

Artesia Public Schools



2026-2027

Salary Schedule

**Artesia Public Schools Board of Education
Approved April 13, 2026**



Teacher Cost Index (TCI) Policy 2026-2027

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/183); New Hire Staff FTE = Contract FTE + (Additional Days/184)

**Artesia Public Schools
Food Services Salary Schedule
2026-2027**

Function 3100 Job Classes 1114, 1616, 1617

Position	Hours per Day	Days per School Year	Hours per Week	School Year Salary
Asst. Caft. Supervisor	8.00	220	40.00	\$51,965
Cashier/Manager	8.00	183	40.00	\$27,696
Cook/Helper/Snack Bar	7.00	183	35.00	\$22,358
Cafeteria Delivery Driver Salary Based on Maintenance Assistant at 220 Days	8.00	220		

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

Fractional time positions less than the per day hours amount are prorated via fractional full time equivalent.

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** **2026-2027**

Job Classes 1400's and 1212

Years of Experience	Level 1	Level 2	Level 3
0	\$55,908		
1	\$56,781		
2	\$57,655		
3	\$57,948	\$66,000	
4	\$58,295	\$66,414	
5	\$58,354	\$67,178	
6		\$69,193	\$76,250
7		\$69,772	\$76,845
8		\$69,829	\$77,940
9		\$69,885	\$80,279
10		\$69,943	\$80,524
11		\$70,001	\$80,778
12		\$70,058	\$81,013
13		\$70,117	\$81,258
14		\$70,174	\$81,527
15		\$70,232	\$81,559
16		\$70,288	\$81,617
17		\$70,346	\$81,674
18		\$70,404	\$81,732
19		\$70,462	\$81,789
20		\$70,520	\$81,847
21		\$70,576	\$81,904
22		\$70,635	\$81,962
23		\$70,692	\$82,020
24		\$70,745	\$82,076
25		\$70,817	\$82,133
26		\$71,139	\$82,191
27		\$74,106	\$85,503
28		\$76,330	\$88,068

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

Out of district years of teaching experience will be granted at the discretion of the Superintendent. This schedule is based on 183 contract days; new teachers work one additional in-service day (184 days). Ten days of sick leave will be granted per year, accumulative to a maximum of 120 days. October 1st is the deadline for official transcripts, experience verification, and salary revisions.

Artesia Public Schools 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/183); New Hire Staff FTE = Contract FTE + (Additional Days/184)

Artesia Public Schools **Certified Support Salary Schedule--School Nurse** **2026-2027**

Job Class 1215 Nurse

Years of Experience	School Nurse		
	Assoc. 701 Level 1	Prof. 702 & Level 2	Supervisor 703
0	\$55,000	\$65,000	\$75,000
1	\$55,550	\$65,650	\$75,750
2	\$55,758	\$66,645	\$76,950
3	\$55,965	\$67,640	\$77,212
4	\$56,172	\$67,907	\$77,476
5	\$56,379	\$68,175	\$77,737
6	\$56,586	\$68,442	\$78,103
7	\$56,793	\$68,737	\$78,261
8	\$57,000	\$68,976	\$78,524
9	\$57,207	\$69,244	\$78,787
10	\$57,414	\$69,513	\$78,843
11	\$57,621	\$69,570	\$78,900
12	\$57,828	\$69,628	\$78,955
13	\$58,035	\$69,684	\$79,012
14	\$58,242	\$69,743	\$79,070
15	\$58,449	\$69,803	\$79,147
16	\$58,656	\$69,880	\$79,182
17	\$58,863	\$69,916	\$79,240
18	\$59,071	\$69,974	\$79,296
19	\$59,278	\$70,031	\$79,352
20	\$59,485	\$70,088	\$79,410
21	\$59,693	\$70,148	\$79,464
22	\$59,900	\$70,204	\$79,554
23	\$60,107	\$70,294	\$79,577
24	\$60,314	\$70,319	\$79,634
25	\$60,521	\$70,377	\$79,692
26	\$60,728	\$70,435	\$83,653
27	\$60,935	\$73,213	\$86,163
28	\$61,142	\$75,410	\$86,256

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

Out of district years of certified support experience will be granted at the discretion of the Superintendent. This schedule is based on 183 contract days; new certified support staff work one additional in-service day (184 days). Ten days of sick leave will be granted per year, accumulative to a maximum of 120 days. October 1st is the deadline for official transcripts, experience verification, and salary revisions.

