CLOVIS MUNICIPAL SCHOOLS
SALARY SCHEDULES
2025 - 2026

Schedule

00 EMPLOYEE CALENDAR

01 ADMINISTRATION

01A MANAGEMENT

02 EDUCATIONAL ASSISTANTS

03 STUDENT NUTRITION

04 GUIDANCE COUNSELORS

05 INSTRUCTIONAL/NURSING

06 INTERPRETERS

07 MAINTENANCE, WAREHOUSE, AND CUSTODIAN STAFF

08 RELATED SERVICE PROVIDERS

09 ADMINISTRATIVE ASSISTANTS

10 SUPPORT STAFF

11 TECHNOLOGY AND INFORMATION SYSTEMS SPECIALISTS

12 INCREMENT SCHEDULE

BOARD APPROVED APRIL 22, 2025

CLOVIS MUNICIPAL SCHOOLS

EMPLOYEE CALENDAR

2025 - 2026 Draft

Schedule 00

12 Month Employees	July 1	June 30	8	School/Admin Office Closings Calendar	238 days	July 15
Admin Asst: School Finance; School Registrar; Fine Arts	July 14	June 3	8	Instructional Calendar	205 days	July 30
Admin Asst: Medicaid Clerk	July 14	June 3	8	Instructional Calendar	205 days	July 30
Admin Asst: Preschool; Assistant Principals	July 14	June 3	8	Instructional Calendar	205 days	July 30
Admin Asst: Attendance	July 22	May 22	8	Instructional Calendar	192 days	July 30
Audio Visual Tech	July 14	June 10	8	Instructional Calendar	210 days	July 30
Counselor, CHS Freshman Academy/Middle School	July 14	June 10	8	Instructional Calendar	210 days	July 30
Counselor: CHS	July 14	June 3	8	Instructional Calendar	205 days	July 30
Deans: iAcademy, ECHS, - Regular	July 14	June 10	8	Instructional Calendar	210 days	July 30
Educational Assistants	August 4	May 22	7.5	Instructional Calendar	183 days	August 15
Educational Asst: Edgenuity, ISS, Interv. F/A, Sec Computer	August 4	May 22	8	Instructional Calendar	183 days	August 15
Educational Assistant: Security Guard	August 7	May 22	8	Instructional Calendar, Also off 9/12; 1/5	178 days	August 15
Educational Assistant: Elementary Media Specialist	July 29	May 22	7.5	Instructional Calendar	187 days	August 15
Immigrant Liasion	July 7	June 18	8	Instructional Calendar; Also off 7/17-7/25 and 9/12-9/16, May 22	210 days	July 15
Instructional Coach: CHS	July 14	June 10	7.5	Instructional Calendar	210 days	July 30
Instructional Coach: Student Support	July 21	May 22	8	Instructional Calendar	193 Days	July 30
Instructional Coach: SAT	July 28	June 1	8	Instructional Calendar	193 Days	August 15
Interpreter for Special Education	August 7	May 22	7.5	Instructional Calendar; Also Off 10/10; 1/5; 1/6; 3/13	176 days	August 15
CMS Head Librarian	July 21	May 22	7.5	Instructional Calendar	193 days	July 30
Librarian - CHS/MS/MSGA	August 4	May 22	7.5	Instructional Calendar	183 days	August 15
Nurses	August 4	May 22	7.5	Instructional Calendar	183 days	August 15
Lead School Nurse	July 29	May 26	7.5	Instructional Calendar	188 days	July 30
Principal: Elem., Pre-School, Elem. Asst. - Regular	July 14	June 3	8	Instructional Calendar	205 days	July 30
Principal:Secondary, iAcademy, & Sec.Asst - Regular	July 14	June 10	8	Instructional Calendar	210 days	July 30
SLP/Audiologist/Diags/OT/PT/O&M/MH Couns	August 4	May 22	8	Instructional Calendar	183 days	August 15
SLPA/COTA/CPTA	August 4	May 22	8	Instructional Calendar	183 days	August 15
Social Workers/Psychologist	August 4	May 22	8	Instructional Calendar	183 days	August 15
Social Worker - Non-Certified	August 4	May 22	8	Instructional Calendar	183 days	August 15
Student Nutrition Employees	August 4	May 21	8	Instructional Calendar; Also Off 9/12; 3/13	180 days	August 15
Teacher	August 4	May 22	7.5	Instructional Calendar	183 days	August 15
Teacher - New (Starting at beginning of school year)	July 31	May 22	7.5	Instructional Calendar	185 days	August 15
Family Services Liaison/Academic Services Liaison	July 14	June 3	8	Instructional Calendar	205 days	July 30

BOARD APPROVED May 27, 2025

CLOVIS MUNICIPAL SCHOOLS
ADMINISTRATION
2025 - 2026

Schedule 01

STEPS	R0A	R1	R1E	R2	R3	R4	R5	R6	R6D	R7	R9
	Elementary Assistant Principal	Mid Asst/ Freshman Principal	Executive Coordinator	High School Assistant Principal	Elementary Principal	Mid / Freshman Principal Dean	Directors	Executive Directors	Senior Directors	High School Principal	Deputy Superintendent
	205 Day	210 Day	238 Day	210 Day	205 Day	210 Day	238 Day	238 Day	238 Day	238 Day	238 Day
0-5	93,329	97,855	100,157	102,300	102,112	111,405	118,550	127,473	131,297	127,473	152,721
6-10	93,864	98,390	100,693	102,835	102,648	111,940	119,085	128,008	131,832	128,008	153,256
11+	94,400	98,926	101,228	103,371	103,184	112,476	119,621	128,544	132,368	128,544	153,857

1. This salary schedule is effective during the 2025-2026 School Year ONLY.
2. Salary will be paid in 24 equal payments.

R1E Executive Coordinator For Child Find
Executive Coordinator For Student Support Services
Executive Coordinator of English Learner Initative
Executive Coordinator of Prevention and Intervention

R5 Director of Athletics
Director of Educator Quality
Director of Health and Related Services
Director of Curriculum and Assessments
Director of Fine Arts
Director of Mental Health
Director of Title IX

R6 Executive Director of Talent Management & Development
Executive Director of Strategic Planning & School Support
Executive Director of Language, Culture, At Risk Services
Executive Director of Data & Accountability

R6D Senior Director of Operations
Senior Director of Finance
Senior Director of Student Support Services
Senior Director of Stud Nutrition & Well Being
Senior Director of Technology

BOARD APPROVED APRIL 22, 2025
BOARD APPROVED REVISED May 27, 2025

CLOVIS MUNICIPAL SCHOOLS
MANAGEMENT
2025-2026

Schedule 01A

STEPS	R0	R1D	R1E
	Manager	Coordinator	Executive
			Coordinator
	238 Day	238 Day	238 Day
0-5	73,913	89,981	100,157
6-10	74,448	90,516	100,693
11+	74,984	91,052	101,228

1 This salary schedule is effective during the 2025-2026 School Year ONLY.

2 Salary will be paid in 24 equal payments.

R0
Comptroller
Warehouse Manager
Employee Services Manager
Payroll Specialist

R1D
Coordinator of Bilingual & Multicultural Education
Chief Procurement Officer
Coordinator of Elementary Youth Programs
Coordinator of School Safety

R1E
Executive Coordinator of Finance
Executive Coordinator of Student Nutrition
Executive Coordinator of Technology
Executive Coordinator of Physical Plants & Grounds
Executive Coordinator of Custodial Services & Transportation

