

Artesia Public Schools



2024-2025 Salary Schedule



Teacher Cost Index (TCI) Policy 2024-2025

Teacher Cost Index (TCI) Policy

Out of district teaching years of experience will be granted for licensed and contracted teaching positions within Artesia Public Schools at the discretion of the Superintendent. Teaching years of experience at higher education accredited post secondary institutions will be considered. All allowed years of experience must be verified appropriately.

Teaching years of experience will be calculated as such:

1yr experience = 1/2 SY teacher contract + 1 day; .5yr experience = 1/2 SY teacher contract or less.

In the event of service at multiple school districts within one school year equating 1 year of experience, credit for the 1 year will be given to the district with the most contracted days.

FTE for additional instructional contract days will be calculated as such:

Returning Staff FTE = Contract FTE + (Additional Days/182); New Hire Staff FTE = Contract FTE + (Additional Days/183)

**Artesia Public Schools
Food Services Salary Schedule
2024-2025**

Function 3100 Job Classes 1114, 1616, 1617

Position	Hours per Day	Days per School Year	Hours per Week	Hourly Wage	Daily Rate	School Year Salary	Gross Semi-Monthly Salary, 24 Installments	
Asst. Caft. Supervisor	8.00	200	40.00	\$23.24	\$185.92	\$37,184	\$1,549.33	
Cashier/Manager	8.00	180	40.00	\$18.01	\$144.08	\$25,928	\$1,080.33	
Cashier/Manager	7.50	180	37.50	\$18.01	\$135.08	\$24,306	\$1,012.75	
Cashier/Manager	7.00	180	35.00	\$18.01	\$126.07	\$22,686	\$945.25	
Cashier/Manager	6.50	180	32.50	\$18.01	\$117.07	\$21,066	\$877.75	
Cashier/Manager	6.00	180	30.00	\$18.01	\$108.06	\$19,446	\$810.25	
Cashier/Manager	5.50	180	27.50	\$18.01	\$99.06	\$17,826	\$742.75	
Cashier/Manager	5.00	180	25.00	\$18.01	\$90.05	\$16,204	\$675.17	
Cashier/Manager	4.50	180	22.50	\$18.01	\$81.05	\$14,584	\$607.67	
Cashier/Manager	4.00	180	20.00	\$18.01	\$72.04	\$12,964	\$540.17	
Cashier/Manager	3.50	180	17.50	\$18.01	\$63.04	\$11,344	\$472.67	
Cashier/Manager	3.00	180	15.00	\$18.01	\$54.03	\$9,724	\$405.17	
Cashier/Manager	2.50	180	12.50	\$18.01	\$45.03	\$8,102	\$337.58	
Cashier/Manager	2.00	180	10.00	\$18.01	\$36.02	\$6,482	\$270.08	
Cook/Helper/Snack Bar	7.00	180	35.00	\$16.62	\$116.34	\$20,934	\$872.25	
Cook/Helper/Snack Bar	6.50	180	32.50	\$16.62	\$108.03	\$19,440	\$810.00	
Cook/Helper/Snack Bar	6.00	180	30.00	\$16.62	\$99.72	\$17,944	\$747.67	
Cook/Helper/Snack Bar	5.50	180	27.50	\$16.62	\$91.41	\$16,449	\$685.38	
Cook/Helper/Snack Bar	5.00	180	25.00	\$16.62	\$83.10	\$14,953	\$623.04	
Cook/Helper/Snack Bar	4.50	180	22.50	\$16.62	\$74.79	\$13,458	\$560.75	
Cook/Helper/Snack Bar	4.00	180	20.00	\$16.62	\$66.48	\$11,963	\$498.46	
Cook/Helper/Snack Bar	3.50	180	17.50	\$16.62	\$58.17	\$10,467	\$436.13	
Cook/Helper/Snack Bar	3.00	180	15.00	\$16.62	\$49.86	\$8,973	\$373.88	
Cook/Helper/Snack Bar	2.50	180	12.50	\$16.62	\$41.55	\$7,477	\$311.54	
Cook/Helper/Snack Bar	2.00	180	10.00	\$16.62	\$33.24	\$5,982	\$249.25	
Cafeteria Delivery Driver	8.00	220	Salary Based on Maintenance Assistant at 220 Days					

