

There are three salary schedules in Albuquerque. Level I teachers must apply to Level II after having 3 to 5 years of experience at Level I. Teachers who do not advance to Level II after 5 years of experience cannot renew their certification. Salary responses in our Teacher Contract Database reflect this range: our calculations are based off of advancement to Level II after 3 years and after 5 years, respectively, at Level I in order to capture the minimum and maximum length of time on Level I. Level III is optional for teachers (and is captured in our database under performance pay); teachers may apply for Level III after 3 years on Level II. For more information on this three-tiered licensure system, visit: <http://teachnm.org/home/3-tiered-licensure-system/3-tls-overview.html>

APPENDIX A SALARY SCHEDULES

The following information applies to the salary schedules which follow.

1. The schedules are one-year documents that reflect placement only. Schedules do not reflect future movement.
2. Official transcripts are to be on file by September 15 of the current school year for initial placement on the salary schedule and for movement across the salary schedule.
3. Schedules are based on the following number of workdays:
 - Schedules AT-1, AT-2 and AT-3: 184 days
 - Schedule A-2: 183 days
 - Schedules A-3 and A-4: 208 days
4. Five hundred and seventy (570) hours of verified experience in a single school year will count as a year of experience on salary schedules AT-1, AT-2, AT-3 and A-2. Eight hundred (800) hours of verified experience in a single school year will count as a year of experience on salary schedules A-3 and A-4. Hours of experience in different school years may not be totaled for experience.
5. Securing written verification of experience is the employee's responsibility.
6. Substitute teaching is not recognized as teaching experience.

Please Note: Salary figures presented on the following schedules are rounded up or down to the nearest dollar amount.

APPENDIX A.1

**2013-2014 SALARY MATRIX AT-1
LICENSURE LEVEL 1 TEACHERS AND LIBRARIANS
AND
CAREER PATHWAY LEVEL 1
COUNSELORS, NURSES, SOCIAL WORKERS AND INTERPRETERS**

STEP	BA	BA+15	BA+45	MA	MA+15	MA+45	Doctorate
1	\$30,000	\$30,001	\$30,002	\$30,002	\$30,004	\$30,005	\$30,006
2	\$30,300	\$30,301	\$30,302	\$30,302	\$30,304	\$30,305	\$30,306
3	\$30,466	\$30,467	\$30,468	\$30,468	\$30,470	\$30,471	\$30,473
4	\$30,467	\$30,468	\$30,469	\$30,469	\$30,471	\$30,473	\$30,473
5	\$30,468	\$30,469	\$30,470	\$30,470	\$30,473	\$30,473	\$30,474
6	\$30,469	\$30,470	\$30,471	\$30,471	\$30,473	\$30,474	\$30,476
7	\$31,075	\$31,076	\$31,077	\$31,077	\$31,079	\$31,080	\$31,081
8	\$31,592	\$31,696	\$31,800	\$31,800	\$32,007	\$32,214	\$32,421
9	\$32,110	\$32,317	\$32,525	\$32,525	\$32,732	\$34,181	\$35,218
10	\$32,111	\$32,318	\$32,525	\$32,525	\$32,733	\$34,182	\$35,219
11	\$32,112	\$32,319	\$32,527	\$32,527	\$32,734	\$34,183	\$35,220
12	\$32,317	\$32,628	\$32,835	\$32,835	\$33,042	\$34,184	\$35,221
13	\$32,608	\$32,922	\$33,131	\$33,131	\$33,340	\$34,489	\$35,535
14	\$32,902	\$33,218	\$33,429	\$33,429	\$33,640	\$34,801	\$35,854
15	\$33,198	\$33,517	\$33,730	\$33,730	\$33,942	\$35,113	\$36,177
16	\$33,497	\$33,818	\$34,034	\$34,034	\$34,248	\$35,429	\$36,507
17	\$34,806	\$34,962	\$35,123	\$35,123	\$35,278	\$36,781	\$37,966
18	\$36,545	\$37,062	\$37,229	\$37,229	\$37,396	\$38,990	\$40,245
19	\$37,275	\$37,801	\$37,971	\$37,971	\$38,318	\$40,667	\$41,921
20	\$37,453	\$37,971	\$38,146	\$38,146	\$39,085	\$41,478	\$42,762
21	\$37,633	\$38,146	\$38,316	\$38,316	\$39,581	\$42,036	\$43,313
22	\$37,801	\$38,316	\$38,565	\$38,565	\$40,376	\$42,879	\$44,178
23	\$37,971	\$38,486	\$39,106	\$39,106	\$40,917	\$43,422	\$44,724
24	\$38,146	\$38,655	\$39,437	\$39,437	\$41,177	\$43,679	\$44,981
25	\$38,316	\$38,875	\$40,229	\$40,229	\$41,979	\$44,478	\$45,839
26	\$38,486	\$39,154	\$40,486	\$40,486	\$42,234	\$44,733	\$46,099
27	\$38,875	\$39,973	\$41,284	\$41,284	\$43,036	\$45,537	\$46,900
28	\$39,621	\$40,661	\$41,921	\$41,921	\$43,701	\$46,152	\$47,490
29	\$40,658	\$41,693	\$43,022	\$43,022	\$44,736	\$47,185	\$48,525
30	\$41,693	\$42,732	\$44,058	\$44,058	\$45,771	\$48,223	\$49,562
31	\$42,732	\$43,769	\$45,097	\$45,097	\$46,785	\$49,261	\$50,599
32	\$43,769	\$44,805	\$46,133	\$46,133	\$47,846	\$50,307	\$51,637
33	\$44,805	\$45,840	\$47,169	\$47,169	\$48,884	\$51,336	\$52,674
34	\$47,918	\$46,877	\$48,205	\$48,205	\$49,921	\$52,371	\$53,726
35	\$48,983	\$47,918	\$49,241	\$49,241	\$50,957	\$53,421	\$54,784
36	\$48,983	\$48,956	\$50,279	\$50,279	\$51,994	\$54,477	\$55,841
37	\$48,983	\$49,992	\$51,316	\$51,316	\$53,034	\$55,535	\$56,898
38	\$48,983	\$51,027	\$52,353	\$52,353	\$54,092	\$56,591	\$57,957

