



# **2023-2024 Salary Schedules Artesia Public Schools**

**Board Approved May 8, 2023**

# Artesia Public Schools

# 2023-2024 Calendar

July 2023						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August 2023						
Su	Mo	Tu	We	Th	Fr	Sa
		<del>1</del>	<del>2</del>	<del>3</del>	<del>4</del>	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2023						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	<del>4</del>	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October 2023						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	<del>9</del>	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November 2023						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	<del>20</del>	<del>21</del>	<del>22</del>	<del>23</del>	<del>24</del>	25
26	27	28	29	30		

December 2023						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	<del>25</del>	<del>26</del>	<del>27</del>	<del>28</del>	<del>29</del>	30

January 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	<del>1</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	6
7	8	9	10	11	12	13
14	<del>15</del>	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2024						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	<del>19</del>	20	21	22	23	24
25	26	27	28	29		

March 2024						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	<del>18</del>	<del>19</del>	<del>20</del>	<del>21</del>	<del>22</del>	23
24	25	26	27	28	<del>29</del>	30

April 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May 2024						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	<del>27</del>	<del>28</del>	<del>29</del>	<del>30</del>	<del>31</del>	

June 2024						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	8
9	<del>10</del>	<del>11</del>	<del>12</del>	<del>13</del>	<del>14</del>	15
16	<del>17</del>	<del>18</del>	<del>19</del>	<del>20</del>	<del>21</del>	22
23	<del>24</del>	<del>25</del>	<del>26</del>	<del>27</del>	<del>28</del>	29

Teacher Days: 183 (New Teachers: 184)

Q3: 43 Days; Q4: 47 Days  
Semester 2: 90 Days  
Board Approved - April 10, 2023



# *Artesia Public Schools* *Teacher Cost Index (TCI) Policy* *and* *Budget Worksheets 4&5 Guidelines* *2023-2024*

## 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)

## Budget Worksheets 4 & 5 Guideline

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 days or extended contracts will not be calculated for Budget Worksheets 4 & 5. FTE shall not exceed 1.0 for any staff. Allowed increments from Increment page 2 of salary schedule for job classes in the 1400s are as follows:

### Elementary Schools

Head Teacher  
Penasco Head Teacher

### All Schools

Bilingual Education Endorsement

### Department Head

District MLSS Coordinator  
District PE Coordinator  
English, Math  
Foreign Language  
Library, Music, Counselor, Fine Arts  
National Board Certified Teacher  
Physical Education  
School Site Department Head  
Social Studies, Science  
Special Education: Gifted  
Vocational