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

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
2024-2025**

Job Classes 1400's and 1212

Years of Experience	Level 1	Level 2	Level 3
0	\$53,290		
1	\$54,889		
2	\$55,168		
3	\$55,498	\$63,953	
4	\$55,553	\$65,872	
5	\$55,608	\$66,424	
6		\$66,477	\$74,200
7		\$66,531	\$76,426
8		\$66,586	\$76,659
9		\$66,641	\$76,901
10		\$66,696	\$77,125
11		\$66,751	\$77,358
12		\$66,806	\$77,614
13		\$66,861	\$77,645
14		\$66,915	\$77,700
15		\$66,970	\$77,754
16		\$67,025	\$77,809
17		\$67,080	\$77,864
18		\$67,135	\$77,919
19		\$67,189	\$77,974
20		\$67,245	\$78,028
21		\$67,300	\$78,083
22		\$67,350	\$78,137
23		\$67,418	\$78,192
24		\$67,725	\$78,247
25		\$70,550	\$81,400
26		\$72,667	\$83,842

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

Out of district years of teaching experience will be granted at the discretion of the Superintendent. This schedule is based on 183 contract days; new teachers work one additional in-service day (184 days). Ten days of sick leave will be granted per year, accumulative to a maximum of 120 days. September 15th is the deadline for official transcripts, experience verification, and salary revisions.

Artesia Public Schools Teacher Cost Index (TCI) Policy
<p>Out of district teaching years of experience will be granted for licensed and contracted teaching positions within Artesia Public Schools at the discretion of the Superintendent. Teaching years of experience at higher education accredited post secondary institutions will be considered. All allowed years of experience must be verified appropriately.</p> <p style="text-align: center;">Teaching years of experience will be calculated as such:</p> <p style="text-align: center;">1yr experience = 1/2 SY teacher contract + 1 day; .5yr experience = 1/2 SY teacher contract or less.</p> <p>In the event of service at multiple school districts within one school year equating 1 year of experience, credit for the 1 year will be given to the district with the most contracted days.</p> <p style="text-align: center;">FTE for additional instructional contract days will be calculated as such:</p> <p style="text-align: center;">Returning Staff FTE = Contract FTE + (Additional Days/183); New Hire Staff FTE = Contract FTE + (Additional Days/184)</p>

Artesia Public Schools Certified Support Salary Schedule 2024-2025

Job Class Codes: 1215 and 1313

Years of Experience	COTA			School Nurse		
	Level 1	Level 2	Level 3	Assoc. 701 Level 1	Prof. 702 & Level 2	Supervisor 703
0	\$52,998			\$52,519	\$62,519	\$72,519
1	\$54,587			\$54,094	\$64,394	\$74,694
2	\$54,640			\$54,348	\$64,648	\$74,948
3	\$54,690			\$54,603	\$64,903	\$75,203
4	\$54,742	\$54,561		\$54,857	\$65,157	\$75,457
5	\$54,793	\$56,197		\$54,803	\$65,103	\$75,403
6	\$54,845	\$56,249		\$55,366	\$65,666	\$75,966
7	\$54,896	\$56,301		\$55,621	\$65,921	\$76,221
8	\$54,948	\$56,352		\$55,876	\$66,176	\$76,476
9	\$54,999	\$56,403		\$55,931	\$66,231	\$76,531
10	\$55,051	\$56,455	\$55,811	\$55,986	\$66,286	\$76,586
11	\$55,102	\$56,506	\$57,485	\$56,041	\$66,340	\$76,640
12	\$55,154	\$56,558	\$57,536	\$56,095	\$66,396	\$76,695
13	\$55,205	\$56,609	\$57,588	\$56,151	\$66,452	\$76,751
14	\$55,257	\$56,661	\$57,639	\$56,227	\$66,526	\$76,826
15	\$55,308	\$56,712	\$57,691	\$56,260	\$66,560	\$76,860
16	\$55,360	\$56,764	\$57,742	\$56,236	\$66,616	\$76,916
17	\$55,411	\$56,815	\$57,794	\$56,370	\$66,670	\$76,970
18	\$55,463	\$56,867	\$57,846	\$56,425	\$66,725	\$77,025
19	\$55,514	\$56,918	\$57,897	\$56,481	\$66,781	\$77,081
20	\$55,566	\$56,970	\$57,948	\$56,534	\$66,834	\$77,134
21	\$55,617	\$57,021	\$58,000	\$56,621	\$66,921	\$77,221
22	\$55,669	\$57,073	\$58,051	\$56,644	\$66,944	\$77,244
23	\$55,720	\$57,124	\$58,103	\$56,699	\$67,000	\$77,299
24	\$55,772	\$57,176	\$58,154	\$56,754	\$67,054	\$77,354
25	\$58,700	\$60,750	\$63,200	\$58,700	\$69,700	\$81,200
26	\$60,461	\$62,572	\$65,096	\$60,461	\$71,791	\$83,636

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

Out of district years of certified support experience will be granted at the discretion of the Superintendent. This schedule is based on 183 contract days; new certified support staff work one additional in-service day (184 days). Ten days of sick leave will be granted per year, accumulative to a maximum of 120 days. September 15th is the deadline for official transcripts, experience verification, and salary revisions.