BOARD APPROVED APRIL 22, 2025
REVISED JUNE 24, 2025

CLOVIS MUNICIPAL SCHOOLS
EDUCATIONAL ASSISTANTS
2025-2026

Schedule 02

	High School Diploma/GED							Associate Degree or 60 College Hours							BA Degree							Sec. Guard
	183 Day 7.5	183 Day 8	Para 183 7.5	Para 183 8	Libr 187 7.5	183 Day 7.5	183 Day 7.5	183 Day 7.5	183 Day 8	Para 183 7.5	Para 183 8	Libr 187 7.5	183 Day 7.5	183 Day 7.5	183 Day 7.5	183 Day 8	Para 183 7.5	Para 183 8	Libr 187 7.5	183 Day 7.5	183 Day 7.5	178 8
STEPS	A1	AA1	PA	PPA	ELB	IEA	RBT	A2	AA2	P1	PP1	ELBAS	IEAA	RBT1	A3	AA3	P2	PP2	ELBBA	IEAB	RBT2	PO
0	26,681.40 19.44	28,460.16 19.44	27,408.83 19.97	29,236.08 19.97	28,007.93 19.97	28,877.40 21.04	30,304.80 22.08	27,724.50 20.20	29,572.80 20.20	28,438.20 20.72	30,334.08 20.72	29,059.80 20.72	29,906.78 21.79	31,334.18 22.83	28,753.88 20.95	30,670.80 20.95	29,632.28 21.59	31,607.76 21.59	30,251.93 21.57	31,100.85 22.66	32,528.25 23.70	28,764.80 20.20
1	26,832.38 19.55	28,621.20 19.55	27,559.80 20.08	29,397.12 20.08	28,162.20 20.08	29,028.38 21.15	30,455.78 22.19	27,861.75 20.30	29,719.20 20.30	28,589.18 20.83	30,495.12 20.83	29,214.08 20.83	30,057.75 21.90	31,485.15 22.94	28,891.13 21.05	30,817.20 21.05	29,769.53 21.69	31,754.16 21.69	30,406.20 21.68	31,251.83 22.77	32,679.23 23.81	28,907.20 20.30
2	26,969.63 19.65	28,767.60 19.65	27,724.50 20.20	29,572.80 20.20	28,330.50 20.20	29,193.08 21.27	30,620.48 22.31	27,999.00 20.40	29,865.60 20.40	28,753.88 20.95	30,670.80 20.95	29,382.38 20.95	30,222.45 22.02	31,649.85 23.06	29,028.38 21.15	30,963.60 21.15	29,920.50 21.80	31,915.20 21.80	30,574.50 21.80	31,389.08 22.87	32,816.48 23.91	29,049.60 20.40
3	27,120.60 19.76	28,928.64 19.76	27,861.75 20.30	29,719.20 20.30	28,470.75 20.30	29,330.33 21.37	30,757.73 22.41	28,149.98 20.51	30,026.64 20.51	28,891.13 21.05	30,817.20 21.05	29,522.63 21.05	30,359.70 22.12	31,787.10 23.16	29,193.08 21.27	31,139.28 21.27	30,057.75 21.90	32,061.60 21.90	30,714.75 21.90	31,526.33 22.97	32,953.73 24.01	29,206.24 20.51
4	27,271.58 19.87	29,089.68 19.87	27,999.00 20.40	29,865.60 20.40	28,611.00 20.40	29,481.30 21.48	30,908.70 22.52	28,300.95 20.62	30,187.68 20.62	29,028.38 21.15	30,963.60 21.15	29,662.88 21.15	30,496.95 22.22	31,924.35 23.26	29,330.33 21.37	31,285.68 21.37	30,222.45 22.02	32,237.28 22.02	30,883.05 22.02	31,691.03 23.09	33,118.43 24.13	29,362.88 20.62
5	27,408.83 19.97	29,236.08 19.97	28,149.98 20.51	30,026.64 20.51	28,765.28 20.51	29,618.55 21.58	31,045.95 22.62	28,451.93 20.73	30,348.72 20.73	29,193.08 21.27	31,139.28 21.27	29,831.18 21.27	30,661.65 22.34	32,089.05 23.38	29,481.30 21.48	31,446.72 21.48	30,359.70 22.12	32,383.68 22.12	31,023.30 22.12	31,828.28 23.19	33,255.68 24.23	29,519.52 20.73
6	27,559.80 20.08	29,397.12 20.08	28,300.95 20.62	30,187.68 20.62	28,919.55 20.62	29,769.53 21.69	31,196.93 22.73	28,589.18 20.83	30,495.12 20.83	29,330.33 21.37	31,285.68 21.37	29,971.43 21.37	30,798.90 22.44	32,226.30 23.48	29,618.55 21.58	31,593.12 21.58	30,496.95 22.22	32,530.08 22.22	31,163.55 22.22	31,979.25 23.30	33,406.65 24.34	29,661.92 20.83
7	27,710.78 20.19	29,558.16 20.19	28,451.93 20.73	30,348.72 20.73	29,073.83 20.73	29,920.50 21.80	31,347.90 22.84	28,753.88 20.95	30,670.80 20.95	29,481.30 21.48	31,446.72 21.48	30,125.70 21.48	30,949.88 22.55	32,377.28 23.59	29,769.53 21.69	31,754.16 21.69	30,661.65 22.34	32,705.76 22.34	31,331.85 22.34	32,130.23 23.41	33,557.63 24.45	29,832.80 20.95
8	27,861.75 20.30	29,719.20 20.30	28,589.18 20.83	30,495.12 20.83	29,214.08 20.83	30,057.75 21.90	31,485.15 22.94	28,891.13 21.05	30,817.20 21.05	29,618.55 21.58	31,593.12 21.58	30,265.95 21.58	31,087.13 22.65	32,514.53 23.69	29,920.50 21.80	31,915.20 21.80	30,798.90 22.44	32,852.16 22.44	31,472.10 22.44	32,267.48 23.51	33,694.88 24.55	29,975.20 21.05
9	27,999.00 20.40	29,865.60 20.40	28,753.88 20.95	30,670.80 20.95	29,382.38 20.95	30,222.45 22.02	31,649.85 23.06	29,028.38 21.15	30,963.60 21.15	29,769.53 21.69	31,754.16 21.69	30,420.23 21.69	31,251.83 22.77	32,679.23 23.81	30,057.75 21.90	32,061.60 21.90	30,949.88 22.55	33,013.20 22.55	31,626.38 22.55	32,418.45 23.62	33,845.85 24.66	30,117.60 21.15
10	28,136.25 20.50	30,012.00 20.50	28,891.13 21.05	30,817.20 21.05	29,522.63 21.05	30,359.70 22.12	31,787.10 23.16	29,193.08 21.27	31,139.28 21.27	29,920.50 21.80	31,915.20 21.80	30,574.50 21.80	31,389.08 22.87	32,816.48 23.91	30,222.45 22.02	32,237.28 22.02	31,087.13 22.65	33,159.60 22.65	31,766.63 22.65	32,555.70 23.72	33,983.10 24.76	30,288.48 21.27
11	28,300.95 20.62	30,187.68 20.62	29,028.38 21.15	30,963.60 21.15	29,662.88 21.15	30,496.95 22.22	31,924.35 23.26	29,330.33 21.37	31,285.68 21.37	30,057.75 21.90	32,061.60 21.90	30,714.75 21.90	31,526.33 22.97	32,953.73 24.01	30,359.70 22.12	32,383.68 22.12	31,251.83 22.77	33,335.28 22.77	31,934.93 22.77	32,720.40 23.84	34,147.80 24.88	30,430.88 21.37
12	28,438.20 20.72	30,334.08 20.72	29,193.08 21.27	31,139.28 21.27	29,831.18 21.27	30,661.65 22.34	32,089.05 23.38	29,481.30 21.48	31,446.72 21.48	30,222.45 22.02	32,237.28 22.02	30,883.05 22.02	31,691.03 23.09	33,118.43 24.13	30,496.95 22.22	32,530.08 22.22	31,389.08 22.87	33,481.68 22.87	32,075.18 22.87	32,857.65 23.94	34,285.05 24.98	30,587.52 21.48
13	28,589.18 20.83	30,495.12 20.83	29,330.33 21.37	31,285.68 21.37	29,971.43 21.37	30,798.90 22.44	32,226.30 23.48	29,618.55 21.58	31,593.12 21.58	30,359.70 22.12	32,383.68 22.12	31,023.30 22.12	31,828.28 23.19	33,255.68 24.23	30,661.65 22.34	32,705.76 22.34	31,526.33 22.97	33,628.08 22.97	32,215.43 22.97	32,994.90 24.04	34,422.30 25.08	30,729.92 21.58
14	28,740.15 20.94	30,656.16 20.94	29,481.30 21.48	31,446.72 21.48	30,125.70 21.48	30,949.88 22.55	32,377.28 23.59	29,769.53 21.69	31,754.16 21.69	30,496.95 22.22	32,530.08 22.22	31,163.55 22.22	31,979.25 23.30	33,406.65 24.34	30,798.90 22.44	32,852.16 22.44	31,691.03 23.09	33,803.76 23.09	32,383.73 23.09	33,159.60 24.16	34,587.00 25.20	30,886.56 21.69
15	28,877.40 21.04	30,802.56 21.04	29,618.55 21.58	31,593.12 21.58	30,265.95 21.58	31,087.13 22.65	32,514.53 23.69	29,920.50 21.80	31,915.20 21.80	30,661.65 22.34	32,705.76 22.34	31,331.85 22.34	32,130.23 23.41	33,557.63 24.45	30,949.88 22.55	33,013.20 22.55	31,828.28 23.19	33,950.16 23.19	32,523.98 23.19	33,296.85 24.26	34,724.25 25.30	31,043.20 21.80
16	29,028.38 21.15	30,963.60 21.15	29,769.53 21.69	31,754.16 21.69	30,420.23 21.69	31,251.83 22.77	32,679.23 23.81	30,057.75 21.90	32,061.60 21.90	30,798.90 22.44	32,852.16 22.44	31,472.10 22.44	32,267.48 23.51	33,694.88 24.55	31,087.13 22.65	33,159.60 22.65	31,979.25 23.30	34,111.20 23.30	32,678.25 23.30	33,447.83 24.37	35,012.48 25.51	31,185.60 21.90
17	29,179.35 21.26	31,124.64 21.26	29,920.50 21.80	31,915.20 21.80	30,574.50 21.80	31,389.08 22.87	32,816.48 23.91	30,222.45 22.02	32,237.28 22.02	30,949.88 22.55	33,013.20 22.55	31,626.38 22.55	32,418.45 23.62	33,845.85 24.66	31,251.83 22.77	33,335.28 22.77	32,130.23 23.41	34,272.24 23.41	32,832.53 23.41	33,598.80 24.48	35,026.20 25.52	31,356.48 22.02
18	29,330.33 21.37	31,285.68 21.37	30,057.75 21.90	32,061.60 21.90	30,714.75 21.90	31,526.33 22.97	32,953.73 24.01	30,359.70 22.12	32,383.68 22.12	31,087.13 22.65	33,159.60 22.65	31,766.63 22.65	32,555.70 23.72	33,983.10 24.76	31,389.08 22.87	33,481.68 22.87	32,267.48 23.51	34,418.64 23.51	32,972.78 23.51	33,749.78 24.59	35,177.18 25.63	31,498.88 22.12
19	29,467.58 21.47	31,432.08 21.47	30,222.45 22.02	32,237.28 22.02	30,883.05 22.02	31,691.03 23.09	33,118.43 24.13	30,496.95 22.22	32,530.08 22.22	31,251.83 22.77	33,335.28 22.77	31,934.93 22.77	32,720.40 23.84	34,147.80 24.88	31,526.33 22.97	33,628.08 22.97	32,418.45 23.62	34,579.68 23.62	33,127.05 23.62	33,887.03 24.69	35,314.43 25.73	31,641.28 22.22
20	29,618.55 21.58	31,578.48 21.57	30,359.70 22.12	32,383.68 22.12	31,023.30 22.12	31,828.28 23.19	33,255.68 24.23	30,661.65 22.34	32,705.76 22.34	31,389.08 22.87	33,481.68 22.87	32,075.18 22.87	32,857.65 23.94	34,285.05 24.98	31,691.03 23.09	33,803.76 23.09	32,555.70 23.72	34,726.08 23.72	33,267.30 23.72	34,024.28 24.79	35,451.68 25.83	31,812.16 22.34
21	29,769.53 21.69	31,754.16 21.69	30,496.95 22.22	32,530.08 22.22	31,163.55 22.22	31,979.25 23.30	33,406.65 24.34	30,798.90 22.44	32,852.16 22.44	31,526.33 22.97	33,628.08 22.97	32,215.43 22.97	32,994.90 24.04	34,422.30 25.08	31,828.28 23.19	33,950.16 23.19	32,720.40 23.84	34,901.76 23.84	33,435.60 23.84	34,188.98 24.91	35,616.38 25.95	31,954.56 22.44
22	29,906.78 21.79	31,900.56 21.79	30,661.65 22.34	32,705.76 22.34	31,331.85 22.34	32,130.23 23.41	33,557.63 24.45	30,949.88 22.55	33,013.20 22.55	31,691.03 23.09	33,803.76 23.09	32,383.73 23.09	33,159.60 24.16	34,587.00 25.20	31,979.25 23.30	34,111.20 23.30	32,857.65 23.94	35,048.16 23.94	33,575.85 23.94	34,326.23 25.01	35,753.63 26.05	31,954.56 22.44