Artesia Public Schools
Certified Support Salary Schedule--Counselor, SW, Trainer
2026-2027

Function 2100 Job Class 1214 Counselor/Social Worker and Function 1000 Job Class 1618 Trainer

Years of Experience	Bachelors		MA		
	Level 1	Level 2	Level 1	Level 2	Level 3
0	\$55,994		\$59,523		
1	\$56,554	\$64,130	\$60,119		
2	\$56,823	\$64,772	\$60,372		
3	\$57,093	\$67,363	\$62,183	\$69,419	
4	\$57,363	\$69,383	\$62,363	\$70,114	
5	\$57,633	\$69,484	\$62,544	\$70,217	\$76,014
6	\$57,903	\$69,587	\$62,723	\$70,320	\$76,775
7	\$58,173	\$69,690	\$62,902	\$70,377	\$78,629
8	\$58,443	\$69,794	\$63,082	\$70,437	\$80,986
9	\$58,497	\$69,897	\$63,261	\$70,492	\$81,042
10	\$58,550	\$69,999	\$63,441	\$70,550	\$81,091
11	\$58,605	\$70,102	\$63,620	\$70,608	\$81,157
12	\$58,658	\$70,205	\$63,800	\$70,664	\$81,214
13	\$58,714	\$70,262	\$63,981	\$70,723	\$81,270
14	\$58,766	\$70,320	\$64,033	\$70,780	\$81,328
15	\$58,821	\$70,376	\$64,088	\$70,839	\$81,385
16	\$58,874	\$70,436	\$64,142	\$70,894	\$81,617
17	\$58,930	\$70,455	\$64,196	\$70,954	\$81,674
18	\$58,983	\$70,477	\$64,250	\$70,965	\$81,732
19	\$59,038	\$70,500	\$64,304	\$70,976	\$81,789
20	\$59,092	\$70,522	\$64,358	\$70,987	\$81,801
21	\$59,146	\$70,543	\$64,412	\$70,997	\$81,814
22	\$59,200	\$70,564	\$64,466	\$71,008	\$81,826
23	\$59,254	\$70,585	\$64,521	\$71,020	\$81,848
24	\$59,308	\$70,607	\$64,574	\$71,030	\$81,905
25	\$59,362	\$70,668	\$64,629	\$71,041	\$81,964
26	\$59,417	\$70,729	\$64,683	\$71,052	\$82,021
27	\$60,871	\$72,373	\$67,436	\$74,631	\$85,818
28	\$62,698	\$74,545	\$69,460	\$76,872	\$88,394

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

Out of district years of certified support experience will be granted at the discretion of the Superintendent. This schedule is based on 183 contract days; new certified support staff work one additional in-service day (184 days). Ten days of sick leave will be granted per year, accumulative to a maximum of 120 days. October 1st is the deadline for official transcripts, experience verification, and salary revisions.