Artesia Public Schools Certified Support Salary Schedule 2024-2025

Function 2100 and 2200 Job Class 1211 and 1300's and Function 1000 Job Class 1618 Trainer

Years of Experience	Bachelors		MA		
	Level 1	Level 2	Level 1	Level 2	Level 3
0	\$54,042		\$57,475		
1	\$55,663	\$64,130	\$59,199		
2	\$55,637	\$66,053	\$59,370		
3	\$55,612	\$66,150	\$59,542	\$64,996	
4	\$55,586	\$66,248	\$59,712	\$66,945	
5	\$55,612	\$66,346	\$59,883	\$67,000	\$74,855
6	\$55,638	\$66,444	\$60,054	\$67,056	\$77,100
7	\$55,689	\$66,542	\$60,225	\$67,109	\$77,152
8	\$55,740	\$66,639	\$60,396	\$67,164	\$77,200
9	\$55,792	\$66,737	\$60,567	\$67,219	\$77,262
10	\$55,843	\$66,835	\$60,738	\$67,273	\$77,316
11	\$55,896	\$66,890	\$60,910	\$67,328	\$77,370
12	\$55,946	\$66,945	\$60,960	\$67,383	\$77,425
13	\$55,998	\$66,999	\$61,012	\$67,439	\$77,479
14	\$56,049	\$67,055	\$61,063	\$67,492	\$77,536
15	\$56,101	\$67,074	\$61,115	\$67,549	\$77,589
16	\$56,152	\$67,095	\$61,166	\$67,559	\$77,644
17	\$56,204	\$67,116	\$61,218	\$67,570	\$77,701
18	\$56,255	\$67,137	\$61,269	\$67,580	\$77,754
19	\$56,307	\$67,157	\$61,321	\$67,590	\$77,810
20	\$56,358	\$67,177	\$61,372	\$67,600	\$77,865
21	\$56,410	\$67,198	\$61,425	\$67,611	\$77,920
22	\$56,461	\$67,218	\$61,475	\$67,621	\$77,975
23	\$56,513	\$67,276	\$61,527	\$67,631	\$78,030
24	\$56,565	\$67,334	\$61,578	\$67,642	\$78,084
25	\$57,950	\$68,900	\$64,200	\$71,050	\$81,700
26	\$59,689	\$70,967	\$66,126	\$73,182	\$84,151

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

Out of district years of certified support experience will be granted at the discretion of the Superintendent. This schedule is based on 183 contract days; new certified support staff work one additional in-service day (184 days). Ten days of sick leave will be granted per year, accumulative to a maximum of 120 days. September 15th is the deadline for official transcripts, experience verification, and salary revisions.

Artesia Public Schools Library & Instructional Aide Salary Schedule 2024-2025

Job Classes 1213, 1216, 1218, 1319, 1711, 1712 1713 and 1714

Years of Experience	0-30 Hrs	31+ Hrs	BA
0	\$25,000	\$25,250	\$25,500
1	\$25,750	\$26,007	\$26,265
2	\$25,850	\$26,108	\$26,365
3	\$25,953	\$26,210	\$26,467
4	\$26,055	\$26,312	\$26,569
5	\$26,156	\$26,414	\$26,671
6	\$26,259	\$26,517	\$26,774
7	\$26,361	\$26,618	\$26,875
8	\$26,462	\$26,720	\$26,977
9	\$26,564	\$26,822	\$27,079
10	\$26,667	\$26,924	\$27,181
11	\$26,769	\$27,026	\$27,283
12	\$26,870	\$27,128	\$27,385
13	\$26,974	\$27,231	\$27,488
14	\$27,075	\$27,333	\$27,590
15	\$27,179	\$27,437	\$27,694
16	\$27,281	\$27,538	\$27,795
17	\$27,703	\$27,961	\$28,218
18	\$28,129	\$28,385	\$28,643
19	\$28,552	\$28,809	\$29,066
20	\$28,849	\$29,266	\$29,363
21	\$29,353	\$29,702	\$29,700
22	\$30,062	\$30,320	\$30,577
23	\$30,980	\$31,399	\$31,657
24	\$31,899	\$33,235	\$33,493
25	\$32,815	\$34,152	\$34,410
26	\$33,734	\$34,936	\$35,193

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

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 183 days per year; new library and instructional aides work one additional in-service day (184 days).