**Artesia Public Schools  
Food Services Salary Schedule  
2023-2024**

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. Cft. Supervisor	8.00	200	40.00	\$22.56	\$180.48	\$36,096.00	\$1,504.00
Cafeteria Delivery Driver	8.00	220	Salary Based on Maintenance Assistant at 220 Days				
Cashier/Manager	8.00	180	40.00	\$17.48	\$139.84	\$25,171.20	\$1,048.80
Cashier/Manager	7.50	180	37.50	\$17.48	\$131.10	\$23,598.00	\$983.25
Cashier/Manager	7.00	180	35.00	\$17.48	\$122.36	\$22,024.80	\$917.70
Cashier/Manager	6.50	180	32.50	\$17.48	\$113.62	\$20,451.60	\$852.15
Cashier/Manager	6.00	180	30.00	\$17.48	\$104.88	\$18,878.40	\$786.60
Cashier/Manager	5.50	180	27.50	\$17.48	\$96.14	\$17,305.20	\$721.05
Cashier/Manager	5.00	180	25.00	\$17.48	\$87.40	\$15,732.00	\$655.50
Cashier/Manager	4.50	180	22.50	\$17.48	\$78.66	\$14,158.80	\$589.95
Cashier/Manager	4.00	180	20.00	\$17.48	\$69.92	\$12,585.60	\$524.40
Cashier/Manager	3.50	180	17.50	\$17.48	\$61.18	\$11,012.40	\$458.85
Cashier/Manager	3.00	180	15.00	\$17.48	\$52.44	\$9,439.20	\$393.30
Cashier/Manager	2.50	180	12.50	\$17.48	\$43.70	\$7,866.00	\$327.75
Cashier/Manager	2.00	180	10.00	\$17.48	\$34.96	\$6,292.80	\$262.20
Cook/Helper/Snack Bar	7.00	180	35.00	\$16.13	\$112.91	\$20,323.80	\$846.83
Cook/Helper/Snack Bar	6.50	180	32.50	\$16.13	\$104.85	\$18,872.10	\$786.34
Cook/Helper/Snack Bar	6.00	180	30.00	\$16.13	\$96.78	\$17,420.40	\$725.85
Cook/Helper/Snack Bar	5.50	180	27.50	\$16.13	\$88.72	\$15,968.70	\$665.36
Cook/Helper/Snack Bar	5.00	180	25.00	\$16.13	\$80.65	\$14,517.00	\$604.88
Cook/Helper/Snack Bar	4.50	180	22.50	\$16.13	\$72.59	\$13,065.30	\$544.39
Cook/Helper/Snack Bar	4.00	180	20.00	\$16.13	\$64.52	\$11,613.60	\$483.90
Cook/Helper/Snack Bar	3.50	180	17.50	\$16.13	\$56.46	\$10,161.90	\$423.41
Cook/Helper/Snack Bar	3.00	180	15.00	\$16.13	\$48.39	\$8,710.20	\$362.93
Cook/Helper/Snack Bar	2.50	180	12.50	\$16.13	\$40.33	\$7,258.50	\$302.44
Cook/Helper/Snack Bar	2.00	180	10.00	\$16.13	\$32.26	\$5,806.80	\$241.95

**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  
2023-2024**

Job Classes 1400's and 1212

Years of Experience	Level 1	Level 2	Level 3
0	\$53,290		
1	\$53,561		
2	\$53,881		
3	\$53,934	\$63,953	
4	\$53,988	\$64,489	
5	\$54,041	\$64,540	
6		\$64,593	\$74,200
7		\$64,646	\$74,426
8		\$64,700	\$74,661
9		\$64,753	\$74,878
10		\$64,806	\$75,104
11		\$64,860	\$75,353
12		\$64,913	\$75,383
13		\$64,966	\$75,436
14		\$65,019	\$75,489
15		\$65,072	\$75,542
16		\$65,126	\$75,596
17		\$65,179	\$75,649
18		\$65,232	\$75,702
19		\$65,286	\$75,755
20		\$65,339	\$75,808
21		\$65,388	\$75,861
22		\$65,454	\$75,914
23		\$65,752	\$75,967
24		\$65,949	\$76,020
25		\$70,550	\$81,400

**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 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 15<sup>th</sup> 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>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.</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>FTE for additional instructional contract days will be calculated as such:  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  
2023-2024**

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	\$53,048			\$52,766	\$62,766	\$72,766
2	\$53,098			\$53,013	\$63,013	\$73,013
3	\$53,148			\$53,260	\$63,260	\$73,260
4	\$53,198	\$54,561		\$53,207	\$63,207	\$73,207
5	\$53,248	\$54,611		\$53,754	\$63,754	\$73,754
6	\$53,298	\$54,661		\$54,001	\$64,001	\$74,001
7	\$53,348	\$54,711		\$54,249	\$64,249	\$74,249
8	\$53,398	\$54,761		\$54,302	\$64,302	\$74,302
9	\$53,448	\$54,811		\$54,356	\$64,356	\$74,356
10	\$53,498	\$54,861	\$55,811	\$54,408	\$64,408	\$74,408
11	\$53,548	\$54,911	\$55,861	\$54,462	\$64,462	\$74,462
12	\$53,598	\$54,961	\$55,911	\$54,516	\$64,516	\$74,516
13	\$53,648	\$55,011	\$55,961	\$54,589	\$64,589	\$74,589
14	\$53,698	\$55,061	\$56,011	\$54,622	\$64,622	\$74,622
15	\$53,748	\$55,111	\$56,061	\$54,676	\$64,676	\$74,676
16	\$53,798	\$55,161	\$56,111	\$54,729	\$64,729	\$74,729
17	\$53,848	\$55,211	\$56,161	\$54,782	\$64,782	\$74,782
18	\$53,898	\$55,261	\$56,211	\$54,836	\$64,836	\$74,836
19	\$53,948	\$55,311	\$56,261	\$54,888	\$64,888	\$74,888
20	\$53,998	\$55,361	\$56,311	\$54,972	\$64,972	\$74,972
21	\$54,048	\$55,411	\$56,361	\$54,995	\$64,995	\$74,995
22	\$54,098	\$55,461	\$56,411	\$55,048	\$65,048	\$75,048
23	\$54,148	\$55,511	\$56,461	\$55,101	\$65,101	\$75,101
24	\$54,198	\$55,561	\$56,511	\$55,155	\$65,155	\$75,155
25	\$58,700	\$60,750	\$63,200	\$58,700	\$69,700	\$81,200

