00	\$15.10	\$45.29	\$226.43	\$8,152	\$339.65
Cashier/Manager	2.50	180	12.50	\$15.10	\$37.74	\$188.69	\$6,793	\$283.04
Cashier/Manager	2.00	180	10.00	\$15.10	\$30.19	\$150.95	\$5,434	\$226.43
Cook/Helper/Snack Bar	7.00	180	35.00	\$13.92	\$97.42	\$487.12	\$17,536	\$730.68
Cook/Helper/Snack Bar	6.50	180	32.50	\$13.92	\$90.47	\$452.33	\$16,284	\$678.49
Cook/Helper/Snack Bar	6.00	180	30.00	\$13.92	\$83.51	\$417.53	\$15,031	\$626.30
Cook/Helper/Snack Bar	5.50	180	27.50	\$13.92	\$76.55	\$382.74	\$13,779	\$574.11
Cook/Helper/Snack Bar	5.00	180	25.00	\$13.92	\$69.59	\$347.95	\$12,526	\$521.92
Cook/Helper/Snack Bar	4.50	180	22.50	\$13.92	\$62.63	\$313.15	\$11,273	\$469.73
Cook/Helper/Snack Bar	4.00	180	20.00	\$13.92	\$55.67	\$278.36	\$10,021	\$417.53
Cook/Helper/Snack Bar	3.50	180	17.50	\$13.92	\$48.71	\$243.56	\$8,768	\$365.34
Cook/Helper/Snack Bar	3.00	180	15.00	\$13.92	\$41.75	\$208.77	\$7,516	\$313.15
Cook/Helper/Snack Bar	2.50	180	12.50	\$13.92	\$34.79	\$173.97	\$6,263	\$260.96
Cook/Helper/Snack Bar	2.00	180	10.00	\$13.92	\$27.84	\$139.18	\$5,010	\$208.77

**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 2020-2021

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

Years of Experience	Bachelors		Bachelors +15		Bachelors +45 or Masters			Masters +15			Masters +45		
	2021 Level 1	2021 Level 2	2021 Level 1	2021 Level 2	2021 Level 1	2021 Level 2	2021 Level 3	2021 Level 1	2021 Level 2	2021 Level 3	2021 Level 1	2021 Level 2	2021 Level 3
0	\$41,250		\$41,500		\$41,750			\$42,000			\$43,000		
1	\$41,410		\$41,713		\$41,915			\$42,319			\$43,354		
2	\$41,415		\$41,718		\$41,920			\$42,324			\$43,359		
3	\$41,516	\$50,000	\$41,920	\$50,100	\$42,122	\$50,300		\$42,526	\$50,400		\$43,561	\$50,500	
4	\$41,521	\$50,500	\$41,925	\$50,601	\$42,127	\$50,803		\$42,531	\$50,904		\$43,566	\$51,005	
5	\$41,541	\$50,505	\$41,945	\$50,626	\$42,147	\$50,808		\$42,551	\$50,909		\$43,587	\$51,010	
6		\$50,510		\$50,631		\$50,909	\$60,000		\$51,010	\$60,100		\$51,515	\$60,200
7		\$50,540		\$50,657		\$50,914	\$60,600		\$51,015	\$60,701		\$51,520	\$60,802
8		\$50,571		\$50,682		\$51,015	\$60,605		\$51,116	\$60,706		\$52,025	\$60,807
9		\$50,601		\$50,707		\$51,116	\$60,610		\$51,217	\$60,711		\$52,530	\$60,812
10		\$50,631		\$50,732		\$51,217	\$60,615		\$51,318	\$60,716		\$53,035	\$60,817
11		\$50,662		\$50,758		\$51,318	\$60,620		\$51,419	\$60,721		\$53,540	\$60,858
12		\$50,692		\$50,783		\$51,419	\$60,625		\$51,520	\$60,731		\$54,045	\$60,878
13		\$50,722		\$50,808		\$51,520	\$60,630		\$51,621	\$60,741		\$54,550	\$60,898
14		\$50,753		\$50,833		\$51,621	\$60,635		\$51,722	\$60,752		\$55,055	\$60,918
15		\$50,783		\$50,859		\$51,722	\$60,640		\$51,823	\$60,762		\$55,560	\$60,938
16		\$50,813		\$50,884		\$51,823	\$60,645		\$51,924	\$60,772		\$56,065	\$60,959
17		\$50,843		\$50,909		\$51,924	\$60,651		\$52,025	\$60,782		\$56,570	\$60,979
18		\$50,874		\$50,934		\$52,025	\$60,656		\$52,126	\$60,792		\$57,075	\$60,999
19		\$50,904		\$50,975		\$52,571	\$60,691		\$52,682	\$60,807		\$57,580	\$61,019
20		\$50,939		\$51,015		\$53,116	\$60,726		\$53,237	\$60,908		\$58,085	\$61,221
21		\$50,975		\$51,056		\$53,661	\$60,762		\$53,793	\$61,008		\$58,590	\$61,423
22		\$51,010		\$51,096		\$54,207	\$60,797		\$54,348	\$61,110		\$59,095	\$61,625
23		\$51,045		\$51,136		\$54,752	\$60,832		\$54,904	\$61,211		\$60,004	\$61,827
24		\$51,081		\$51,177		\$55,298	\$60,868		\$55,459	\$61,312		\$60,913	\$62,029
25		\$51,116		\$58,177		\$62,798	\$69,868		\$63,459	\$70,812		\$69,413	\$72,029