Years of experience up to a maximum of 16 will be granted at the discretion of the Superintendent.

**Artesia Public Schools
Principal's Office Secretary & Registrar Salary Schedule
2024-2025**

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

Years of Experience	+0 Hrs	+30 Hrs	+60Hrs
0	\$20,287	\$20,371	\$21,166
1	\$20,896	\$20,982	\$21,801
2	\$21,262	\$21,350	\$22,171
3	\$21,450	\$21,539	\$22,360
4	\$21,906	\$21,998	\$22,822
5	\$22,390	\$22,485	\$23,310
6	\$22,397	\$22,490	\$23,316
7	\$22,402	\$22,497	\$23,322
8	\$22,410	\$22,502	\$23,328
9	\$22,803	\$22,898	\$23,725
10	\$23,005	\$23,100	\$23,930
11	\$23,131	\$23,227	\$24,057
12	\$23,139	\$23,235	\$24,063
13	\$23,266	\$23,361	\$24,191
14	\$23,532	\$23,727	\$24,654
15	\$23,784	\$23,981	\$24,914
16	\$24,497	\$24,706	\$25,648
17	\$25,331	\$25,468	\$26,347
18	\$26,075	\$26,217	\$27,103
19	\$26,830	\$27,131	\$28,166
20	\$27,129	\$27,433	\$28,473
21	\$27,280	\$27,584	\$28,628
22	\$27,927	\$28,242	\$29,294
23	\$28,359	\$28,682	\$29,740
24	\$28,833	\$29,163	\$30,229
25	\$29,252	\$29,585	\$30,658

Position	Base Pay		Increment Pay	
AHS Secretary	Salary Step	+	\$19,563	+15 days
AHS Registrar	Salary Step	+	\$11,457	+20 days
AHS Receptionist	Salary Step	+	\$4,429	
AJHS Secretary	Salary Step	+	\$10,264	+15 days
AJHS Registrar	Salary Step	+	\$6,019	+10 days
AIS Secretary	Salary Step	+	\$9,049	
AIS Registrar	Salary Step	+	\$4,429	
Elementary Secretary	Salary Step	+	\$3,711	

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

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 is 7:45AM - 3:45PM with a 30 minute lunch break for all secretaries. Daily schedule may vary at the discretion of the supervisor.

Years of experience up to a maximum of 16 will be granted at the discretion of the Superintendent.

**Artesia Public Schools
Administrative Salary Schedule
2024-2025**

Position	Length of Contract	Salary
Superintendent of Schools (2300-1111)	12 months/234 Days	\$173,834
Assistant Superintendent of Schools - Finance and Operations (2500-1115)	12 months/234 Days	\$144,007
Assistant Superintendent of Schools - Secondary Education (2500-1113)	12 months/234 Days	\$144,007
Assistant Superintendent of Schools - Elementary Education and Federal Programs (2500-1113)	12 months/234 Days	\$144,007
Director of Athletics (2400-1211)	12 months/234 Days	\$137,286
Director of Health and Wellness (2900-1113)	12 months/234 Days	\$137,286
Director of Maintenance (2600-1113)	12 months/239 Days	\$140,219
Director of Personnel (2500-1113)	12 months/234 Days	\$137,286
Director of Special Education, IDEA-B, Drug Free, & Medicaid (2400-1211)	12 months/234 Days	\$137,286
Director of Technology (2200-1113)	12 months/234 Days	\$137,286
Director of Food Services, Non-Degreed (3100-1113)	11 months/220 Days	\$87,344
Business Manager (2500-1220)	12 months/234 days	\$71,000
High School Principal (2400-1112)	12 months/234 Days	\$134,425
Assistant High School Principal (2400-1112)	12 months/234 Days	\$128,195
Junior High School Principal (2400-1112)	12 months/234 Days	\$133,283
Assistant Junior High School Principal (2400-1112)	12 months/234 Days	\$127,052
Intermediate School Principal (2400-1112)	12 months/234 Days	\$123,946
Assistant Intermediate School Principal (2400-1112)	12 months/234 Days	\$117,138
Elementary School Principal (2400-1112)	10 months/200 Days	\$116,946
Power School STARS and Training Coordinator	12 months/234 Days	\$109,567