	30,057.75	32,061.60	30,798.90	32,852.16	31,472.10	347,942.48	33,694.88	31,087.13	33,159.60	31,828.28	33,950.16	32,523.98	33,296.85	34,724.25	32,130.23	34,272.24	32,994.90	35,194.56	33,716.10	34,477.20	35,904.60	32,253.60
23	21.90	21.90	22.44	22.44	22.44	253.51	24.55	22.65	22.65	23.19	23.19	23.19	24.26	25.30	23.41	23.41	24.04	24.04	24.04	25.12	26.16	22.65
	30,208.73	32,222.64	30,949.88	33,013.20	31,626.38	32,418.45	33,845.85	31,251.83	33,335.28	31,979.25	34,111.20	32,678.25	33,447.83	34,875.23	32,267.48	34,418.64	33,159.60	35,370.24	33,884.40	34,628.18	36,055.58	32,424.48
24	22.01	22.01	22.55	22.55	22.55	23.62	24.66	22.77	22.77	23.30	23.30	23.30	24.37	25.41	23.51	23.51	24.16	24.16	24.16	25.23	26.27	22.77
	30,359.70	32,383.68	31,087.13	33,159.60	31,766.63	32,555.70	33,983.10	31,389.08	33,481.68	32,130.23	34,272.24	32,832.53	33,598.80	35,026.20	32,418.45	34,579.68	33,296.85	35,516.64	34,024.65	34,765.43	36,192.83	32,566.88
25	22.12	22.12	22.65	22.65	22.65	23.72	24.76	22.87	22.87	23.41	23.41	23.41	24.48	25.52	23.62	23.62	24.26	24.26	24.26	25.33	26.37	22.87
	30,496.95	32,530.08	31,251.83	33,335.28	31,934.93	32,720.40	34,147.80	31,526.33	33,628.08	32,267.48	34,418.64	32,972.78	33,749.78	35,177.18	32,555.70	34,726.08	33,447.83	35,677.68	34,178.93	34,916.40	36,343.80	32,709.28
26	22.22	22.22	22.77	22.77	22.77	23.84	24.88	22.97	22.97	23.51	23.51	23.51	24.59	25.63	23.72	23.72	24.37	24.37	24.37	25.44	26.48	22.97
	30,647.93	32,691.12	31,389.08	33,481.68	32,075.18	32,857.65	34,285.05	31,691.03	33,803.76	32,418.45	34,579.68	33,127.05	33,887.03	35,314.43	32,720.40	34,901.76	33,598.80	35,838.72	34,333.20	35,067.38	36,494.78	32,880.16
27	22.33	22.33	22.87	22.87	22.87	23.94	24.98	23.09	23.09	23.62	23.62	23.62	24.69	25.73	23.84	23.84	24.48	24.48	24.48	25.55	26.59	23.09
	30,798.90	32,852.16	31,526.33	33,628.08	32,215.43	32,994.90	34,422.30	31,828.28	33,950.16	32,555.70	34,726.08	33,267.30	34,024.28	35,451.68	32,857.65	35,048.16	33,749.78	35,999.76	34,487.48	35,218.35	36,645.75	33,022.56
28	22.44	22.44	22.97	22.97	22.97	24.04	25.08	23.19	23.19	23.72	23.72	23.72	24.79	25.83	23.94	23.94	24.59	24.59	24.59	25.66	26.70	23.19
	30,936.15	32,998.56	31,691.03	33,803.76	32,383.73	33,159.60	34,587.00	31,979.25	34,111.20	32,720.40	34,901.76	33,435.60	34,188.98	35,616.38	32,994.90	35,194.56	33,887.03	36,146.16	34,627.73	35,355.60	36,783.00	33,179.20
29	22.54	22.54	23.09	23.09	23.09	24.16	25.20	23.30	23.30	23.84	23.84	23.84	24.91	25.95	24.04	24.04	24.69	24.69	24.69	25.76	26.80	23.30
	31,087.13	33,159.60	31,828.28	33,950.16	32,523.98	33,296.85	34,724.25	32,130.23	34,272.24	32,857.65	35,048.16	33,575.85	34,326.23	#VALUE!	33,159.60	35,370.24	34,024.28	36,292.56	34,767.98	35,492.85	36,920.25	33,335.84
30	22.65	22.65	23.19	23.19	23.19	24.26	25.30	23.41	23.41	23.94	23.94	23.94	25.01	26..05	24.16	24.16	24.79	24.79	24.79	25.86	26.90	23.41

1. This salary schedule is effective during the 2025-2026 school year only.

2. Employees will be paid on an hourly basis, with their total compensation distributed evenly across 24 pay periods. The hourly rate is determined according to the total number of contracted work hours—calculated by multiplying the number of contract days by either 7.5 or 8 hours per day, as specified in the applicable salary schedule.

3. The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.

A1, A2, A3	Classroom Assistants, Special Education Assistants, Floating EA's
AA1, AA2, AA3	Computer Lab Assistants, Intervention Education Assistants
PO	Security Guard
PA, P1, P2	PE Assistants and School Health Assistants
PPA, PP1, PP2	ISS Assistants, Fine Arts Education Assistants
ELB, ELBAS, ELBBA	Library Media Specialists
IEA, IEAA, IEAB	Intensive Needs Education Assistants and Behavior Assistants/Paraprofessionals
RBT, RBT1, RBT2	Registered Behavior Technician

BOARD APPROVED APRIL 22, 2025

REVISED JUNE 24, 2025

CLOVIS MUNICIPAL SCHOOLS

STUDENT NUTRITION

2025-2026

Schedule 03

Steps	G26 180 Days; 8 hrs/day 1440		CMGR 180 Days; 8 hrs/day 1440	
0	24,451.20	16.98	31,161.60	21.64
1	24,595.20	17.08	31,305.60	21.74
2	24,739.20	17.18	31,449.60	21.84
3	24,883.20	17.28	31,593.60	21.94
4	25,027.20	17.38	31,737.60	22.04
5	25,171.20	17.48	31,881.60	22.14
6	25,315.20	17.58	32,025.60	22.24
7	25,459.20	17.68	32,169.60	22.34
8	25,603.20	17.78	32,313.60	22.44
9	25,747.20	17.88	32,457.60	22.54
10	25,891.20	17.98	32,601.60	22.64
11	26,035.20	18.08	32,745.60	22.74
12	26,179.20	18.18	32,889.60	22.84
13	26,323.20	18.28	33,033.60	22.94
14	26,467.20	18.38	33,177.60	23.04
15	26,611.20	18.48	33,321.60	23.14
16	26,755.20	18.58	33,465.60	23.24
17	26,899.20	18.68	33,609.60	23.34
18	27,043.20	18.78	33,753.60	23.44
19	27,187.20	18.88	33,897.60	23.54
20	27,331.20	18.98	34,041.60	23.64
21	27,475.20	19.08	34,185.60	23.74
22	27,619.20	19.18	34,329.60	23.84

23	27,763.20	19.28	34,473.60	23.94

1 This salary schedule is effective during the 2025-2026 School Year ONLY.

2 Employees will be paid on an hourly basis, with their total compensation distributed evenly across 24 pay periods. The hourly rate is determined according to the total number of contracted work hours—calculated by multiplying the number of contract days by either 7.5 or 8 hours per day, as specified in the applicable salary schedule.