**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/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 instructional expertise of the teacher.

**Artesia Public Schools  
Certified Support Salary Schedule  
2020-2021**

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: 11000-2100-51100-0000-000-1215 (Nurse LPN)  
 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: 11000-2200-51100-0000-000-1511 (Data Processing)  
 Fund Codes: 11000-1000-51100-9000-000-1618 (Head Athletic Trainer)

Years of Experience	Bachelors			Bachelors +15			Bachelors +45 or Masters			Masters +15			Masters +45		
	2021 Level 1	2021 Level 2	2021 Level 3	2021 Level 1	2021 Level 2	2021 Level 3	2021 Level 1	2021 Level 2	2021 Level 3	2021 Level 1	2021 Level 2	2021 Level 3	2021 Level 1	2021 Level 2	2021 Level 3
0	\$41,400			\$41,800			\$42,300			\$43,300			\$44,300		
1	\$41,814	\$50,000		\$42,218	\$50,000		\$42,723	\$50,000		\$43,733	\$50,000		\$44,743	\$50,000	
2	\$42,016	\$50,500	\$60,000	\$42,420	\$50,500	\$60,100	\$42,925	\$50,500	\$60,200	\$43,935	\$50,500	\$60,300	\$45,753	\$50,500	\$60,400
3	\$42,021	\$50,505	\$60,600	\$42,425	\$50,505	\$60,700	\$42,930	\$50,505	\$60,800	\$43,940	\$50,505	\$60,900	\$45,758	\$50,505	\$61,000
4	\$42,122	\$50,510	\$60,605	\$42,526	\$50,510	\$60,705	\$43,031	\$50,510	\$60,805	\$44,041	\$50,510	\$60,905	\$45,960	\$50,510	\$61,005
5	\$42,223	\$50,606	\$60,610	\$42,627	\$50,707	\$60,710	\$43,132	\$50,808	\$60,810	\$44,142	\$50,909	\$60,910	\$46,162	\$51,010	\$61,010
6	\$42,324	\$50,707	\$60,706	\$42,728	\$50,808	\$61,105	\$43,233	\$50,909	\$61,211	\$44,243	\$51,010	\$61,312	\$46,364	\$51,111	\$61,413
7	\$42,425	\$50,808	\$60,807	\$42,829	\$50,909	\$61,206	\$43,334	\$51,010	\$61,312	\$44,344	\$51,111	\$61,413	\$46,566	\$51,212	\$61,514
8	\$42,526	\$50,909	\$60,908	\$42,930	\$51,010	\$61,307	\$43,435	\$51,111	\$61,413	\$44,445	\$51,212	\$61,514	\$46,768	\$51,313	\$61,615
9	\$42,627	\$51,010	\$61,009	\$43,031	\$51,111	\$61,408	\$43,536	\$51,212	\$61,514	\$44,546	\$51,313	\$61,615	\$46,970	\$51,414	\$61,716
10	\$42,728	\$51,111	\$61,110	\$43,132	\$51,212	\$61,509	\$43,637	\$51,313	\$61,615	\$44,647	\$51,414	\$61,716	\$47,172	\$51,515	\$61,817
11	\$42,829	\$51,212	\$61,211	\$43,233	\$51,313	\$61,610	\$43,738	\$51,414	\$61,716	\$44,748	\$51,515	\$61,817	\$47,374	\$51,616	\$61,918
12	\$42,930	\$51,313	\$61,312	\$43,334	\$51,414	\$61,711	\$43,839	\$51,515	\$61,817	\$44,849	\$51,616	\$61,918	\$47,576	\$51,717	\$62,019
13	\$43,031	\$51,414	\$61,413	\$43,435	\$51,515	\$61,812	\$43,940	\$51,616	\$61,918	\$44,950	\$51,717	\$62,019	\$47,778	\$51,818	\$62,120
14	\$43,132	\$51,515	\$61,514	\$43,536	\$51,616	\$61,913	\$44,041	\$51,717	\$62,019	\$45,051	\$51,818	\$62,120	\$47,980	\$51,919	\$62,221
15	\$43,233	\$51,616	\$61,615	\$43,637	\$51,717	\$62,014	\$44,142	\$51,818	\$62,120	\$45,152	\$51,919	\$62,221	\$48,182	\$52,020	\$62,322
16	\$43,334	\$51,717	\$61,716	\$43,738	\$51,818	\$62,115	\$44,243	\$51,919	\$62,221	\$45,253	\$52,020	\$62,322	\$48,384	\$52,121	\$62,423
17	\$43,435	\$51,818	\$61,817	\$43,839	\$51,919	\$62,216	\$44,344	\$52,020	\$62,322	\$45,354	\$52,121	\$62,423	\$48,586	\$52,222	\$62,524
18	\$43,536	\$51,919	\$61,918	\$43,940	\$52,020	\$62,317	\$44,445	\$52,121	\$62,423	\$45,455	\$52,222	\$62,524	\$48,687	\$52,323	\$62,625
19	\$43,637	\$52,020	\$62,019	\$44,041	\$52,121	\$62,418	\$44,546	\$52,222	\$62,524	\$45,556	\$52,323	\$62,625	\$48,788	\$52,424	\$62,726
20	\$43,738	\$52,121	\$62,120	\$44,142	\$52,222	\$62,519	\$44,647	\$52,323	\$62,625	\$45,657	\$52,424	\$62,726	\$48,889	\$52,525	\$62,827
21	\$43,839	\$52,222	\$62,221	\$44,243	\$52,323	\$62,620	\$44,748	\$52,424	\$62,726	\$45,758	\$52,525	\$62,827	\$48,990	\$52,626	\$62,928
22	\$43,940	\$52,323	\$62,322	\$44,344	\$52,424	\$62,721	\$44,849	\$52,525	\$62,827	\$45,859	\$52,626	\$62,928	\$49,091	\$52,727	\$63,029
23	\$44,041	\$52,424	\$62,423	\$44,445	\$52,525	\$62,822	\$44,950	\$52,626	\$62,928	\$45,960	\$52,727	\$63,029	\$49,192	\$52,828	\$63,130
24	\$44,142	\$52,525	\$62,524	\$44,546	\$52,626	\$62,923	\$45,051	\$52,727	\$63,029	\$46,061	\$52,828	\$63,130	\$49,293	\$52,929	\$63,231
25	\$47,142	\$58,025	\$70,524	\$48,046	\$58,626	\$71,423	\$49,051	\$59,227	\$72,029	\$50,561	\$59,828	\$72,630	\$54,293	\$60,429	\$73,231