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

Artesia Public Schools Administrative Business Office Salary Schedule 2024-2025

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	0-60+ Hrs/AA	BA/MA	School Business Official 1	School Business Official 2
0	\$34,859	\$41,000	\$52,778	\$64,851
1	\$35,904	\$42,230	\$54,361	\$66,797
2	\$36,197	\$42,783	\$54,854	\$67,309
3	\$36,921	\$43,336	\$55,346	\$67,822
4	\$37,290	\$43,889	\$55,838	\$68,335
5	\$37,296	\$44,442	\$56,332	\$68,848
6	\$37,303	\$44,995	\$56,827	\$69,361
7	\$37,310	\$45,548	\$57,321	\$69,874
8	\$37,315	\$46,101	\$57,815	\$70,387
9	\$38,247	\$46,654		
10	\$38,254	\$47,207		
11	\$38,261	\$47,761		
12	\$38,394	\$48,314		
13	\$38,766	\$48,867		
14	\$39,231	\$49,420		
15	\$39,984	\$49,973		
16	\$40,737	\$50,526		
17	\$40,750	\$51,079		
18	\$41,796	\$51,751		
19	\$42,626	\$52,408		
20	\$43,457	\$53,067		
21	\$44,169	\$54,273		
22	\$46,326	\$54,988		
23	\$47,771	\$55,699		
24	\$49,217	\$56,412		
25	\$50,662	\$57,124		
26	\$52,106	\$57,838		

This schedule is a one-year document that reflects placement only and does not reflect future earnings. In accordance with the Fair Labor Standards Act, employees on this schedule are classified as non-exempt. Therefore, a timesheet must be completed each pay period unless considered exempt by FLSA test. Transcripts must be on file by September 15th for salary purposes. SBO 1 and SBO 2 licensure shall be in accordance with N.M.A.C. 6.63.12.

Years of experience will be granted at the discretion of the Superintendent.

Salaries are computed on a 12-month, 5 days per week contract consisting of 234 days per year. A work day is 8:00AM - 4:30PM

**Artesia Public Schools
Technology Department Salary Schedule
2024-2025**

Function 2200 Job Class 1511

Years of Experience	Level I	Level II	Level III	Level IV
0	\$34,980	\$36,689	\$45,680	\$58,680
1	\$36,029	\$37,790	\$47,050	\$60,440
2	\$37,283	\$39,043	\$48,304	\$62,570
3	\$38,536	\$40,297	\$49,557	\$64,700
4	\$39,790	\$41,550	\$50,811	\$66,831
5	\$41,043	\$42,804	\$52,064	\$68,961
6	\$42,297	\$44,057	\$53,318	\$69,346
7	\$43,550	\$45,311	\$54,571	\$70,760
8	\$44,804	\$46,564	\$55,825	\$71,476
9	\$46,057	\$47,818	\$57,078	\$72,192
10	\$46,384	\$48,144	\$57,405	\$72,908
11	\$46,711	\$48,471	\$57,732	\$73,624
12	\$47,037	\$48,797	\$58,058	\$74,340
13	\$47,364	\$49,124	\$58,385	\$75,057
14	\$47,690	\$49,450	\$58,711	\$75,773
15	\$48,017	\$49,777	\$59,038	\$76,490
16	\$48,343	\$50,103	\$59,364	\$77,206
17	\$48,670	\$50,430	\$59,691	\$77,922
18	\$48,996	\$50,756	\$60,017	\$78,638
19	\$49,323	\$51,083	\$60,344	\$79,354
20	\$49,649	\$51,409	\$60,670	\$80,070
21	\$49,976	\$51,736	\$60,997	\$80,786
22	\$50,302	\$52,062	\$61,323	\$81,503
23	\$50,629	\$52,389	\$61,650	\$82,219
24	\$50,955	\$52,715	\$61,976	\$82,935
25	\$51,293	\$53,053	\$62,314	\$83,650

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

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.

Years of experience will be granted at the discretion of the Superintendent.