3 The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.

4 This salary schedule is for 180 days.

BOARD APPROVED APRIL 22, 2025

CLOVIS MUNICIPAL SCHOOLS

GUIDANCE COUNSELORS

2025 - 2026

Schedule 04

STEPS	Head CHS Counselor HEAD 238 Day	Middle School Counselor SEC 210 Day	High School Counselor HSC 205 Day
0	107,656	91,266	86,740
1	107,763	91,373	86,847
2	107,870	91,480	86,954
3	107,977	91,588	87,062
4	108,084	91,695	87,169
5	108,191	91,802	87,276
6	108,298	91,909	87,383
7	108,405	92,016	87,490
8	108,513	92,123	87,597
9	108,620	92,230	87,704
10	108,727	92,337	87,811
11	108,824	92,445	87,918
12	108,941	92,552	88,026
13	109,048	92,659	88,133
14	109,155	92,766	88,240
15	109,262	92,873	88,347
16	109,370	92,980	88,454
17	109,477	93,087	88,561
18	109,584	93,194	88,668
19	109,691	93,302	88,775
20	109,798	93,409	88,883
21	109,905	93,516	88,990
22	110,012	93,623	89,097
23	110,119	93,730	89,204
24	110,226	93,837	89,311
25	110,334	93,944	89,418
26	110,441	94,051	89,525
27	110,548	94,158	89,632
28	110,655	94,266	89,740
29	110,762	94,373	89,847

30	110,869	94,480	89,954
31	110,976	94,587	90,061
32	111,083	94,694	90,168
33	111,191	94,801	90,275
34	111,298	94,908	90,382

1 This salary schedule is effective during the 2025-2026 School Year ONLY.

2 Salary will be paid in 24 equal payments.

The steps do not necessarily reflect number of years of service. Each year staff
3 members are placed on appropriate steps.

4 Job class codes included in this salary schedule: 1214.

BOARD APPROVED APRIL 22, 2025

BOARD APPROVED REVISED May 27, 2025

CLOVIS MUNICIPAL SCHOOLS

INSTRUCTIONAL / NURSING

2025-2026

Schedule 05

STEPS	ADN RN	BA		MA			PHD		
	Level I	Level I	Level II	Level I	Level II	Level III	Level I	Level II	Level III
0	55,000	58,648		59,826			61,059		
1	55,100	58,702		59,880			61,112		
2	55,200	58,756	70,753	59,934	71,986		61,166	73,164	
3	55,300	58,809	70,913	59,987	72,146		61,220	73,324	
4	55,400	58,863	71,075	60,041	72,306		61,273	73,484	
5	55,500	58,916	71,235	60,094	72,467	82,751	61,327	73,646	83,822
6	55,600	58,970	71,396	60,148	72,627	83,018	61,380	73,806	84,089
7	55,700	59,023	71,556	60,201	72,789	83,286	61,434	73,967	84,358
8	55,800	59,077	71,717	60,256	72,949	83,554	61,487	74,127	84,625
9			71,878		73,110	83,822		74,288	84,893
10			72,039		73,270	84,089		74,448	85,160
11			72,199		73,431	84,358		74,610	85,429
12			72,360		73,591	84,625		74,770	85,696
13			72,520		73,753	84,893		74,931	85,964
14			72,661		73,913	85,160		75,091	86,232
15			72,842		74,074	85,429		75,252	86,500
16			73,003		74,234	85,696		75,412	86,767
17			73,163		74,395	85,964		75,574	87,036
18			73,324		74,556	86,232		75,734	87,303
19			73,484		74,717	86,500		75,895	87,571
20			73,646		74,877	86,767		76,055	87,838
21			73,806		75,038	87,036		76,216	88,107
22			73,967		75,198	87,303		76,377	88,374
23			74,127		75,359	87,571		76,591	88,642
24			74,288		75,520	87,838		76,698	88,910
25			74,448		75,681	88,107		76,859	89,178
26			74,610		75,841	88,374		77,019	89,445
27			74,770		76,002	88,642		77,180	89,714
28			74,931		76,162	88,910		77,341	89,981
29			75,091		76,324	89,178		77,502	90,249
30			75,252		76,484	89,445		77,662	90,516
31			75,412		76,645	89,714		77,823	90,785
32			75,574		76,805	89,981		77,983	91,052
33			75,734		76,966	90,249		78,145	91,320
34			75,895		77,126	90,516		78,305	91,588
35			76,055		77,288	90,785		78,466	91,856
36			76,216		77,448	91,052		78,626	92,123
37			76,377		77,609	91,320		78,787	92,392

38			76,538		77,769	91,588		78,947	92,659
39			76,698		77,930	91,856		79,109	92,927
40			76,859		78,090	92,123		79,269	93,194
41			77,019		78,252	92,392		79,430	93,463
42			77,180		78,412	92,659		79,590	93,730
43			77,341		78,573	92,927		79,751	93,998

1 This salary schedule is effective during the 2025-2026 School Year ONLY.
2 Salary will be paid in 24 equal payments.
3 The steps do not necessarily reflect number of years of service. Each year, staff members are placed on appropriate steps.
4 Job class codes included in this salary schedule: 1411, 1412, 1413, 1414, 1415, 1416, 1422, 1211, 1212, 1215

1 Registered Nurse – Associate Degree in Nursing (ADN)
2 A minimum of ninety-one continuous days of service shall be counted as a full year's experience.
3 Each employee will be responsible for verification of teaching experience in other school systems. All verification of experience and accompanying paperwork must be in the Employee Services Department by October 1, 2025. Special permission may be granted by Deputy Superintendent of Employee Services.
4 All degrees earned during the summer and any accompanying paperwork must be in the Employee Services Department by October 1, 2025. Special permission may be granted by Deputy Superintendent of Employee Services.
5 All licensure level documentation must be in the Employee Services Department by October 1, 2025 to be included in the salary calculation for the 2025-2026 School Year. Special permission may be granted by Deputy Superintendent of Employee Services.
6 All college or university credit must have been earned at a college or university regionally accredited or approved by the New Mexico Public Education Department.
7 All employees who obtained their National Board Certified Teacher / Nursing certificate must have the documentation turned into the Employee Services Department by November 30.
8 This information is effective during the 2025-2026 School Year ONLY. It does NOT reflect salaries, requirements, or qualifications that may be set for any other school year.

BOARD APPROVED APRIL 22, 2025
BOARD APPROVED REVISED May 27, 2025
REVISED JUNE 24, 2025

CLOVIS MUNICIPAL SCHOOLS

INTERPRETERS

2025-2026

Schedule 06

STEPS	L1 176 Days 7.5 hr	L2 238 Days 8 hr
0	43,824.00 33.20	63,212.80 33.20
1	43,969.20 33.31	63,422.24 33.31
2	44,127.60 33.43	63,650.72 33.43
3	44,259.60 33.53	63,841.12 33.53
4	44,391.60 33.63	64,031.52 33.63
5	44,550.00 33.75	64,260.00 33.75
6	44,682.00 33.85	64,450.40 33.85
7	44,827.20 33.96	64,659.84 33.96
8	44,959.20 34.06	64,850.24 34.06
9	45,104.40 34.17	65,059.68 34.17
10	45,249.60 34.28	65,269.12 34.28
11	45,381.60 34.38	65,459.52 34.38
12	45,540.00 34.50	65,688.00 34.50
13	45,672.00 34.60	65,878.40 34.60

14	45,804.00 34.70	66,068.80 34.70
15	45,962.40 34.82	66,297.28 34.82
16	46,094.40 34.92	66,487.68 34.92

1 This salary schedule is effective during the 2025-2026 School Year ONLY.

2 Employees will be paid on an hourly basis, with their total compensation distributed evenly across 24 pay periods. The hourly rate is determined according to the total number of contracted work hours—calculated by multiplying the number of contract days by either 7.5 or 8 hours per day, as specified in the applicable salary schedule.