**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  
2020-2021**

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	\$13,491	\$13,548	\$13,605	\$13,662	\$13,718	\$13,785	\$13,832
1	\$13,626	\$13,684	\$13,741	\$13,799	\$13,855	\$13,923	\$13,970
2	\$13,955	\$14,014	\$14,073	\$14,132	\$14,190	\$14,259	\$14,307
3	\$14,304	\$14,364	\$14,425	\$14,485	\$14,544	\$14,616	\$14,665
4	\$14,310	\$14,370	\$14,431	\$14,491	\$14,549	\$14,621	\$14,670
5	\$14,315	\$14,376	\$14,436	\$14,496	\$14,556	\$14,627	\$14,676
6	\$14,320	\$14,381	\$14,441	\$14,501	\$14,561	\$14,632	\$14,681
7	\$15,028	\$15,092	\$15,155	\$15,219	\$15,281	\$15,356	\$15,408
8	\$15,179	\$15,242	\$15,307	\$15,371	\$15,434	\$15,509	\$15,562
9	\$15,296	\$15,360	\$15,424	\$15,488	\$15,552	\$15,626	\$15,679
10	\$15,303	\$15,365	\$15,431	\$15,494	\$15,557	\$15,632	\$15,685
11	\$15,419	\$15,484	\$15,547	\$15,611	\$15,675	\$15,740	\$15,803
12	\$16,813	\$16,882	\$16,952	\$17,023	\$17,092	\$17,162	\$17,232
13	\$17,484	\$17,557	\$17,630	\$17,702	\$17,775	\$17,848	\$17,920
14	\$19,129	\$19,178	\$19,231	\$19,273	\$19,320	\$19,367	\$19,417
15	\$19,272	\$19,322	\$19,374	\$19,415	\$19,464	\$19,510	\$19,563
16	\$19,879	\$19,929	\$19,982	\$20,027	\$20,084	\$20,127	\$20,180
17	\$20,284	\$20,335	\$20,390	\$20,436	\$20,487	\$20,536	\$20,591
18	\$20,726	\$20,779	\$20,833	\$20,882	\$20,936	\$20,986	\$21,041
19	\$21,119	\$21,171	\$21,228	\$21,277	\$21,328	\$21,379	\$21,436
20	\$21,433	\$21,489	\$21,543	\$21,596	\$21,649	\$21,702	\$21,759
21	\$21,866	\$21,917	\$21,975	\$22,027	\$22,080	\$22,137	\$22,191
22	\$22,301	\$22,354	\$22,413	\$22,465	\$22,526	\$22,578	\$22,637
23	\$23,412	\$23,475	\$23,530	\$23,587	\$23,647	\$23,710	\$23,766
24	\$23,484	\$23,545	\$23,602	\$23,659	\$23,720	\$23,779	\$24,290
25	\$25,644	\$25,745	\$25,840	\$25,946	\$26,052	\$26,157	\$26,916