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 2024-2025

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

Years of Experience	Salary
0	\$29,500
1	\$30,385
2	\$31,313
3	\$31,594
4	\$31,875
5	\$32,157
6	\$32,438
7	\$32,714
8	\$32,739
9	\$32,819
10	\$32,899
11	\$33,399
12	\$33,898
13	\$34,397
14	\$34,896
15	\$35,569
16	\$36,242
17	\$37,534
18	\$38,704
19	\$39,034
20	\$39,365
21	\$39,694
22	\$40,602
23	\$41,263
24	\$41,987
25	\$43,527
26	\$44,833

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

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.

Years of experience up to a maximum of 16 will be granted at the discretion of the Superintendent.

**Artesia Public Schools
Maintenance Department Salary Schedule
2024-2025**

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

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

Years of Experience	Warehouse/ Supply	Maintenance Assistant	Carpenter/ Grounds	Plumber
0	\$30,958	\$31,504	\$32,595	\$44,613
1	\$31,887	\$32,449	\$33,573	\$45,951
2	\$32,392	\$32,952	\$34,013	\$46,663
3	\$32,898	\$33,454	\$34,452	\$47,385
4	\$33,404	\$33,957	\$34,892	\$48,100
5	\$33,910	\$34,460	\$35,332	\$48,817
6	\$34,415	\$34,962	\$35,772	\$49,534
7	\$34,921	\$35,465	\$36,212	\$50,251
8	\$35,427	\$35,968	\$36,652	\$50,968
9	\$35,933	\$36,470	\$37,091	\$51,685
10	\$36,438	\$36,973	\$37,531	\$52,402
11	\$36,944	\$37,476	\$37,971	\$53,118
12	\$37,450	\$37,978	\$38,411	\$53,835
13	\$37,956	\$38,481	\$38,851	\$54,552
14	\$38,461	\$38,983	\$39,290	\$55,269
15	\$38,967	\$39,486	\$39,730	\$55,986
16	\$39,473	\$39,989	\$40,180	\$56,703
17	\$39,978	\$40,491	\$41,034	\$57,420
18	\$40,484	\$40,994	\$41,888	\$58,137
19	\$40,990	\$41,497	\$42,742	\$58,941
20	\$41,496	\$41,999	\$41,005	\$59,822
21	\$42,001	\$42,502	\$42,056	\$60,704
22	\$42,507	\$43,005	\$42,760	\$61,586
23	\$43,013	\$43,507	\$43,527	\$62,467
24	\$43,519	\$44,020	\$44,206	\$63,353
25	\$44,024	\$44,678	\$44,760	\$64,303

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

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.

Years of experience will be granted at the discretion of the Superintendent.

Artesia Public Schools Athletic Increment Schedule 2024-2025

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

Artesia High School			
<u>Football (9001)</u>			
Head Coach:	\$5,675	+40 days	
Assistant Coach:	\$3,041	+15 days	
Off Season:	\$2,074		
<u>Soccer (9044B; 9045G)</u>			
Head Coach:	\$3,207	+10 days	
Assistant Coach:	\$2,709	+5 days	
<u>Basketball (9003B; 9004G)</u>			
Head Coach:	\$5,675	+40 days	
Assistant Coach:	\$3,041	+10 days	
Off-Season	\$2,074		
<u>Volleyball (9002)</u>			
Head Coach:	\$5,675	+25 days	
Assistant Coach:	\$3,041	+15 days	
Off Season:	\$2,074		
<u>Track and Cross Country (9005B & 9006G; 9026)</u>			
Head Coach	\$3,207	+4 days	
Assistant Coach:	\$2,709	+2 days	
<u>Baseball & Softball (9010B; 9011G)</u>			
Head Coach:	\$3,207	+8 days	
Assistant Coach:	\$2,709	+2 days	
<u>Golf (9007)</u>			
Head Coach:	\$3,207	+8 days	
Assistant Coach:	\$2,709	+2 days	
<u>Tennis (9008)</u>			
Head Coach:	\$3,207	+4 days	
Assistant Coach:	\$2,709	+2 days	
<u>Swimming (9052)</u>			
Head Coach:	\$3,207	+8days	
Assistant Coach:	\$2,709	+2 days	
<u>Cheerleading (9014)</u>			
Head Coach:	\$3,207	+10 days	
Assistant Coach:	\$2,709	+10 days	
<u>Sports Coordinator</u>			
Fall	\$2,298		
District	\$5,000		
<u>Artesia Junior High School</u>			
<u>Football (9001)</u>			
Head Coach:	\$2,266	+8 days	
Assistant Coach:	\$1,772	+5 days	
<u>Basketball (9003B; 9004G)</u>			
Head Coach	\$2,266		
Assistant Coach:	\$1,772		
<u>Volleyball (9002)</u>			
Head Coach	\$2,266	+8 days	
Assistant Coach:	\$1,772	+5 days	
<u>Track (9005B; 9006G)</u>			
Head Coach:	\$1,936		
Assistant Coach:	\$1,605		
<u>Cheerleading (9014)</u>			
Head Coach:	\$1,151	+10 days	
<u>All Sports</u>			
Off Season:	\$1,208		
Artesia Intermediate School			
<u>Boys Athletics</u>			
<u>Football - Basketball - Track</u>			
Head Coach:	3 sports	\$3,305	+5 days
Assistants:	3 sports	\$2,814	
	Football Only Additional Days:		+5 days
One Sport Head Coach:		\$1,102	
One Sport Assistant Coach:		\$938	
<u>Girls Athletics</u>			
<u>Volleyball - Basketball - Track</u>			
Head Coach:	3 sports	\$3,305	+5 days
Assistants:	3 sports	\$2,814	
	Volleyball Only Additional Days:		+5 days
One Sport Head Coach:		\$1,102	
One Sport Assistant Coach:		\$938	
<u>District Athletics</u>			
Athletic Trainer	\$5,675	+20 days	