3 The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.

4 Job class codes included in this salary schedule: 1317, 1318.

BOARD APPROVED APRIL 22, 2025

CLOVIS MUNICIPAL SCHOOLS

MAINTENANCE, WAREHOUSE, and CUSTODIAN STAFF

2025-2026

Schedule 07

STEPS	G-1		G-2		G-3		G-4	
0	33,472.32	17.58	35,604.80	18.70	40,498.08	21.27	56,720.16	29.79
1	33,662.72	17.68	35,795.20	18.80	40,688.48	21.37	56,910.56	29.89
2	33,853.12	17.78	36,004.64	18.91	40,897.92	21.48	57,100.96	29.99
3	34,062.56	17.89	36,195.04	19.01	41,088.32	21.58	57,310.40	30.10
4	34,252.96	17.99	36,423.52	19.13	41,297.76	21.69	57,519.84	30.21
5	34,481.44	18.11	36,613.92	19.23	41,507.20	21.80	57,729.28	30.32
6	34,671.84	18.21	36,804.32	19.33	41,697.60	21.90	57,919.68	30.42
7	34,862.24	18.31	37,013.76	19.44	41,926.08	22.02	58,129.12	30.53
8	35,090.72	18.43	37,223.20	19.55	42,116.48	22.12	58,338.56	30.64
9	35,281.12	18.53	37,432.64	19.66	42,306.88	22.22	58,528.96	30.74
10	35,490.56	18.64	37,623.04	19.76	42,535.36	22.34	58,738.40	30.85
11	35,700.00	18.75	37,832.48	19.87	42,725.76	22.44	58,947.84	30.96
12	35,909.44	18.86	38,041.92	19.98	42,935.20	22.55	59,138.24	31.06
13	36,099.84	18.96	38,232.32	20.08	43,125.60	22.65	59,347.68	31.17
14	36,290.24	19.06	38,460.80	20.20	43,354.08	22.77	59,557.12	31.28
15	36,518.72	19.18	38,651.20	20.30	43,544.48	22.87	59,766.56	31.39
16	36,709.12	19.28	38,841.60	20.40	43,734.88	22.97	59,956.96	31.49
17	36,918.56	19.39	39,051.04	20.51	43,963.36	23.09	60,185.44	31.61
18	37,128.00	19.50	39,260.48	20.62	44,153.76	23.19	60,375.84	31.71
19	37,318.40	19.60	39,469.92	20.73	44,363.20	23.30	60,566.24	31.81
20	37,527.84	19.71	39,660.32	20.83	44,572.64	23.41	60,775.68	31.92
21	37,737.28	19.82	39,888.80	20.95	44,763.04	23.51	60,985.12	32.03
22	37,946.72	19.93	40,079.20	21.05	44,972.48	23.62	61,194.56	32.14
23	38,137.12	20.03	40,269.60	21.15	45,162.88	23.72	61,384.96	32.24
24	38,327.52	20.13	40,498.08	21.27	45,391.36	23.84	61,594.40	32.35
25	38,556.00	20.25	40,688.48	21.37	45,581.76	23.94	61,803.84	32.46

1 This salary schedule is effective during the 2025-2026 School Year ONLY.

2 Employees will be paid on an hourly basis, with their total compensation distributed evenly across 24 pay periods. The hourly rate is determined according to the total number of contracted work hours—calculated by multiplying the number of contract days by either 7.5 or 8 hours per day, as specified in the applicable salary schedule.

3 The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.

4 All employees shall observe a minimum 8 hour workday. The length of the contract is 238 days.

G-1	Custodian	Custodial & Transportation Technician
G-2	General Maintenance	Painter
	Groundskeeper - District	Warehouse - Delivery
	Groundskeeper - High School	Warehouse - Receiving
	Mail Courier	
G-3	Carpenter	Roofer
	Glass/Locks Technician	Preventive Maintenance Technician
	Groundskeeper - Athletic Fields	
	HVAC Assistant	
G-4	Electrician Journeyman	Plumber Journeyman
	HVAC Journeyman	BOARD APPROVED APRIL 22, 2025

CLOVIS MUNICIPAL SCHOOLS

RELATED SERVICE PROVIDERS

2025-2026

SCHEDULE 08

	NON CERT	NON CERT	IMMIGRANT SUPPORT		LIAISON		CERTIFIED						
							183 DAY; 8 HOURS PER DAY						
	183/8	188/8	210 DAY/8 HRS		205 Day/8 Hrs		AA	BA	BA+15	BA+45	MA	MA+15	MA+45
Steps	R183	R188	RMR210		R1205		R2AA	R2BA	R2B15	R2B45	R2MA	R2M15	R2M45
0	42,751	43,919	44,553.60	26.52	35,407.60	21.59	57,042	67,406	67,754	69,012	78,706	79,777	82,562
1	42,855	44,026	44,721.60	26.62	35,571.60	21.69	57,149	67,513	67,861	69,119	78,813	79,884	82,670
2	42,959	44,133	44,906.40	26.73	35,752.00	21.80	57,256	67,620	67,968	69,227	78,920	79,992	82,777
3	43,064	44,241	45,074.44	26.83	35,916.00	21.90	57,363	67,727	68,075	69,334	79,028	80,099	82,884
4	43,168	44,348	45,259.20	26.94	36,112.80	22.02	57,470	67,834	68,182	69,441	79,135	80,206	82,991
5	43,272	44,455	45,444.00	27.05	36,276.80	22.12	57,578	67,941	68,290	69,548	79,242	80,313	83,098
6	43,376	44,562	45,612.00	27.15	36,440.80	22.22	57,685	68,048	68,397	69,655	79,349	80,420	83,205
7	43,481	44,669	45,796.80	27.26	36,637.60	22.34	57,792	68,155	68,504	69,762	79,456	80,527	83,312
8	43,585	44,776	45,981.60	27.37	36,801.60	22.44	57,899	68,262	68,611	69,869	79,563	80,634	83,419
9	43,689	44,883	46,166.40	27.48	36,982.00	22.55	58,006	68,370	68,718	69,976	79,670	80,741	83,527
10	43,793	44,990	46,334.40	27.58	37,146.00	22.65	58,113	68,477	68,825	70,084	79,777	80,849	83,634
11	43,898	45,098	46,536.00	27.70	37,342.80	22.77	58,220	68,584	68,932	70,191	79,884	80,956	83,741
12	44,002	45,205	46,704.00	27.80	37,506.80	22.87	58,327	68,691	69,039	70,298	79,992	81,063	83,848
13	44,106	45,312	46,872.00	27.90	37,670.80	22.97	58,434	68,798	69,146	70,405	80,099	81,170	83,955
14	44,211	45,419	47,056.80	28.01	37,867.60	23.09	58,542	68,905	69,254	70,512	80,206	81,277	84,062
15	44,315	45,526	47,241.60	28.12	38,031.60	23.19	58,649	69,012	69,361	70,619	80,313	81,384	84,169
16	44,419	45,633	47,426.40	28.23	38,212.00	23.30	58,756	69,119	69,468	70,726	80,420	81,491	84,276
17	44,523	45,740	47,594.40	28.33	38,392.40	23.41	58,863	69,227	69,575	70,833	80,527	81,598	84,384
18	44,628	45,847	47,779.20	28.44	38,556.40	23.51	58,970	69,334	69,682	70,940	80,634	81,706	84,491
19	44,732	45,954	47,964.00	28.55	38,736.80	23.62	59,077	69,441	69,789	71,048	80,741	81,813	84,598
20	44,836	46,062	48,132.00	28.65	38,900.80	23.72	59,184	69,548	69,896	71,155	80,849	81,920	84,705
21	44,940	46,169	48,333.60	28.77	39,081.20	23.83	59,291	69,655	70,003	71,262	80,956	82,027	84,812
22	45,046	46,276	48,501.60	28.87	39,245.20	23.93	59,399	69,762	70,111	71,369	81,063	82,134	84,919
23	45,150	46,383			39,425.60	24.04	59,506	69,869	70,218	71,476	81,170	82,241	85,026
24					39,622.40	24.16	59,613	69,976	70,325	71,583	81,277	82,348	85,133
25							59,720	70,084	70,432	71,690	81,384	82,455	85,240
26							59,827	70,191	70,539	71,797	81,491	82,562	85,348
27							59,934	70,298	70,646	71,905	81,598	82,670	85,455
28							60,041	70,405	70,753	72,012	81,706		85,562
29							60,148	70,512	70,860	72,119			85,669
30							60,256	70,619	70,968	72,226			85,776
31							60,363	70,726	71,075	72,333			85,883
32							60,470	70,833	71,182	72,440			
33							60,577	70,940	71,289	72,547			
34							60,684	71,048	71,396	72,654			

1 This salary schedule is effective during the 2025-2026 School Year ONLY.

2 Salary will be paid in 24 equal payments.

3 The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.

4 Employees who do not have a PED license will be paid from the Non-Certified Column

5 Job class codes included in this salary schedule: 1211, 1214, 1311, 1312, 1313, 1315, 1316, 1318.

188 Day, 8 Hour - Non-Certified Employees

183 Day, 8 Hour - ASL, COTA, PTA, Rehab Counselor, Audiologist, Diags, OT, PT, Counselor, Psychologist, Social Worker, SLP