**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  
2020-2021**

Position	Length of Contract	Salary
Superintendent of Schools (2300-1111)	12 months/234 Days	\$147,500
Assistant Superintendent of Schools - Operations (2500-1115)	12 months/234 Days	\$120,717
Assistant Superintendent of Schools - Secondary Education (2500-1113)	12 months/234 Days	\$120,717
Assistant Superintendent of Schools - Elementary Education and Federal Programs (2500-1113)	12 months/234 Days	\$120,717
Director of Athletics (2400-1211)	12 months/234 Days	\$115,083
Director of Finance (2500-1115)	12 months/234 Days	\$115,083
Director of Maintenance (2600-1113)	12 months/239 Days	\$115,083
Director of Special Education, IDEA-B, Drug Free, & Medicaid (2400-1211)	12 months/234 Days	\$115,083
Director of Technology (2200-1113)	12 months/234 Days	\$115,083
High School Principal (2400-1112)	12 months/234 Days	\$112,685
Assistant High School Principal (2400-1112)	12 months/234 Days	\$107,463
Second Assistant High School Principal (2400-1112)	10 months/200 Days	\$98,193
Junior High School Principal (2400-1112)	12 months/234 Days	\$111,727
Assistant Junior High School Principal (2400-1112)	12 months/234 Days	\$106,504
Intermediate School Principal (2400-1112)	12 months/234 Days	\$103,901
Assistant Intermediate School Principal (2400-1112)	10 months/200 Days	\$98,193
Elementary School Principal (2400-1112)	10 months/200 Days	\$98,033

**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  
2020-2021**

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	\$16,985	\$17,011	\$17,038	\$17,064	\$17,090	\$17,117	\$17,143
2	\$17,395	\$17,422	\$17,449	\$17,476	\$17,503	\$17,530	\$17,557
3	\$17,830	\$17,858	\$17,884	\$17,913	\$17,941	\$17,968	\$17,996
4	\$17,835	\$17,863	\$17,891	\$17,919	\$17,946	\$17,973	\$18,001
5	\$17,840	\$17,868	\$17,896	\$17,924	\$17,952	\$17,980	\$18,006
6	\$17,847	\$17,874	\$17,902	\$17,929	\$17,957	\$17,985	\$18,012
7	\$18,200	\$18,227	\$18,256	\$18,285	\$18,313	\$18,340	\$18,368
8	\$18,381	\$18,409	\$18,438	\$18,467	\$18,495	\$18,524	\$18,552
9	\$18,495	\$18,524	\$18,552	\$18,580	\$18,609	\$18,638	\$18,666
10	\$18,502	\$18,530	\$18,559	\$18,587	\$18,616	\$18,644	\$18,672
11	\$18,616	\$18,644	\$18,672	\$18,701	\$18,730	\$18,758	\$18,787
12	\$18,854	\$18,883	\$18,970	\$19,029	\$19,087	\$19,144	\$19,202
13	\$19,081	\$19,110	\$19,199	\$19,258	\$19,317	\$19,376	\$19,436
14	\$19,722	\$19,753	\$19,846	\$19,909	\$19,970	\$20,032	\$20,094
15	\$20,470	\$20,513	\$20,558	\$20,593	\$20,637	\$20,679	\$20,723
16	\$21,138	\$21,183	\$21,230	\$21,265	\$21,311	\$21,355	\$21,401
17	\$21,817	\$21,907	\$21,994	\$22,086	\$22,179	\$22,267	\$22,356
18	\$22,084	\$22,174	\$22,264	\$22,356	\$22,450	\$22,540	\$22,631
19	\$22,220	\$22,311	\$22,400	\$22,493	\$22,589	\$22,680	\$22,771
20	\$22,801	\$22,894	\$22,987	\$23,083	\$23,181	\$23,275	\$23,369
21	\$23,189	\$23,287	\$23,379	\$23,478	\$23,577	\$23,673	\$23,769
22	\$23,614	\$23,713	\$23,809	\$23,911	\$24,009	\$24,108	\$24,208
23	\$23,990	\$24,090	\$24,187	\$24,289	\$24,390	\$24,491	\$24,594
24	\$24,289	\$24,394	\$24,495	\$24,597	\$24,699	\$24,803	\$24,903
25	\$25,036	\$25,135	\$25,239	\$25,343	\$25,448	\$25,561	\$25,659