**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 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 15<sup>th</sup> is the deadline for official transcripts, experience verification, and salary revisions. .

**Artesia Public Schools  
Certified Support Salary Schedule  
2023-2024**

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	\$54,017	\$64,130	\$57,641		
2	\$53,992	\$64,224	\$57,807		
3	\$53,967	\$64,319	\$57,973	\$64,996	
4	\$53,992	\$64,414	\$58,139	\$65,049	
5	\$54,017	\$64,509	\$58,305	\$65,102	\$74,855
6	\$54,067	\$64,604	\$58,471	\$65,155	\$74,904
7	\$54,117	\$64,699	\$58,637	\$65,208	\$74,952
8	\$54,167	\$64,794	\$58,803	\$65,261	\$75,011
9	\$54,217	\$64,889	\$58,969	\$65,314	\$75,064
10	\$54,267	\$64,942	\$59,135	\$65,367	\$75,117
11	\$54,317	\$64,996	\$59,185	\$65,421	\$75,170
12	\$54,367	\$65,048	\$59,235	\$65,475	\$75,223
13	\$54,417	\$65,102	\$59,285	\$65,527	\$75,277
14	\$54,467	\$65,121	\$59,335	\$65,581	\$75,330
15	\$54,517	\$65,141	\$59,385	\$65,592	\$75,383
16	\$54,567	\$65,162	\$59,435	\$65,602	\$75,437
17	\$54,617	\$65,182	\$59,485	\$65,612	\$75,490
18	\$54,667	\$65,201	\$59,535	\$65,622	\$75,543
19	\$54,717	\$65,221	\$59,585	\$65,632	\$75,597
20	\$54,767	\$65,241	\$59,635	\$65,642	\$75,650
21	\$54,817	\$65,261	\$59,685	\$65,652	\$75,704
22	\$54,867	\$65,317	\$59,735	\$65,662	\$75,757
23	\$54,917	\$65,373	\$59,785	\$65,672	\$75,810
24	\$54,967	\$65,429	\$59,835	\$65,685	\$75,996
25	\$57,950	\$68,900	\$64,200	\$71,050	\$81,700

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 15th is the deadline for official transcripts, experience verification, and salary revisions.



**Artesia Public Schools  
Library & Instructional Aide Salary Schedule  
2023-2024**

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	\$25,098	\$25,348	\$25,598
2	\$25,197	\$25,447	\$25,697
3	\$25,296	\$25,546	\$25,796
4	\$25,395	\$25,645	\$25,895
5	\$25,495	\$25,745	\$25,995
6	\$25,593	\$25,843	\$26,093
7	\$25,692	\$25,942	\$26,192
8	\$25,791	\$26,041	\$26,291
9	\$25,890	\$26,140	\$26,390
10	\$25,989	\$26,239	\$26,489
11	\$26,088	\$26,338	\$26,588
12	\$26,188	\$26,438	\$26,688
13	\$26,287	\$26,537	\$26,787
14	\$26,388	\$26,638	\$26,888
15	\$26,486	\$26,736	\$26,986
16	\$26,897	\$27,147	\$27,397
17	\$27,309	\$27,559	\$27,809
18	\$27,720	\$27,970	\$28,220
19	\$28,008	\$28,414	\$28,508
20	\$28,498	\$28,836	\$28,834
21	\$29,187	\$29,437	\$29,687
22	\$30,078	\$30,485	\$30,735
23	\$30,969	\$32,267	\$32,517
24	\$31,860	\$33,158	\$33,408
25	\$32,751	\$33,918	\$34,168