205 Day - Family Services Liaison, Academic Services Liaison

210 Day - Immigrant Support

BOARD APPROVED APRIL 22, 2025

BOARD APPROVED REVISED May 27, 2025

Revised June 24, 2025

CLOVIS MUNICIPAL SCHOOLS
ADMINISTRATIVE ASSISTANTS
2025-2026

Schedule 09

STEPS	CO 12 238 Day 8 hrs/day	C 12 238 Day 8 hrs/day	C1 12 238 Day 8 hrs/day	C2 12 238 Day 8 hrs/day	C2 205 205 Day 8 hrs/day	C3 12 238 Day 8 hrs/day	C3 205 205 Day 8 hrs/day	C4 192 192 Day 8 hrs/day
0	54,952.56 27.48	52,321.92 22.55	42,935.20 20.95	39,888.80 20.95	34,358.00 18.80	35,795.20 18.80	30,832.00 18.80	28,876.80 18.80
1	55,059.68 27.58	52,512.32 22.65	43,125.60 21.05	40,079.20 21.05	34,522.00 18.90	35,985.60 18.90	30,996.00 18.90	29,030.40 18.90
2	55,166.80 27.70	52,740.80 22.77	43,354.08 21.15	40,269.60 21.15	34,686.00 19.01	36,195.04 19.01	31,176.40 19.01	29,199.36 19.01
3	55,273.92 27.80	52,931.20 22.87	43,544.48 21.27	40,498.08 21.27	34,882.80 19.13	36,423.52 19.13	31,373.20 19.13	29,383.68 19.13
4	55,381.04 27.90	53,121.60 22.97	43,734.88 21.37	40,688.48 21.37	35,046.80 19.23	36,613.92 19.23	31,537.20 19.23	29,537.28 19.23
5	55,488.16 28.01	53,331.04 23.09	43,963.36 21.48	40,897.92 21.48	35,227.20 19.33	36,804.32 19.33	31,701.20 19.33	29,690.88 19.33
6	55,595.28 28.12	53,540.48 23.19	44,153.76 21.58	41,088.32 21.58	35,391.20 19.44	37,013.76 19.44	31,881.60 19.44	29,859.84 19.44
7	55,702.40 28.23	53,749.92 23.30	44,363.20 21.69	41,297.76 21.69	35,571.60 19.55	37,223.20 19.55	32,062.00 19.55	30,028.80 19.55
8	55,809.52 28.33	53,940.32 23.41	44,572.64 21.80	41,507.20 21.80	35,752.00 19.66	37,432.64 19.66	32,242.40 19.66	30,197.76 19.66
9	55,916.64 28.44	54,149.76 23.51	44,763.04 21.90	41,697.60 21.90	35,916.00 19.76	37,623.04 19.76	32,406.40 19.76	30,351.36 19.76
10	56,023.76 28.55	54,359.20 23.62	44,972.48 22.02	41,926.08 22.02	36,112.80 19.87	37,832.48 19.87	32,586.80 19.87	30,520.32 19.87
11	56,130.88 28.65	54,549.60 23.72	45,162.88 22.12	42,116.48 22.12	36,276.80 19.98	38,041.92 19.98	32,767.20 19.98	30,689.28 19.98
12	56,238.00 28.77	54,778.08 23.84	45,391.36 22.22	42,306.88 22.22	36,440.80 20.08	38,232.32 20.08	32,931.20 20.08	30,842.88 20.08
13	56,345.12 28.87	54,968.48 23.94	45,581.76 22.34	42,535.36 22.34	36,637.60 20.20	38,460.80 20.20	33,128.00 20.20	31,027.20 20.20
14	56,452.24 28.97	55,158.88 24.04	45,772.16 22.44	42,725.76 22.44	36,801.60 20.30	38,651.20 20.30	33,292.00 20.30	31,180.80 20.30
15	56,559.36 29.08	55,368.32 24.16	46,000.64 22.55	42,935.20 22.55	36,982.00 20.40	38,841.60 20.40	33,456.00 20.40	31,334.40 20.40
16	56,666.48 29.19	55,577.76 24.26	46,191.04 22.65	43,125.60 22.65	37,146.00 20.51	39,051.04 20.51	33,636.40 20.51	31,503.36 20.51
17	56,773.60 29.30	55,787.20 24.37	46,400.48 22.77	43,354.08 22.77	37,342.80 20.62	39,260.48 20.62	33,816.80 20.62	31,672.32 20.62
	56,880.72	55,977.60	46,609.92	43,544.48	37,506.80	39,469.92	33,997.20	31,841.28

18		29.40	24.48	22.87	22.87	20.73	20.73	20.73
19	56,987.84	56,206.08 29.52	46,819.36 24.59	43,734.88 22.97	37,670.80 22.97	39,660.32 20.83	34,161.20 20.83	31,994.88 20.83
20	57,094.96	56,396.48 29.62	47,009.76 24.69	43,963.36 23.09	37,867.60 23.09	39,888.80 20.95	34,358.00 20.95	32,179.20 20.95
21	57,202.08	56,586.88 29.72	47,200.16 24.79	44,153.76 23.19	38,031.60 23.19	40,079.20 21.05	34,522.00 21.05	32,332.80 21.05
22	57,309.20	56,815.36 29.84	47,428.64 24.91	44,363.20 23.30	38,212.00 23.30	40,269.60 21.15	34,686.00 21.15	32,486.40 21.15
23	57,416.32	57,005.76 29.94	47,619.04 25.01	44,572.64 23.41	38,392.40 23.41	40,498.08 21.27	34,882.80 21.27	32,670.72 21.27
24	57,523.44	57,226.62 30.06	47,828.48 25.12	44,763.04 23.51	38,556.40 23.51	40,688.48 21.37	35,046.80 21.37	32,824.32 21.37
25	57,630.56	57,405.60 30.15	48,037.92 25.23	44,972.48 23.62	38,736.80 23.62	40,897.92 21.48	35,227.20 21.48	32,993.28 21.48
26	57,737.68	57,615.04 30.26	48,228.32 25.33	45,162.88 23.72	38,900.80 23.72	41,088.32 21.58	35,391.20 21.58	33,146.88 21.58
27	57,844.80	57,824.48 30.37	48,437.76 25.44	45,391.36 23.84	39,097.60 23.84	41,297.76 21.69	35,571.60 21.69	33,315.84 21.69
28	57,951.92	58,014.88 30.47	48,647.20 25.55	45,581.76 23.94	39,261.60 23.94	41,507.20 21.80	35,752.00 21.80	33,484.80 21.80
29	58,059.04	58,243.36 30.59	48,856.64 25.66	45,772.16 24.04	39,425.60 24.04	41,697.60 21.90	35,916.00 21.90	33,638.40 21.90
30	58,166.16	58,433.76 30.69	49,047.04 25.76	46,000.64 24.16	39,622.40 24.16	41,926.08 22.02	36,112.80 22.02	33,822.72 22.02
31	58,273.28	58,624.16 30.79	49,237.44 25.86	46,191.04 24.26	39,786.40 24.26	42,116.48 22.12	36,276.80 22.12	33,976.32 22.12

1 This salary schedule is effective during the 2025-2026 School Year ONLY.

2 Employees will be paid on an hourly basis, with their total compensation distributed evenly across 24 pay periods. The hourly rate is determined according to the total number of contracted work hours—calculated by multiplying the number of contract days by either 7.5 or 8 hours per day, as specified in the applicable salary schedule.

3 The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.

CO 12 Executive Assistant to the Superintendent

C 12
- Administrative Assistant to the Senior Director of SSC
- Bookkeeper for Language, Culture and At-Risk Services
- Executive Assistant to the Deputy Superintendent of Academic Services and Leadership
- Executive Assistant to the Senior Director of Operations
- Executive Assistant to the Deputy Superintendent of Employee Services
- Executive Assistant to the Senior Director of Finance
- SSC Compliance Administrative Assistant

C1 12
- Administrative Assistant for Academic Services
- Administrative Assistant to the Clovis High School Principal
- Administrative Assistant to the Director of Athletics
- Administrative Assistant/Bookkeeper - Senior Director of Student Nutrition & Well Being
- Administrative Assistant/Bookkeeper - Transportation Department
- Bookkeeper for Student Support Center

	Administrative Assistant to the Director of Curriculum and Assessment/IRC	Bookkeeper/Accounts Payable
	Administrative Assistant to the Ex. Dir. Of Language, Culture, & At Risk Svcs.	Employee Services Registrar - Pre-Employment
	Administrative Assistant to the Technology Department	Employee Services Registrar - New Employee Files
	Administrative Assistant/Bookkeeper - Maintenance Department	Finance Clerk -Language, Culture, & At Risk Svcs
	Administrative Assistant for Student Well Being	Registrar - Clovis High School Guidance Office
	Administrative Assistant to the Director of Health Services	District Registrar
C2 12	Administrative Assistant to Employee Services	Receptionist at Central Office
	Financial Administrative Assistant at CHS	Receptionist at Student Support Services
C3 12	Receptionist/Administrative Assistant to Guidance Office at CHS	Information Customer Care Specialist
C2 205	Medicaid Clerk	
C3 205	Administrative Assistant to the Assistant Principals at Clovis High School	Secondary School Administrative Assistant - Finance
	Administrative Assistant to the Pre-School Principal	Secondary School Administrative Assistant - Registrar
	Elementary School Administrative Assistant - Finance	Fine Arts Administrative Assistant
C4 192	Elementary School Administrative Assistant - Attendance	Secondary School Administrative Assistant - Attendance
	Administrative Assistance - Staff Attendance	