Position	Base Pay		Increment Pay
AHS Secretary	Salary Step +	\$17,565	+15 days
AHS Registrar	Salary Step +	\$10,287	+20 days
AHS Receptionist	Salary Step +	\$3,976	
AJHS Secretary	Salary Step +	\$9,217	+15 days
AJHS Registrar	Salary Step +	\$5,404	+10 days
AIS Secretary	Salary Step +	\$8,126	
AIS Registrar	Salary Step +	\$3,976	
Elementary Secretary	Salary Step +	\$3,295	
Penasco Secretary	Salary Step		+10 days
Athletic Secretary	Salary Step +	\$7,607	+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 completed each pay period.

Transcripts 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  
2020-2021**

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	\$29,703	\$29,962	\$30,222	\$30,481	\$30,871	\$31,000	\$31,260	\$38,537
2	\$29,708	\$29,967	\$30,227	\$30,486	\$30,876	\$31,005	\$31,265	\$38,542
3	\$29,713	\$29,973	\$30,232	\$30,492	\$30,881	\$31,011	\$31,270	\$38,547
4	\$29,719	\$29,978	\$30,238	\$30,497	\$30,886	\$31,016	\$31,276	\$38,552
5	\$29,724	\$29,983	\$30,243	\$30,502	\$30,892	\$31,021	\$31,281	\$38,558
6	\$30,214	\$30,478	\$30,742	\$31,006	\$31,401	\$31,533	\$32,063	\$39,339
7	\$30,467	\$30,733	\$30,999	\$31,265	\$31,664	\$31,797	\$32,068	\$39,345
8	\$30,472	\$30,738	\$31,004	\$31,270	\$31,669	\$31,802	\$32,073	\$39,350
9	\$30,478	\$30,744	\$31,010	\$31,275	\$31,674	\$31,807	\$32,185	\$39,461
10	\$30,589	\$30,855	\$31,121	\$31,387	\$31,786	\$31,919	\$32,497	\$39,774
11	\$31,556	\$31,712	\$31,869	\$32,026	\$32,205	\$32,340	\$32,887	\$40,164
12	\$31,936	\$32,095	\$32,252	\$32,411	\$32,592	\$32,728	\$34,148	\$41,425
13	\$33,163	\$33,327	\$33,491	\$33,655	\$33,841	\$33,984	\$35,554	\$42,830
14	\$34,517	\$34,690	\$34,863	\$35,035	\$35,230	\$35,381	\$36,767	\$44,043
15	\$35,698	\$35,876	\$36,054	\$36,232	\$36,432	\$36,589	\$36,971	\$44,248
16	\$36,145	\$36,287	\$36,428	\$36,566	\$36,715	\$36,808	\$37,207	\$44,483
17	\$36,378	\$36,519	\$36,661	\$36,800	\$36,949	\$37,064	\$38,209	\$45,486
18	\$37,366	\$37,507	\$37,648	\$37,788	\$37,947	\$38,068	\$38,881	\$46,158
19	\$38,027	\$38,170	\$38,312	\$38,456	\$38,616	\$38,738	\$39,619	\$46,895
20	\$38,752	\$38,896	\$39,038	\$39,188	\$39,351	\$39,475	\$40,270	\$47,546
21	\$39,388	\$39,536	\$39,679	\$39,832	\$39,996	\$40,122	\$40,795	\$48,072
22	\$39,905	\$40,057	\$40,198	\$40,350	\$40,516	\$40,643	\$41,502	\$48,779
23	\$40,601	\$40,755	\$40,906	\$41,056	\$41,225	\$41,356	\$42,232	\$49,509
24	\$41,317	\$41,470	\$41,619	\$41,775	\$41,947	\$42,079	\$42,720	\$49,997
25	\$43,441	\$43,599	\$43,747	\$43,897	\$44,072	\$44,203	\$45,098	\$52,375