APPENDIX A.2

**2013-2014 SALARY MATRIX AT-2
LICENSURE LEVEL 2 TEACHERS AND LIBRARIANS
AND
CAREER PATHWAY LEVEL 2
COUNSELORS, NURSES, SOCIAL WORKERS AND INTERPRETERS**

STEP	BA	BA+15	BA+45	MA	MA+15	MA+45	Doctorate
1	\$40,000	\$40,300	\$40,600	\$40,600	\$40,900	\$41,900	\$42,200
2	\$40,400	\$40,703	\$41,006	\$41,006	\$41,309	\$42,319	\$42,622
3	\$40,621	\$40,926	\$41,230	\$41,230	\$41,535	\$42,550	\$42,855
4	\$40,622	\$40,927	\$41,231	\$41,231	\$41,536	\$42,552	\$42,856
5	\$40,623	\$40,928	\$41,232	\$41,232	\$41,537	\$42,552	\$42,857
6	\$40,624	\$40,929	\$41,233	\$41,233	\$41,538	\$42,553	\$42,858
7	\$40,625	\$40,930	\$41,234	\$41,234	\$41,540	\$42,555	\$42,859
8	\$40,626	\$40,931	\$41,235	\$41,235	\$41,540	\$42,555	\$42,860
9	\$40,627	\$40,932	\$41,236	\$41,236	\$41,541	\$42,557	\$42,861
10	\$41,435	\$41,746	\$42,057	\$42,057	\$42,367	\$43,404	\$43,715
11	\$41,847	\$42,054	\$42,364	\$42,364	\$42,883	\$43,815	\$44,644
12	\$41,848	\$42,055	\$42,365	\$42,365	\$42,884	\$43,816	\$44,806
13	\$41,849	\$42,056	\$42,883	\$42,883	\$43,421	\$43,817	\$44,807
14	\$41,850	\$42,573	\$42,884	\$42,884	\$43,422	\$44,333	\$45,229
15	\$41,851	\$42,574	\$43,608	\$43,608	\$44,167	\$44,696	\$45,462
16	\$41,852	\$43,090	\$43,609	\$43,609	\$44,168	\$44,697	\$45,463
17	\$41,853	\$43,091	\$43,610	\$43,610	\$44,169	\$44,698	\$45,464
18	\$41,854	\$43,092	\$43,611	\$43,611	\$45,245	\$47,096	\$47,905
19	\$41,855	\$43,093	\$45,245	\$45,245	\$45,571	\$47,097	\$48,103
20	\$42,364	\$43,094	\$45,246	\$45,246	\$45,572	\$47,902	\$48,104
21	\$44,048	\$44,701	\$45,247	\$45,247	\$47,648	\$47,903	\$48,929
22	\$44,050	\$44,702	\$45,248	\$45,248	\$47,649	\$47,904	\$49,909
23	\$44,051	\$44,703	\$45,249	\$45,249	\$47,650	\$49,062	\$50,554
24	\$44,052	\$44,704	\$46,571	\$46,571	\$47,651	\$50,047	\$51,564
25	\$44,053	\$44,705	\$46,572	\$46,572	\$47,652	\$50,681	\$52,199
26	\$44,054	\$47,462	\$47,544	\$47,544	\$47,653	\$50,981	\$52,500
27	\$44,893	\$47,463	\$47,545	\$47,545	\$47,751	\$51,913	\$53,502
28	\$47,458	\$47,464	\$47,546	\$47,546	\$47,926	\$52,210	\$53,806
29	\$47,459	\$47,465	\$48,185	\$48,185	\$50,230	\$53,149	\$54,739
30	\$47,461	\$47,467	\$48,929	\$48,929	\$51,004	\$53,866	\$55,429
31	\$47,462	\$48,211	\$49,305	\$49,305	\$52,214	\$55,074	\$56,637
32	\$48,211	\$49,414	\$51,422	\$51,422	\$53,422	\$56,284	\$57,847
33	\$49,556	\$50,613	\$52,635	\$52,635	\$54,606	\$57,495	\$59,057
34	\$50,613	\$51,809	\$53,843	\$53,843	\$55,844	\$58,717	\$60,271
35	\$51,810	\$53,009	\$55,054	\$55,054	\$57,055	\$59,917	\$61,479
36	\$55,412	\$55,618	\$56,261	\$56,261	\$58,266	\$61,124	\$62,707
37	\$56,641	\$56,822	\$57,472	\$57,472	\$59,474	\$62,351	\$63,942
38	\$56,642	\$57,597	\$58,683	\$58,683	\$60,685	\$63,584	\$65,174
39	\$56,643	\$59,311	\$59,893	\$59,893	\$61,900	\$64,819	\$66,409
40	\$56,644	\$59,589	\$61,032	\$61,032	\$63,133	\$66,051	\$67,646
41	\$56,645	\$60,204	\$62,327	\$62,327	\$64,366	\$67,286	\$68,880
42	\$56,646	\$62,534	\$63,560	\$63,560	\$69,059	\$70,070	\$72,297
43	\$56,647	\$66,228	\$69,822	\$69,822	\$73,168	\$78,456	\$80,198
44	\$56,648	\$66,229	\$69,823	\$69,823	\$73,169	\$78,457	\$80,199