BOARD APPROVED APRIL 22, 2025

CLOVIS MUNICIPAL SCHOOLS
SUPPORT STAFF
2025 - 2026

Schedule 10

STEPS	S 12 238 Day 8 hrs/day 1904	S1 12 238 Day 8 hrs/day 1904	SR 12 238 Day 8 hrs/day 1904	SR 183 238 Day 8 hrs/day 1464
0	52,321.92 27.48	42,935.20 22.55	48,761.44 25.61	37,493.04 25.61
1	52,512.32 27.58	43,125.60 22.65	48,951.84 25.71	37,639.44 25.71
2	52,740.80 27.70	43,354.08 22.77	49,142.24 25.81	37,785.84 25.81
3	52,931.20 27.80	43,544.48 22.87	49,370.72 25.93	37,961.52 25.93
4	53,121.60 27.90	43,734.88 22.97	49,561.12 26.03	38,107.92 26.03
5	53,331.04 28.01	43,963.36 23.09	49,770.56 26.14	38,268.96 26.14
6	53,540.48 28.12	44,153.76 23.19	49,980.00 26.25	38,430.00 26.25
7	53,749.92 28.23	44,363.20 23.30	50,170.40 26.35	38,576.40 26.35
8	53,940.32 28.33	44,572.64 23.41	50,379.84 26.46	38,737.44 26.46
9	54,149.76 28.44	44,763.04 23.51	50,570.24 26.56	38,883.84 26.56
10	54,359.20 28.55	44,972.48 23.62	50,798.72 26.68	39,059.52 26.68
11	54,549.60 28.65	45,162.88 23.72	50,989.12 26.78	39,205.92 26.78
12	54,778.08 28.77	45,391.36 23.84	51,179.52 26.88	39,352.32 26.88
13	54,968.48 28.87	45,581.76 23.94	51,408.00 27.00	39,528.00 27.00
14	55,158.88 28.97	45,772.16 24.04	51,598.40 27.10	39,674.40 27.10
15	55,368.32 29.08	46,000.64 24.16	51,807.84 27.21	39,835.44 27.21
16	55,577.76 29.19	46,191.04 24.26	52,017.28 27.32	39,996.48 27.32
17	55,787.20 29.30	46,400.48 24.37	52,207.68 27.42	40,142.88 27.42
	55,977.60	46,609.92	52,417.12	40,303.92

18	29.40	24.48	27.53	27.53
19	56,206.08 29.52	46,819.36 24.59	52,607.52 27.63	40,450.32 27.63
20	56,396.48 29.62	47,009.76 24.69	52,836.00 27.75	40,626.00 27.75
21	56,586.88 29.72	47,200.16 24.79	53,026.40 27.85	40,772.40 27.85
22	56,815.36 29.84	47,428.64 24.91	53,235.84 27.96	40,933.44 27.96
23	57,005.76 29.94	47,619.04 25.01	53,445.28 28.07	41,094.48 28.07
24	57,215.20 30.05	47,828.48 25.12	53,635.68 28.17	41,240.88 28.17

1 This salary schedule is effective during the 2025 -2026 School Year ONLY.

2 Employees will be paid on an hourly basis, with their total compensation distributed evenly across 24 pay periods. The hourly rate is determined according to the total number of contracted work hours—calculated by multiplying the number of contract days by either 7.5 or 8 hours per day, as specified in the applicable salary schedule.

3 The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.

S 12	Compliance Clerk	S1 12	District Records Clerk
	Benefits Clerk		
	Fixed Asset/Accounting Clerk	SR 12	School Resource Officer (12 Month)
		SR 183	School Resource Officer (183 Day)

BOARD APPROVED APRIL 22, 2025
REVISED JUNE 24, 2025

CLOVIS MUNICIPAL SCHOOLS

TECHNOLOGY and INFORMATION SYSTEMS SPECIALISTS

2025 - 2026

Schedule 11

STEPS	CV 210		TSI		TSII		TSIII		T4
	210 Day/8 Hour		238 Day		238 Day		238 Day		238Day
0	42,739.20	25.44	40,402.88	21.22	55,292.16	29.04	69,762.56	36.64	77,412
1	42,924.00	25.55	40,593.28	21.32	55,482.56	29.14	69,952.96	36.74	77,582
2	43,108.80	25.66	40,783.68	21.42	55,672.96	29.24	70,162.40	36.85	77,689
3	43,276.80	25.76	40,993.12	21.53	55,882.40	29.35	70,371.84	36.96	77,796
4	43,444.80	25.86	41,202.56	21.64	56,091.84	29.46	70,581.28	37.07	77,903
5	43,646.40	25.98	41,412.00	21.75	56,301.28	29.57	70,771.68	37.17	78,010
6	43,814.40	26.08	41,602.40	21.85	56,491.68	29.67	70,962.08	37.27	78,118
7	43,999.20	26.19	41,811.84	21.96	56,701.12	29.78	71,190.56	37.39	78,225
8	44,184.00	26.30	42,021.28	22.07	56,910.56	29.89	71,380.96	37.49	78,332
9	44,368.80	26.41	42,211.68	22.17	57,100.96	29.99	71,590.40	37.60	78,439
10	44,536.80	26.51	42,421.12	22.28	57,310.40	30.10	71,799.84	37.71	78,546
11	44,721.60	26.62	42,630.56	22.39	57,519.84	30.21	71,990.24	37.81	78,653
12	44,906.40	26.73	42,840.00	22.50	57,729.28	30.32	72,199.68	37.92	78,760
13	45,074.40	26.83	43,030.40	22.60	57,919.68	30.42	72,409.12	38.03	78,867
14	45,259.20	26.94	43,239.84	22.71	58,129.12	30.53	72,618.56	38.14	78,974
15	45,444.00	27.05	43,449.28	22.82	58,338.56	30.64	72,808.96	38.24	79,082
16	45,612.00	27.15	43,639.68	22.92	58,528.96	30.74	72,999.36	38.34	79,189
17	45,796.80	27.26	43,868.16	23.04	58,738.40	30.85	73,227.84	38.46	79,296
18	45,981.60	27.37	44,058.56	23.14	58,947.84	30.96	73,418.24	38.56	79,403
19	46,166.40	27.48	44,248.96	23.24	59,138.24	31.06	73,627.68	38.67	79,510
20	46,334.40	27.58					73,837.12	38.78	
21							74,046.56	38.89	
22							74,236.96	38.99	
23							74,446.40	39.10	
24							74,655.84	39.21	
25							74,846.24	39.31	
26							75,036.64	39.41	

1 This salary schedule is effective during the 2025-2026 School Year ONLY.

2 T4 Salary will be paid in 24 equal payments, annualized over 24 pay periods. Employees will be paid on an hourly basis, with their total compensation distributed evenly across 24 pay periods. The hourly rate is determined according to the total number of contracted work hours—calculated by multiplying the number of contract days by either 7.5 or 8 hours per day, as specified in the applicable salary schedule.

3 The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.

4 Increments for additional education and certification will be determined on an individual basis. In no case will the total compensation for experience, education, and certification exceed the maximum amount for each skill level.

5 For TS1 - TS3, initial placement will be on TS1, Step 0 until verification of experience and certifications can be verified.

6 All licensure level documentation and degrees earned must be in the Employee Services Department by October 1, 2025 to be included in the salary calculation for the 2025-2026 school year.

CV 210	Audio Visual Technician
TSI	Technology Specialist I
TSII	Technology Specialist II
TSIII	Technology Specialist III
T4	Employee Services Contract Systems Specialist
	Information Systems Specialist
	Special Education Systems Specialist
	Public Relations Specialist

CERTIFICATIONS:

Network: Network+, CCNA, CCNP, CCIE

Microsoft: MCP, MCSA, MCSE

Hardware: A+, Apple

Limit of one stipend per category.

If Tech moves to Level 2 by obtaining National Certification, they will not receive a stipend until the 6th year, unless they obtain more than one stipend category.

If Tech moves to Level 3 by obtaining National Certification, they will not receive a stipend until the 10th year, unless they obtain more than one stipend category.