**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  
2020-2021**

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	\$33,312	\$34,918	\$43,483	\$57,807
2	\$33,317	\$34,923	\$43,488	\$57,812
3	\$33,322	\$34,928	\$43,493	\$57,818
4	\$33,328	\$34,934	\$43,498	\$57,823
5	\$33,333	\$34,939	\$43,504	\$57,828
6	\$33,823	\$35,434	\$44,003	\$58,332
7	\$34,076	\$35,688	\$44,260	\$58,591
8	\$34,081	\$35,694	\$44,265	\$58,596
9	\$34,087	\$35,699	\$44,270	\$58,601
10	\$34,198	\$35,810	\$44,382	\$58,713
11	\$35,165	\$36,668	\$45,130	\$59,352
12	\$35,545	\$37,050	\$45,513	\$59,737
13	\$36,772	\$38,283	\$46,752	\$60,981
14	\$38,126	\$39,645	\$48,123	\$62,361
15	\$39,307	\$40,832	\$49,315	\$63,558
16	\$39,755	\$41,243	\$49,689	\$63,892
17	\$39,987	\$41,475	\$49,922	\$64,126
18	\$40,975	\$42,462	\$50,909	\$65,114
19	\$41,637	\$43,126	\$51,573	\$65,782
20	\$42,362	\$43,852	\$52,299	\$66,514
21	\$42,997	\$44,492	\$52,940	\$67,158
22	\$43,515	\$45,012	\$53,459	\$67,676
23	\$44,210	\$45,710	\$54,167	\$68,382
24	\$44,927	\$46,425	\$54,880	\$69,101
25	\$47,051	\$48,554	\$57,008	\$71,223

**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  
2020-2021**

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

Years of Experience	Salary
0	\$21,114
1	\$21,325
2	\$21,840
3	\$22,386
4	\$22,392
5	\$22,397
6	\$22,402
7	\$22,458
8	\$22,567
9	\$22,734
10	\$22,952
11	\$23,719
12	\$24,126
13	\$24,467
14	\$25,628
15	\$26,812
16	\$27,884
17	\$28,161
18	\$28,575
19	\$28,790
20	\$29,621
21	\$30,227
22	\$30,890
23	\$31,471
24	\$31,945
25	\$33,497

**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  
2020-2021**

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	\$21,321	\$22,266	\$22,789	\$23,834	\$35,333
1	\$21,534	\$22,488	\$23,017	\$24,072	\$35,687
2	\$22,042	\$23,032	\$23,572	\$24,654	\$36,548
3	\$22,047	\$23,608	\$24,161	\$25,270	\$37,461
4	\$22,842	\$23,613	\$24,168	\$25,276	\$37,468
5	\$22,849	\$23,619	\$24,173	\$25,281	\$37,473
6	\$23,301	\$23,624	\$24,178	\$25,287	\$37,478
7	\$23,533	\$24,092	\$24,657	\$25,786	\$38,220
8	\$23,647	\$24,332	\$24,903	\$26,044	\$38,602
9	\$23,653	\$24,446	\$25,018	\$26,159	\$38,716
10	\$23,766	\$24,453	\$25,023	\$26,164	\$38,721
11	\$24,126	\$24,567	\$25,138	\$26,279	\$38,836
12	\$24,467	\$25,174	\$26,221	\$27,766	\$40,282
13	\$25,566	\$25,532	\$26,594	\$28,159	\$40,854
14	\$26,811	\$26,683	\$27,798	\$29,443	\$42,772
15	\$27,883	\$27,969	\$29,129	\$30,873	\$44,823
16	\$28,197	\$29,088	\$30,293	\$30,966	\$46,615
17	\$28,575	\$29,097	\$30,303	\$31,789	\$46,626
18	\$28,790	\$29,496	\$30,418	\$32,212	\$46,760
19	\$29,621	\$29,717	\$30,644	\$32,452	\$47,106
20	\$30,227	\$30,614	\$31,607	\$33,472	\$48,590
21	\$30,890	\$31,240	\$32,252	\$34,156	\$49,582
22	\$31,471	\$31,923	\$32,959	\$34,900	\$50,667
23	\$31,945	\$32,526	\$33,579	\$35,559	\$51,624
24	\$32,580	\$33,013	\$34,081	\$36,097	\$52,395
25	\$33,515	\$33,890	\$34,769	\$36,816	\$53,448