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

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



**Artesia Public Schools  
Administrative Salary Schedule  
2023-2024**

Position	Length of Contract	Salary
Superintendent of Schools (2300-1111)	12 months/234 Days	\$168,770
Assistant Superintendent of Schools - Operations (2500-1115)	12 months/234 Days	\$139,812
Assistant Superintendent of Schools - Secondary Education (2500-1113)	12 months/234 Days	\$139,812
Assistant Superintendent of Schools - Elementary Education and Federal Programs (2500-1113)	12 months/234 Days	\$139,812
Director of Athletics (2400-1211)	12 months/234 Days	\$133,287
Director of Finance (2500-1115)	12 months/234 Days	\$133,287
Director of Health and Wellness (2900-1113)	12 months/234 Days	\$133,287
Director of Maintenance (2600-1113)	12 months/239 Days	\$133,287
Director of Personnel (2500-1113)	12 months/234 Days	\$133,287
Director of Special Education, IDEA-B, Drug Free, & Medicaid (2400-1211)	12 months/234 Days	\$133,287
Director of Technology (2200-1113)	12 months/234 Days	\$133,287
Director of Food Services, Non-Degreed (3100-1113)	11 months/220 Days	\$84,800
High School Principal (2400-1112)	12 months/234 Days	\$130,509
Assistant High School Principal (2400-1112)	12 months/234 Days	\$124,461
Second Assistant High School Principal (2400-1112)	11 months/220 Days	\$117,014
Junior High School Principal (2400-1112)	12 months/234 Days	\$129,401
Assistant Junior High School Principal (2400-1112)	12 months/234 Days	\$123,351
Intermediate School Principal (2400-1112)	12 months/234 Days	\$120,335
Assistant Intermediate School Principal (2400-1112)	12 months/234 Days	\$113,725
Elementary School Principal (2400-1112)	10 months/200 Days	\$113,540
Power School STARS and Training Coordinator	12 months/234 Days	\$106,375

**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  
2023-2024**

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

Years of Experience	+0 Hrs	+30 Hrs	+60Hrs
0	\$20,287	\$20,371	\$21,166
1	\$20,644	\$20,728	\$21,525
2	\$20,826	\$20,912	\$21,709
3	\$21,269	\$21,357	\$22,157
4	\$21,738	\$21,830	\$22,631
5	\$21,745	\$21,835	\$22,637
6	\$21,750	\$21,841	\$22,643
7	\$21,758	\$21,847	\$22,649
8	\$22,139	\$22,231	\$23,034
9	\$22,335	\$22,427	\$23,233
10	\$22,458	\$22,550	\$23,356
11	\$22,466	\$22,558	\$23,362
12	\$22,589	\$22,681	\$23,486
13	\$22,847	\$23,036	\$23,936
14	\$23,092	\$23,283	\$24,188
15	\$23,784	\$23,987	\$24,900
16	\$24,593	\$24,727	\$25,580
17	\$25,316	\$25,454	\$26,313
18	\$26,050	\$26,341	\$27,346
19	\$26,339	\$26,634	\$27,644
20	\$26,486	\$26,781	\$27,794
21	\$27,114	\$27,419	\$28,441
22	\$27,534	\$27,846	\$28,873
23	\$27,994	\$28,314	\$29,348
24	\$28,400	\$28,723	\$29,765
25	\$29,191	\$29,514	\$30,566

Position	Base Pay		Increment Pay
AHS Secretary	Salary Step	+	\$18,993
AHS Registrar	Salary Step	+	\$11,123
AHS Receptionist	Salary Step	+	\$4,300
AJHS Secretary	Salary Step	+	\$9,965
AJHS Registrar	Salary Step	+	\$5,843
AIS Secretary	Salary Step	+	\$8,785
AIS Registrar	Salary Step	+	\$4,300
Elementary Secretary	Salary Step	+	\$3,602

**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 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 will be granted at the discretion of the Superintendent.