BOARD APPROVED APRIL 22, 2025

REVISED JUNE 24, 2025

Schedule 12

CLOVIS MUNICIPAL SCHOOLS

2025-2026

ATHLETIC INCREMENTS - 11000	OTHER	MIDDLE SCHOOL	FRESHMAN	HIGH SCHOOL
Athletic Coordinator (FA -1) (YUCCA-1) (GATTIS-1) (MARSHALL-1)		7,000	7,000	
Athletic Trainer (1)				22,000
Assistant Athletic Trainer (1)				16,000
Baseball Coach - Head (CHS-1)				8,500
Baseball Coach - Assistant (9B-1) (CHS-2)				5,000
Baseball Field Prep (1)				1,500
Basketball Coach - Head (CHSB-1) (CHSG-1)				28,000
Basketball Coach - JV (CHSB-1) (CHSG-1)				8,000
Basketball Coach - (8B-2) (8G-2)		6,000		
Basketball Coach - (7B-2) (7G-2)		4,000		
Basketball Coach - Assistant (7B-2) (7G-2) (8B-2) (8G-2) (9B-1) (9G-1) (CHSB-1) (CHSG-1)			7,000	8,500
Cheerleader Coach - Head (4)		6,500	7,500	28,000
Cheerleader Coach - JV (1)				8,000
Cross Country Coach (1)		3,500		8,500
Cross Country Assistant (CHS-2) (MID-2)				5,000
Drill Team Coach (3)		6,500	7,000	28,000
Drill Team Coach - Assistant (2)				8,000
Elementary Youth Program Coordinator (1)	15,000			
E-Sports (CHS -1)				18,200
E-Sports Assistant Coach (CHS-1)				6,000
Football Coach - Head (CHS-1) (CHSFA - 1)			7,000	28,000
Football Coach - Assistant (B7-6) (B8-4) (F-3) (CHS-7)		4,000	6,000	8,500
Offensive Coordinator				9,500
Defensive Coordinator				9,500
Golf Coach - Head (B-1) (G-1)				8,500
Golf Coach - JV (1)				5,000
Pep Squad Coach (6th)	5,000			
Power Lifting - Head (CHS-1)				8,500
Power Lifing - Assistant (CHS-1)				5,000
Pre-Athletics (6th grade - 2)	3,000			
Soccer Coach - Head (B-1) (G-1)				8,500
Soccer Coach - Assistant (B-2) (G-2)				5,000

Softball Coach - Head (CHSG-1)				8,500
Softball Coach - Assistant (CHS-3)				5,000
Softball Field Prep (1)				1,500
Strength Coach (1)				4,000
Swimming Coach - Head (B-1) (G-1)				8,500
Assistant Swim Coach				5,000
Tennis Coach - Head (B-1) (G-1)				8,500
Track Coach - Head (B/G)		4,000		10,200
Track Coach - Assistant (B7-4) (G7-4) (B8-4) (G8-4) (CHSB-6) (CHSG-6) (CHS-CO-ED)		3,500		5,000
Volleyball Coach - Head (CHS-1)				28,000
Volleyball Coach - (G8-2) (G9-1) (JV CHS)		6,000	7,000	8,000
Volleyball Coach - (G7-2)		4,000		
Volleyball Coach - Assistant (CHS-2)				8,500
Wrestling Coach (CHS-1)				8,500
Wrestling - Assistant (CHS-2)				5,000
MUSIC INCREMENTS - 11000	**8TH GRADE**	**MIDDLE SCHOOL**	**FRESHMAN**	**HIGH SCHOOL**
Band Color Guard (2)				4,000
Band Color Guard - Assistant (1)				2,000
Band Director (MID-3) (FA-1) (HS-1)		8,000	8,000	28,000
Band Director - Assistant (HS-2)				8,000
Field Assistant - maximum of 2				1,500
Jazz Band Director (HS-1)				4,000
Pep Band Director (HS-1)				4,000
Sectional Instructor - maximum of 6 per year				1,500
Vocal Music Director (MID-3) (FA-1) (HS-1)		6,000	6,000	22,800
Vocal Music Director - Assistant (HS-1)				6,000
Vocal Music Coaches - (FA-1) (MID - 3) (HS-4)		300	300	300
Vocal Music Piano Accompanist - per cycle, 6 cycles per school		500	500	
SCHOOL INCREMENTS - 11000	**ELEMENTARY**	**MIDDLE SCHOOL**	**FRESHMAN**	**HIGH SCHOOL**
Activities Director				2,640
Ag Assistant Teacher		3,700	3,700	9,000
Bilingually endorsed employees in a bilingual setting.				3,000
Civil Air Patrol		2,500		
Class Sponsor - Senior				500

Class Sponsor - Junior				700
Class Sponsor - Sophomore				600
Department Chairperson (English, Science, Math, Electives, Social Studies, Special Education, CTE)		1,000		2,400
Department Head Liaison-CHSFA (English, Science, Math, Electives, Social Studies, Special Education)			1,000	
Theatre Sponsor				8,000
English Learner Case Manager 1 (1-15 students)	1,000	1,000	1,000	1,000
English Learner Case Manager 2 (16-35 students)	1,750	1,750	1,750	1,750
English Learner Case Manager 3 (36-50 students)	2,500	2,500	2,500	2,500
CTSO - BPA/FCCLA/DECA/PROSTART/HOSA/SKILLS USA/EDUCATORS RISING Advisor		2,000	2,500	3,000
Folklorico Dance Sponsor	2,000	2,000	2,000	2,000
Folklorico Dance Assistant	1,000	1,000	1,000	1,000
On-Site Language Assistant - must show proficient on Avant test	500	500	500	500
National Honor Society Sponsor		900	900	1,200
N.B.P.T.S. Certification		10,202.03		
Night School Supervisor				15,000
Online Class Instructor (per class)		1,750	1,750	1,750
Plainsman Sponsor				1,450
Professional Activity Level 1				2,000
Professional Activity Level 2				4,000
Professional Activity Level 3				6,000
Purple Press Sponsor				1,450
Purple Star Campus Lead	1,500	1,500	1,500	1,500
RCA Campus Lead	2,000	2,000	2,000	2,000
Recruiter Stipend - Only available to Head Coaches or Activity Lead				1,000
ROTC Color Guard Specialist				2,200
ROTC Drill Team				2,200
SAT Chair Level1				800
SAT Chair Level 2				1,200
SAT Chair Level 3				1,600
Sped/Gifted Teachers In a SPED Setting				3,000
STEAM Coach (CHS/FA -1) (Middle School -3)		1,000	1,000	1,250
Structured Literacy Training - per unit	250			
Student Council Sponsor		1,000	1,000	1,700
Student Internship Supervision (1-10 Students)				1,000
Student Internship Supervision (11-20 Students)				1,750
Student Internship Supervision (21-30 Students)				2,500

Attendance Success Coach Lead				2,500
Team Leader		800	800	
TESOL Endorsement -	1,500	1,500	1,500	1,500
Community Partnership Grant Coordinator				1,700
Written Translation Services (La Pruebe Certification Required)	1,000	1,000	1,000	1,000
SCHOOL INCREMENTS - FEDERAL FUNDS- Budget is based on available funding	**ELEMENTARY**	**MIDDLE SCHOOL**	**FRESHMAN**	**HIGH SCHOOL**
Advanced Placement Coach - 1 FTE - 24189				10,000
BCBA Certication - 24106	3,000	3,000	3,000	3,000
Hard to Fill SPED - 24154	3,000	3,000	3,000	3,000
CPI - Crisis Prevention and Intervention Trainer - Maximum of 3 - 24106				1,000
English Learner Instructional Leaders - 24101	2,500	2,500	2,500	2,500
Family Engagement Liaison - 24101	1,500	1,500	1,500	1,500
Family Service Program Lead - 24101				2,500
Lead Nurse - 25153				9,500
Math & Science Teacher (endorsed and actively teaching) - Per Section - 24154			250	250
Migrant Tutor - per student	400	400	400	400
National Board Coach - 24154				2,000
Novice Teacher Mentor - 24154	500	500	500	500
O & M - 24106	5,000	5,000	5,000	5,000
SPED Behavior Assistant Oversight - 24106				1,500
SPED Leadership - 24106				5,000
ESY Supervisor - 24106				5,000
Supervision of medicaid notes or licensure per provider - 24106 or 25153				750
Teacher Leader - 2 at each PreK-8 Campus - 24154 (30 Maximum Stipends)	2,500	2,500		
MISCELLANEOUS INCREMENTS AND TRAVEL - 11000				
On-Call Cell Phone				500
Clerk for the Board of Education				7,500
CPR District Trainer				2,000
Ed Fellows Coordinator - per 20 employees				2,500
Social Media Posting				500
Teacher (year 1) Mentor Coaches (per semester)				500
Technology - Network * See Note on Schedule 11				500
Technology - Microsoft *See Note on Schedule 11				500
Technology - Hardware *See Note on Schedule 11				500
Travel - Category 1 (less than 450 miles/year)				300
Travel - Category 2 (450-950 miles/year)				475

Travel - Category 3 (950-1200 miles/year)				710
Travel - Category 4 (1200-1450 miles/year)				875
Travel - Category 5 (over 1450 miles/year)				1,000

1). Substitute teachers $140/day

2). Long-term substitute teacher $155/day; Long-term Certified Teacher Sub - $175/day

3). EA Subs - $115/day; EA Subs - Intensive Needs - $125/day

4). Licensed Administrative Subs - $250 per day.

5). Related Service Provider Subs - $200/per day

6). All other substitutes will be paid $15.00/hour

7). Summer School and After School Teacher pay will be based on their daily/hourly rate, unless otherwise specified in grant agreement.

8). Title IX Decision Maker - $2,500 per case

BOARD APPROVED May 27, 2025

REVISED JUNE 24, 2025