**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  
2020-2021**

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

<b>Artesia High School</b>				
<b><u>Football (9001)</u></b>			<b><u>Soccer (9044B; 9045G)</u></b>	
Head Coach:	\$5,200	Head Coach:	\$2,938	
Additional Days + 40		Additional Days + 10		
Assistant Coach:	\$2,786	Assistant Coach:	\$2,482	
Additional Days + 15		Additional Days + 5		
Off Season:	\$1,900			
<b><u>Basketball (9003B; 9004G)</u></b>		<b><u>Artesia Junior High School</u></b>		
Head Coach:	\$5,200	<b><u>Football (9001)</u></b>		
Additional Days + 40		Head Coach:	\$2,076	
Assistant Coach:	\$2,786	Additional Days + 8		
Additional Days + 10		Assistant Coach:	\$1,623	
Off-Season	\$1,900	Additional Days + 5		
<b><u>Volleyball (9002)</u></b>		<b><u>Basketball (9003B; 9004G)</u></b>		
Head Coach:	\$5,200	Head Coach	\$2,076	
Additional Days + 25		Assistant Coach:	\$1,623	
Assistant Coach:	\$2,786	<b><u>Volleyball (9002)</u></b>		
Additional Days + 15		Head Coach	\$2,076	
Off Season:	\$1,900	Additional Days + 8		
<b><u>Track and Cross Country (9005B &amp; 9006G; 9026)</u></b>		Assistant Coach:	\$1,623	
Head Coach	\$2,938	Additional Days + 5		
Additional Days + 4		<b><u>Track (9005B; 9006G)</u></b>		
Assistant Coach:	\$2,482	Head Coach:	\$1,774	
Additional Days + 2		Assistant Coach:	\$1,471	
<b><u>Baseball &amp; Softball (9010B; 9011G)</u></b>		<b><u>Cheerleading (9014)</u></b>		
Head Coach:	\$2,938	Head Coach:	\$1,055	
Additional Days + 8		Additional Days + 10		
Assistant Coach:	\$2,482	<b><u>All Sports</u></b>		
Additional Days + 2		Off Season:	\$1,107	
<b><u>Golf (9007)</u></b>		<b><u>Artesia Intermediate School</u></b>		
Head Coach:	\$2,938	<b><u>Boys Athletics</u></b>		
Additional Days + 8		<b><u>Football - Basketball - Track</u></b>		
Assistant Coach:	\$2,482	Head Coach:	\$3,028	
Additional Days + 2		3 sports		
<b><u>Tennis (9008)</u></b>		Additional Days + 5		
Head Coach:	\$2,938	Assistants:	\$2,578	
Additional Days + 4		3 sports		
Assistant Coach:	\$2,482	Football Only Additional Days + 5		
Additional Days + 2		One Sport Head Coach:	\$1,010	
<b><u>Swimming (9052)</u></b>		One Sport Assistant Coach:	\$859	
Head Coach:	\$2,938	<b><u>Girls Athletics</u></b>		
Additional Days + 8		<b><u>Volleyball - Basketball - Track</u></b>		
Assistant Coach:	\$2,482	Head Coach:	\$3,028	
Additional Days + 2		3 sports		
<b><u>Cheerleading (9014)</u></b>		Additional Days + 5		
Head Coach:	\$2,938	Assistants:	\$2,578	
Additional Days + 10		3 sports		
Assistant Coach:	\$2,482	Volleyball Only Additional Days + 5		
Additional Days + 10		One Sport Head Coach:	\$1,010	
<b><u>Fall Sports Coordinator</u></b>		One Sport Assistant Coach:	\$859	
Assistant	\$2,106	<b><u>District</u></b>		
		<b><u>Athletics</u></b>		
		Athletic Trainer	\$5,200	
		Additional Days + 20		

**Artesia Public Schools  
Increment Schedule  
2020-2021**

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

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

<b>Artesia High School</b>		
<b>Other Activities</b>		
Activity Assignments by Director	\$730	
Activity Assignments by Director	\$1,460	
Activity Assignments by Director	\$2,189	
Additional Administrative Duties	\$8,883	
Annual Sponsor	\$1,914	
Athletic Trainer	\$4,680	+20 Days
Auditorium Manager All Year	\$3,020	
Auto Mechanics		+10 Days
Bowling Assistant Sponsor	\$2,482	
Bowling Sponsor	\$2,938	
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	\$3,575	
Newspaper Sponsor	\$1,277	
Night Library Computer Lab Aide	\$2,287	
Rodeo Sponsor	\$2,938	+4 Days
Student Council Sponsor	\$1,596	
Woodshop Teacher		+10 Days

<b>Advanced Placement Coordinator</b>		
English - Math - Science	\$1,277	

<b>Music</b>		
Band Assistant Director #1	\$6,795	+30 Days
Band Assistant Director #2	\$4,530	+20 Days
Band Head Director	\$7,835	+35 Days
Choir Assistant Director	\$1,207	+5 Days
Choir Head Director	\$7,835	+20 Days
Flag Corp Director		+10 Days
Jazz Band Assistant Director	\$3,020	
Jazz Band Head Director	\$3,594	
Show Choir Head Director	\$3,594	

<b>Technology Department</b>		
<b>Schools</b>		
School Computer Tech I	\$2,128	

<b>Artesia Junior High School</b>		
<b>Activities</b>		
Activities Assistant	\$958	
Activities Director	\$1,596	
Counselor		+20 days
FFA Assistant Sponsor		+10 Days
Librarian		+10 Days
Librarian Assistant		+10 Days
Library Coordinator	\$837	
Newspaper Sponsor	\$637	
Student Council Sponsor	\$958	
Woodshop Teacher		+10 Days
Yearbook Sponsor	\$637	