# **Artesia Public Schools** **Administrative Business Office Salary Schedule** **2023-2024**

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	\$35,143	\$41,537	\$53,256	\$65,349
2	\$35,846	\$42,074	\$53,734	\$65,847
3	\$36,204	\$42,611	\$54,212	\$66,345
4	\$36,211	\$43,148	\$54,692	\$66,843
5	\$36,217	\$43,685	\$55,172	\$67,341
6	\$36,223	\$44,222	\$55,652	\$67,839
7	\$36,229	\$44,759	\$56,132	\$68,337
8	\$37,134	\$45,296	\$56,612	\$68,835
9	\$37,140	\$45,833		
10	\$37,147	\$46,370		
11	\$37,276	\$46,907		
12	\$37,637	\$47,444		
13	\$38,089	\$47,981		
14	\$39,550	\$48,518		
15	\$39,550	\$49,055		
16	\$39,564	\$49,606		
17	\$40,578	\$50,244		
18	\$41,385	\$50,882		
19	\$42,191	\$51,521		
20	\$42,883	\$52,693		
21	\$43,575	\$53,387		
22	\$44,267	\$54,077		
23	\$44,959	\$54,769		
24	\$47,773	\$55,461		
25+	\$50,588	\$56,153		

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

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 with an hour lunch break.



**Artesia Public Schools  
Technology Department Salary Schedule  
2023-2024**

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	\$36,197	\$37,906	\$46,897	\$60,748
2	\$37,414	\$39,123	\$48,114	\$62,816
3	\$38,631	\$40,340	\$49,331	\$64,884
4	\$39,848	\$41,557	\$50,548	\$66,952
5	\$41,065	\$42,774	\$51,765	\$67,326
6	\$42,282	\$43,991	\$52,982	\$68,699
7	\$43,499	\$45,208	\$54,199	\$69,394
8	\$44,716	\$46,425	\$55,416	\$70,089
9	\$45,033	\$46,742	\$55,733	\$70,784
10	\$45,350	\$47,059	\$56,050	\$71,480
11	\$45,667	\$47,376	\$56,367	\$72,175
12	\$45,984	\$47,693	\$56,684	\$72,871
13	\$46,301	\$48,010	\$57,001	\$73,566
14	\$46,618	\$48,327	\$57,318	\$74,262
15	\$46,935	\$48,644	\$57,635	\$74,957
16	\$47,252	\$48,961	\$57,952	\$75,652
17	\$47,569	\$49,278	\$58,269	\$76,348
18	\$47,886	\$49,595	\$58,586	\$77,043
19	\$48,203	\$49,912	\$58,903	\$77,738
20	\$48,520	\$50,229	\$59,220	\$78,433
21	\$48,837	\$50,546	\$59,537	\$79,129
22	\$49,154	\$50,863	\$59,854	\$79,824
23	\$49,471	\$51,180	\$60,171	\$80,519
24	\$49,799	\$51,508	\$60,499	\$81,214
25	\$51,224	\$52,933	\$61,924	\$81,910

**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.

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  
2023-2024**

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

Years of Experience	Salary
0	\$29,500
1	\$30,401
2	\$30,674
3	\$30,947
4	\$31,220
5	\$31,493
6	\$31,761
7	\$31,785
8	\$31,863
9	\$31,941
10	\$32,426
11	\$32,911
12	\$33,395
13	\$33,880
14	\$34,533
15	\$35,186
16	\$36,441
17	\$37,577
18	\$37,897
19	\$38,218
20	\$38,538
21	\$39,419
22	\$40,061
23	\$40,764
24	\$41,380
25	\$43,527