APPENDIX A.3

**2013-2014 SALARY MATRIX AT-3
LICENSURE LEVEL 3 TEACHERS AND LIBRARIANS
and
CAREER PATHWAY LEVEL 3
COUNSELORS, NURSES, SOCIAL WORKERS AND INTERPRETERS**

STEP	MA or NBC	MA+15	MA+45	Doctorate
1	\$50,000	\$50,226	\$50,723	\$51,220
2	\$50,500	\$50,728	\$51,230	\$51,732
3	\$50,777	\$51,006	\$51,511	\$52,015
4	\$50,778	\$51,007	\$51,512	\$52,016
5	\$50,779	\$51,008	\$51,513	\$52,017
6	\$50,780	\$51,009	\$51,514	\$52,018
7	\$50,781	\$51,010	\$51,515	\$52,019
8	\$50,782	\$51,011	\$51,516	\$52,020
9	\$50,783	\$51,012	\$51,517	\$52,021
10	\$50,784	\$51,013	\$51,518	\$52,022
11	\$50,785	\$51,014	\$51,519	\$52,023
12	\$50,786	\$51,015	\$51,520	\$52,024
13	\$51,797	\$52,315	\$52,833	\$53,351
14	\$51,798	\$52,316	\$52,834	\$53,352
15	\$51,799	\$52,317	\$52,835	\$53,353
16	\$51,800	\$52,318	\$52,836	\$53,354
17	\$51,801	\$52,319	\$52,837	\$53,355
18	\$51,802	\$52,320	\$52,838	\$53,356
19	\$51,803	\$52,321	\$52,839	\$53,357
20	\$51,804	\$52,322	\$52,840	\$53,358
21	\$51,805	\$52,323	\$52,841	\$53,359
22	\$51,806	\$52,324	\$52,842	\$53,360
23	\$51,807	\$52,620	\$53,345	\$54,380
24	\$51,808	\$52,621	\$53,346	\$54,381
25	\$51,809	\$52,622	\$53,347	\$54,382
26	\$51,810	\$53,137	\$53,348	\$54,383
27	\$51,811	\$53,138	\$53,862	\$54,899
28	\$51,812	\$53,139	\$53,863	\$54,900
29	\$51,813	\$53,140	\$53,864	\$54,901
30	\$51,814	\$54,173	\$55,417	\$56,970
31	\$51,815	\$54,174	\$55,418	\$56,971
32	\$51,816	\$54,176	\$56,349	\$59,560
33	\$52,635	\$55,417	\$58,006	\$59,561
34	\$53,843	\$55,935	\$58,835	\$63,082
35	\$55,054	\$57,488	\$61,217	\$63,083
36	\$56,261	\$58,420	\$61,218	\$63,084
37	\$57,472	\$59,474	\$63,033	\$65,464
38	\$58,684	\$60,686	\$63,584	\$65,465
39	\$59,893	\$61,899	\$64,819	\$66,409

40	\$61,105	\$63,133	\$66,050	\$67,646
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APPENDIX A.4

**2013-2014 SALARY MATRIX A-2
CAREER PATHWAY**

**SPEECH/LANGAUGE PATHOLOGISTS, PHYSICAL THERAPISTS, AUDIOLOGISTS,
OCCUPATIONAL THERAPISTS AND ORIENTATION/MOBILITY SPECIALISTS**

	Level One	Level Two	Level Three
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