**Artesia Public Schools
Increment Schedule
2024-2025**

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

Fund Code: 11000-1000-51300-0000-000-XXXX (Allowable Support Increments)

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

Artesia High School		
Other Activities		
Activity Assignments by Director	\$797	
Activity Assignments by Director	\$1,594	
Activity Assignments by Director	\$2,389	
Additional Administrative Duties	\$9,695	
Annual Sponsor	\$2,089	
Auditorium Manager All Year	\$3,296	
Auto Mechanics		+10 Days
Bowling Assistant Sponsor	\$2,709	
Bowling Sponsor	\$3,207	
Counselor		+20 Days
DECA Sponsor		+10 Days
FCCLA & BPA Sponsor		+5 Days
FFA Assistant Sponsor	\$3,041	+35 Days
FFA Sponsor	\$5,675	+40 Days
Head Counselor		+40 Days
Librarian		+15 Days
Library Assistant		+15 Days
Library Coordinator	\$3,902	
Newspaper Sponsor	\$1,394	
Night Library Computer Lab Aide	\$2,496	
Rodeo Sponsor	\$3,207	+4 Days
Student Council Sponsor	\$1,742	
Woodshop Teacher		+10 Days
Honor Society Sponsor	\$1,742	
Advanced Placement Coordinator		
English, Math, Science	\$1,394	

Arts		
Band Assistant Director #1	\$7,416	+30 Days
Band Assistant Director #2	\$4,944	+20 Days
Band Head Director	\$8,552	+35 Days
Choir Assistant Director	\$1,318	+5 Days
Choir Head Director	\$8,552	+20 Days
Drama Head Director	\$3,923	+10 Days
Flag Corp Director		+10 Days
Jazz Band Assistant Director	\$3,296	
Jazz Band Head Director	\$3,923	
Show Choir Head Director	\$3,923	

Artesia Junior High School		
Activities		
Activities Assistant	\$1,046	
Activities Director	\$1,742	
Counselor		+20 Days
FFA Assistant Sponsor	\$1,772	+10 Days
Librarian		+10 Days
Librarian Assistant		+10 Days
Library Coordinator	\$914	
Newspaper Sponsor	\$695	
Student Council Sponsor	\$1,046	
Woodshop Teacher		+10 Days
Yearbook Sponsor	\$695	

Artesia Intermediate School		
Newspaper Sponsor	\$695	
Counselor		+10 Days
Student Council Sponsor	\$527	

Elementary Schools		
Counselor		+10 Days
Head Teacher	\$870	
Penasco Activities Director	\$1,233	
Penasco Head Teacher	\$2,473	+20 Days

Elementary Department Coordinator		
Child Find	\$1,046	
Discover Testing Coordinator	\$1,201	
Intervention Support	\$1,568	
Language Arts	\$1,568	
Math	\$1,568	

All Schools		
Bilingual Education Endorsement	\$1,742	
Bilingual Services		+5 Days
Mentor Teacher	\$797	
School Computer Tech I	\$2,322	