**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.

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



**Artesia Public Schools  
Maintenance Department Salary Schedule  
2023-2024**

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	\$31,449	\$31,992	\$33,022	\$45,304
2	\$31,940	\$32,480	\$33,449	\$46,005
3	\$32,431	\$32,968	\$33,876	\$46,699
4	\$32,922	\$33,456	\$34,303	\$47,395
5	\$33,413	\$33,944	\$34,730	\$48,091
6	\$33,904	\$34,432	\$35,157	\$48,787
7	\$34,395	\$34,920	\$35,584	\$49,483
8	\$34,886	\$35,408	\$36,011	\$50,179
9	\$35,377	\$35,896	\$36,438	\$50,875
10	\$35,868	\$36,384	\$36,865	\$51,571
11	\$36,359	\$36,872	\$37,292	\$52,267
12	\$36,850	\$37,360	\$37,719	\$52,963
13	\$37,341	\$37,848	\$38,146	\$53,659
14	\$37,832	\$38,336	\$38,573	\$54,355
15	\$38,323	\$38,824	\$39,010	\$55,051
16	\$38,814	\$39,312	\$39,839	\$55,747
17	\$39,305	\$39,800	\$40,668	\$56,443
18	\$39,796	\$40,288	\$41,497	\$57,224
19	\$40,287	\$40,776	\$39,811	\$58,080
20	\$40,778	\$41,264	\$40,831	\$58,936
21	\$41,269	\$41,752	\$41,515	\$59,792
22	\$41,760	\$42,240	\$42,259	\$60,648
23	\$42,251	\$42,738	\$42,918	\$61,508
24	\$42,742	\$43,377	\$43,456	\$62,430
25	\$43,233	\$44,016	\$44,175	\$63,367

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.

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



**Artesia Public Schools  
Athletic Increment Schedule  
2023-2024**

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:	\$5,675	Head Coach:	\$3,207
Additional Days + 40		Additional Days + 10	
Assistant Coach:	\$3,041	Assistant Coach:	\$2,709
Additional Days + 15		Additional Days + 5	
Off Season:	\$2,074	<b><u>Wrestling (9053B; 9054G)</u></b>	
<b><u>Basketball (9003B; 9004G)</u></b>		Head Coach:	\$3,207
Head Coach:	\$5,675	Additional Days + 8	
Additional Days + 40		Assistant Coach:	\$2,709
Assistant Coach:	\$3,041	Additional Days + 2	
Additional Days + 10		<b><u>Artesia Junior High School</u></b>	
Off-Season	\$2,074	<b><u>Football (9001)</u></b>	
<b><u>Volleyball (9002)</u></b>		Head Coach:	\$2,266
Head Coach:	\$5,675	Additional Days + 8	
Additional Days + 25		Assistant Coach:	\$1,772
Assistant Coach:	\$3,041	Additional Days + 5	
Additional Days + 15		<b><u>Basketball (9003B; 9004G)</u></b>	
Off Season:	\$2,074	Head Coach	\$2,266
<b><u>Track and Cross Country (9005B &amp; 9006G; 9026)</u></b>		Assistant Coach:	\$1,772
Head Coach	\$3,207	<b><u>Volleyball (9002)</u></b>	
Additional Days + 4		Head Coach	\$2,266
Assistant Coach:	\$2,709	Additional Days + 8	
Additional Days + 2		Assistant Coach:	\$1,772
<b><u>Baseball &amp; Softball (9010B; 9011G)</u></b>		Additional Days + 5	
Head Coach:	\$3,207	<b><u>Track (9005B; 9006G)</u></b>	
Additional Days + 8		Head Coach:	\$1,936
Assistant Coach:	\$2,709	Assistant Coach:	\$1,605
Additional Days + 2		<b><u>Cheerleading (9014)</u></b>	
<b><u>Golf (9007)</u></b>		Head Coach:	\$1,151
Head Coach:	\$3,207	Additional Days + 10	
Additional Days + 8		<b><u>All Sports</u></b>	
Assistant Coach:	\$2,709	Off Season:	\$1,208
Additional Days + 2		<b><u>Artesia Intermediate School</u></b>	
<b><u>Tennis (9008)</u></b>		<b><u>Boys Athletics</u></b>	
Head Coach:	\$3,207	<b><u>Football - Basketball - Track</u></b>	
Additional Days + 4		Head Coach:	3 sports \$3,305
Assistant Coach:	\$2,709	Additional Days + 5	
Additional Days + 2		Assistants:	3 sports \$2,814
<b><u>Swimming (9052)</u></b>		Football Only Additional Days + 5	
Head Coach:	\$3,207	One Sport Head Coach:	\$1,102
Additional Days + 8		One Sport Assistant Coach:	\$938
Assistant Coach:	\$2,709	<b><u>Girls Athletics</u></b>	
Additional Days + 2		<b><u>Volleyball - Basketball - Track</u></b>	
<b><u>Cheerleading (9014)</u></b>		Head Coach:	3 sports \$3,305
Head Coach:	\$3,207	Additional Days + 5	
Additional Days + 10		Assistants:	3 sports \$2,814
Assistant Coach:	\$2,709	Volleyball Only Additional Days + 5	
Additional Days + 10		One Sport Head Coach:	\$1,102
<b><u>Fall Sports Coordinator</u></b>		One Sport Assistant Coach:	\$938
Assistant	\$2,298	<b><u>District Athletics</u></b>	
		Athletic Trainer	\$5,675
		Additional Days + 20	