<b>Artesia Intermediate School</b>		
Newspaper Sponsor	\$637	
Counselor		+10 Days
Student Council Sponsor	\$483	

<b>Elementary Schools</b>		
Counselor		+10 Days
Head Teacher	\$798	
Penasco Activities Director	\$1,129	
Penasco Head Teacher	\$2,266	+20 Days

<b>Elementary Department Coordinator</b>		
Child Find	\$958	
Discover Testing Coordinator	\$1,100	
Intervention Support	\$1,437	
Language Arts	\$1,437	
Math	\$1,437	

<b>All Schools</b>		
Bilingual Education Endorsement	\$1,596	
Bilingual Services		+5 Days

<b>Department Head</b>		
<b>K-12</b>		
Bright Space Administrator	\$2,200	
District PE Coordinator	\$3,137	
English-Math	\$2,236	
Foreign Language	\$1,437	
Library-Music-Counselor-Fine Arts	\$1,596	
National Board Certified Teacher		Unit Value x 1.5
New Mexico Mesa Advisor	\$2,000	
Physical Education	\$2,236	
School Site Department Head	\$1,437	
Social Studies-Science	\$2,236	
Special Education-Gifted	\$2,236	
Visual Arts Coordinator		+5 Days
Vocational	\$2,236	

**Artesia Public Schools  
Salary/Increment Schedule  
2020-2021**

<b><u>Special Education</u></b>		<b><u>Technology Department</u></b>	
24106 IDEA-B	+8 Days	Additional Assignments	\$1,240
24106 IDEA-B	+9 Days	Additional Assignments	\$1,862
24106 IDEA-B	+10 Days	Additional Assignments	\$2,480
24106 IDEA-B	+11 Days	Additional Assignments	\$3,120
24106 IDEA-B	+12 Days		
24106 IDEA-B	+15 Days		
24106 IDEA-B	+7 Days		
24106 IDEA-B (1)	\$3,058	Head Foreman	\$11,440
24106 IDEA-B (2)	\$2,271	Assistant Foreman	\$2,830
24106 IDEA-B (3)	\$1,514	Head Carpenter	\$4,699
After School Parent Meetings	\$2,233	Head Mechanical	\$4,024
Assistant SPED Director	\$8,911	Head Grounds	\$4,024
Autism Specialist	\$3,120	Additional Assignments	\$2,600
Counselor	+10 Days		
Crisis Prevention Intervention	\$757		
DD Supervisor	\$2,383		
DD Testing & Child Find (Summer)	\$2,383		
Diagnostician	+20 Days		
Entitlement Speech Therapy Supervisor	\$2,147		
Medicaid Social Worker Supervisor	\$2,600		
Pre-School Coordinator	+10 Days		
Psychologist (1)	+30 Days		
Psychologist (2)	+15 Days		
		<b><u>Maintenance Department</u></b>	
		<b><u>Penasco School</u></b>	
		Custodian (190 Days)	\$7,322
		Secretary (190 Days)	\$2,480
		Bus Duty	\$1,064
		Extra Building (Custodial)	\$2,600

**Artesia Public Schools  
Hourly Worker Salary Schedule  
2020-2021**

<b>Position</b>	<b>Experience</b>	<b>Amount</b>	<b>Per Day/Hour</b>
Substitute Teacher	Degreed	\$93.00	Day
Substitute Teacher	Non-Degreed	\$78.00	Day
Long Term Substitute, 31-89 Days	Degreed	\$108.00	Day
Long Term Substitute, 31-89 Days	Non-Degreed	\$93.00	Day
Long Term Substitute, 90+ Days	Degreed	\$120.00	Day
Long Term Substitute, 90+ Days	Non-Degreed	\$105.00	Day
Additional Compensation: Tutoring		\$30.00	Hour
Bus/Activity Driver		\$17.00	Hour
Cafeteria Lunch Duty		\$14.47	Hour
Head Night School Teacher		\$35.20	Hour
Home Bound Teacher		\$30.00	Hour
Night Library Teacher		\$30.00	Hour
Night School Teacher		\$33.85	Hour
School Crossing Guard		\$13.66	Hour
Security Guard		\$17.44	Hour
Student Worker (18yrs & younger)		\$10.50	Hour
Substitute Cafeteria Worker		\$10.50	Hour
Substitute Central Office		\$10.50	Hour
Substitute Custodian		\$10.50	Hour
Substitute Secretary		\$10.50	Hour
Substitute Teacher Aide		\$10.50	Hour
Summer Maintenance	Experienced	\$11.43	Hour
Summer Maintenance	Non-Experienced	\$10.50	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		\$10.50	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.**