Department Head		
K-12		
District MLSS Coordinator	\$2,281	
Edgenuity Administrator	\$2,401	
English, Math	\$2,441	
Foreign Language	\$1,568	
Library, Music, Counselor, Fine Arts	\$1,742	
National Board Certified Teacher		Unit Value x 1.5
New Mexico Mesa Advisor	\$2,183	
Physical Education Elem/Sec	\$1,712	
School Site Department Head	\$1,568	
Social Studies, Science	\$2,441	
Special Education: Gifted	\$2,441	
Visual Arts Coordinator		+5 Days
Vocational	\$2,441	

**Artesia Public Schools
Increment Schedule
2024-2025**

Special Education	
Crisis Prevention Intervention	\$827
24106 IDEA-B (3)	\$1,652
Entitlement Speech Therapy Supervisor	\$2,343
Drug Free Coordinator	\$2,413
After School Parent Meetings	\$2,437
24106 IDEA-B (2)	\$2,478
DD Supervisor	\$2,600
DD Testing & Child Find (Summer)	\$2,600
Medicaid Social Worker Supervisor	\$2,838
Health Assistant	\$3,337
24106 IDEA-B (1)	\$3,338
Autism Specialist	\$3,405
Assistant SPED Director	\$9,725
ACCESS Program Coordinator	\$9,925
24106 IDEA-B	+10 Days
24106 IDEA-B	+11 Days
24106 IDEA-B	+12 Days
24106 IDEA-B	+15 Days
24106 IDEA-B	+8 Days
24106 IDEA-B	+9 Days
24106 IDEA-B	+7 Days
Diagnostician	+20 Days
Pre-School Coordinator	+10 Days
Psychologist (1)	+30 Days
Psychologist (2)	+15 Days
Social Worker	+10 Days

Technology Department	
Additional Assignments	\$1,353
Additional Assignments	\$2,032
Additional Assignments	\$2,707
Additional Assignments	\$3,405
Laptop Initiation	\$3,129 +8 Days

Maintenance Department	
Head Foreman	\$12,486
Assistant Foreman	\$3,088
Head Carpenter	\$5,128
Head Mechanical	\$4,392
Head Grounds	\$4,392
Additional Assignments	\$2,838

Penasco School	
Custodian (190 Days)	\$7,991
Secretary (190 Days)	\$2,707
Bus Duty	\$1,161
Extra Building (Custodial)	\$2,838

**Artesia Public Schools
Hourly Worker Salary Schedule
2024-2025**

Position	Experience	Amount	Per Day /Hour
Substitute Teacher/ISS/ACCESS SpEd Aide	Degreed	\$124.00	Day
Substitute Teacher/ISS/ACCESS SpEd Aide	Non-Degreed	\$112.00	Day
Substitute Serving 31-89 Days Same Classroom	Degreed	\$136.00	Day
Substitute Serving 31-89 Days Same Classroom	Non-Degreed	\$126.00	Day
Long Term Substitute, 90+ Days or Vacancy	Degreed	\$148.00	Day
Long Term Substitute, 90+ Days or Vacancy	Non-Degreed	\$135.00	Day
Cafeteria Lunch Duty		\$15.00	Hour
Student Worker (18yrs & younger)		\$15.00	Hour
Substitute Cafeteria Worker		\$15.45	Hour
Substitute Central Office		\$15.45	Hour
Substitute Custodian		\$15.45	Hour
Substitute Secretary		\$15.45	Hour
Substitute Teacher Aide (non-ISS/ACCESS)		\$15.45	Hour
Summer Student Office Workers		\$15.00	Hour
School Crossing Guard		\$16.48	Hour
Summer Maintenance	Non-Experienced	\$16.00	Hour
Summer Maintenance	Experienced	\$17.00	Hour
Security Guard		\$22.60	Hour
Bus/Activity Driver		\$22.66	Hour
In-District Professional Development (Beyond Contracted Hours) Certified Staff		\$47.00	
Contract Coach Daily Rate		(Teacher Level 1 Yr 0)/183	Day
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
Additional Compensation: Before & After School Programs/Other As Approved		Hourly Rate Based Upon Licensure Level	Hour
Head Night School Teacher		Hourly Rate Based Upon Licensure Level	Hour
Home Bound Teacher		Hourly Rate Based Upon Licensure Level	Hour
Night Library Teacher		Hourly Rate Based Upon Licensure Level	Hour
Night School Teacher		Hourly Rate Based Upon Licensure Level	Hour
Out of District Professional Development		Superintendent Discretion	

Timesheets must be completed for compensation.