# **Artesia Public Schools Increment Schedule 2023-2024**

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)

<b>Artesia High School</b>			<b>Artesia Junior High School</b>		
<u>Other Activities</u>			<u>Activities</u>		
Activity Assignments by Director	\$797		Activities Assistant	\$1,046	
Activity Assignments by Director	\$1,594		Activities Director	\$1,742	
Activity Assignments by Director	\$2,389		Counselor		+20 Days
Additional Administrative Duties	\$9,695		FFA Assistant Sponsor	\$1,772	+10 Days
Annual Sponsor	\$2,089		Librarian		+10 Days
Auditorium Manager All Year	\$3,296		Librarian Assistant		+10 Days
Auto Mechanics		+10 Days	Library Coordinator	\$914	
Bowling Assistant Sponsor	\$2,709		Newspaper Sponsor	\$695	
Bowling Sponsor	\$3,207		Student Council Sponsor	\$1,046	
Counselor		+20 Days	Woodshop Teacher		+10 Days
DECA Sponsor		+10 Days	Yearbook Sponsor	\$695	
FCCLA & BPA Sponsor		+5 Days	<b>Artesia Intermediate School</b>		
FFA Assistant Sponsor	\$3,041	+35 Days	Newspaper Sponsor	\$695	
FFA Sponsor	\$5,675	+40 Days	Counselor		+10 Days
Head Counselor		+40 Days	Student Council Sponsor	\$527	
Librarian		+15 Days	<b>Elementary Schools</b>		
Library Assistant		+15 Days	Counselor		+10 Days
Library Coordinator	\$3,902		Head Teacher	\$870	
Newspaper Sponsor	\$1,394		Penasco Activities Director	\$1,233	
Night Library Computer Lab Aide	\$2,496		Penasco Head Teacher	\$2,473	+20 Days
Rodeo Sponsor	\$3,207	+4 Days	<b>Elementary Department Coordinator</b>		
Student Council Sponsor	\$1,742		Child Find	\$1,046	
Woodshop Teacher		+10 Days	Discover Testing Coordinator	\$1,201	
<b>Advanced Placement Coordinator</b>			Intervention Support	\$1,568	
English, Math, Science	\$1,394		Language Arts	\$1,568	
<b>Arts</b>			Math	\$1,568	
Band Assistant Director #1	\$7,416	+30 Days	<b>All Schools</b>		
Band Assistant Director #2	\$4,944	+20 Days	Bilingual Education Endorsement	\$1,742	
Band Head Director	\$8,552	+35 Days	Bilingual Services		+5 Days
Choir Assistant Director	\$1,318	+5 Days	Mentor Teacher	\$797	
Choir Head Director	\$8,552	+20 Days	School Computer Tech I	\$2,322	
Drama Head Director	\$3,923	+10 Days	<b>Department Head</b>		
Flag Corp Director		+10 Days	<b>K-12</b>		
Jazz Band Assistant Director	\$3,296		District MLSS Coordinator	\$2,281	
Jazz Band Head Director	\$3,923		Edgenuity Administrator	\$2,401	
Show Choir Head Director	\$3,923		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  
2023-2024**

<b><u>Special Education</u></b>		<b><u>Technology Department</u></b>	
24106 IDEA-B	+8 Days	Additional Assignments	\$1,353
24106 IDEA-B	+9 Days	Additional Assignments	\$2,032
24106 IDEA-B	+10 Days	Additional Assignments	\$2,707
24106 IDEA-B	+11 Days	Additional Assignments	\$3,405
24106 IDEA-B	+12 Days	Laptop Initiation	\$3,129 +8 Days
24106 IDEA-B	+15 Days		
24106 IDEA-B	+7 Days	<b><u>Maintenance Department</u></b>	
24106 IDEA-B (1)	\$3,338	Head Foreman	\$12,486
24106 IDEA-B (2)	\$2,478	Assistant Foreman	\$3,088
24106 IDEA-B (3)	\$1,652	Head Carpenter	\$5,128
After School Parent Meetings	\$2,437	Head Mechanical	\$4,392
Assistant SPED Director	\$9,725	Head Grounds	\$4,392
Autism Specialist	\$3,405	Additional Assignments	\$2,838
ACCESS Program Coordinator	\$9,925		
Crisis Prevention Intervention	\$827	<b><u>Penasco School</u></b>	
DD Supervisor	\$2,600	Custodian (190 Days)	\$7,991
DD Testing & Child Find (Summer)	\$2,600	Secretary (190 Days)	\$2,707
Diagnostician	+20 Days	Bus Duty	\$1,161
Drug Free Coordinator	\$2,413	Extra Building (Custodial)	\$2,838
Entitlement Speech Therapy Supervisor	\$2,343		
Health Assistant	\$3,337		
Medicaid Social Worker Supervisor	\$2,838		
Pre-School Coordinator	+10 Days		
Psychologist (1)	+30 Days		
Psychologist (2)	+15 Days		
Social Worker	+10 Days		



**Artesia Public Schools**  
**Hourly Worker Salary Schedule**  
**2023-2024**

Position	Experience	Amount	Per Day/Hour
Substitute Teacher/ISS/ACCESS SpEd Aide	Degreed	\$120.00	Day
Substitute Teacher/ISS/ACCESS SpEd Aide	Non-Degreed	\$108.00	Day
Long Term Substitute, 31-89 Days	Degreed	\$132.00	Day
Long Term Substitute, 31-89 Days	Non-Degreed	\$118.00	Day
Long Term Substitute, 90+ Days	Degreed	\$144.00	Day
Long Term Substitute, 90+ Days	Non-Degreed	\$131.00	Day
Contract Coach Daily Rate		(Teacher Level 1 Yr 0)/183	Day
Additional Compensation: Before & After School Programs/Other As Approved		Hourly Rate Based Upon Licensure Level	Hour
In-District Professional Development (Beyond Contracted Hours) Certified Staff		\$47.00	
Out of District Professional Development		Superintendent Discretion	
Bus/Activity Driver		\$22.00	Hour
Cafeteria Lunch Duty		\$15.00	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
School Crossing Guard		\$16.00	Hour
Security Guard		\$21.94	Hour
Student Worker (18yrs & younger)		\$15.00	Hour
Substitute Cafeteria Worker		\$15.00	Hour
Substitute Central Office		\$15.00	Hour
Substitute Custodian		\$15.00	Hour
Substitute Secretary		\$15.00	Hour
Substitute Teacher Aide (ISS/ACCESS--See Substitute Teacher)		\$15.00	Hour
Summer Maintenance	Experienced	\$17.00	Hour
Summer Maintenance	Non-Experienced	\$16.00	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 Student Office Workers		\$15.00	Hour

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.