**Artesia Public Schools
Certified Support Salary Schedule--Ancillary
2026-2027**

Function 2100 Job Class 1311, 1312, 1313, 1314

Years of Experience	Speech Language BA	Speech Language MA	Diagnostician	COTA	Occupational Therapist MA	Physical Therapist
0	\$63,590	\$84,869	\$81,030	\$53,527	\$77,357	\$80,003
1	\$64,631	\$85,718	\$81,841	\$54,063	\$78,131	\$80,804
2	\$65,035	\$86,071	\$82,053	\$55,173	\$78,307	\$81,089
3	\$65,439	\$86,423	\$82,265	\$56,284	\$78,483	\$81,293
4	\$65,843	\$86,776	\$82,477	\$57,395	\$78,658	\$81,470
5	\$66,247	\$87,075	\$82,689	\$57,747	\$78,834	\$89,579
6		\$87,341	\$84,762	\$58,100	\$79,010	\$89,755
7		\$87,608	\$86,834	\$58,452	\$79,187	\$89,932
8		\$87,875	\$88,907	\$58,805	\$79,362	\$90,108
9		\$88,141	\$90,982	\$59,157	\$79,538	\$90,283
10		\$88,408	\$91,616	\$59,934	\$79,715	\$90,460
11		\$88,674	\$92,249	\$60,711	\$79,890	\$90,636
12		\$88,941	\$92,882	\$61,487	\$80,068	\$90,814
13		\$89,208	\$93,515	\$62,264	\$80,120	\$90,865
14		\$89,474	\$94,149	\$63,041	\$80,173	\$90,919
15		\$89,741	\$94,782	\$63,817	\$80,226	\$90,971
16		\$90,008	\$95,415	\$64,594	\$80,279	\$91,025
17		\$90,274	\$96,048	\$65,371	\$80,332	\$91,077
18		\$90,541	\$96,682	\$66,147	\$80,385	\$91,131
19		\$90,808	\$97,315	\$66,924	\$80,438	\$91,183
20		\$91,074	\$97,948	\$67,701	\$80,491	\$91,237
21		\$91,341	\$98,582	\$68,477	\$80,544	\$91,289
22		\$91,607	\$99,215	\$69,254	\$80,598	\$91,344
23		\$91,874	\$99,848	\$70,031	\$80,650	\$91,395
24		\$92,141	\$100,481	\$70,808	\$80,704	\$91,449
25		\$92,407	\$101,115	\$71,584	\$80,756	\$91,501
26		\$92,674	\$101,748	\$72,361	\$83,457	\$94,202
27		\$92,941	\$102,387	\$73,138	\$84,993	
28		\$93,223	\$103,550	\$73,914		

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

Out of district years of certified support experience will be granted at the discretion of the Superintendent. **This schedule is based on 193 contract days (COTA 183 days).** Ten days of sick leave will be granted per year, accumulative to a maximum of 120 days. October 1st is the deadline for official transcripts, experience verification, and salary revisions.

**Artesia Public Schools
Library & Educational Assistant Salary Schedule
2026-2027**

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

Years of Experience	Lvl 1	Lvl 2	Lvl 3	BHV/DL L1	BHV/DL L2	BHV/DL L3
0	\$25,000	\$25,250	\$25,500	\$28,338	\$28,588	\$28,838
1	\$25,250	\$25,503	\$25,755	\$28,622	\$28,874	\$29,127
2	\$26,008	\$26,110	\$26,213	\$29,379	\$29,481	\$29,584
3	\$26,581	\$26,686	\$26,789	\$29,952	\$30,057	\$30,420
4	\$27,153	\$27,158	\$27,261	\$30,525	\$30,530	\$30,633
5	\$27,262	\$27,532	\$27,553	\$30,633	\$30,794	\$30,897
6	\$27,369	\$27,639	\$27,742	\$30,741	\$31,010	\$31,113
7	\$27,475	\$27,746	\$27,849	\$30,846	\$31,117	\$31,220
8	\$27,583	\$27,854	\$27,957	\$30,954	\$31,225	\$31,329
9	\$27,691	\$27,960	\$28,093	\$31,062	\$31,331	\$31,464
10	\$27,797	\$28,067	\$28,338	\$31,168	\$31,439	\$31,709
11	\$27,903	\$28,174	\$28,445	\$31,275	\$31,546	\$31,817
12	\$28,012	\$28,281	\$28,552	\$31,383	\$31,653	\$31,924
13	\$28,119	\$28,389	\$28,659	\$31,490	\$31,760	\$32,031
14	\$28,225	\$28,496	\$28,766	\$31,596	\$31,867	\$32,138
15	\$28,334	\$28,604	\$28,874	\$31,705	\$31,975	\$32,246
16	\$28,440	\$28,711	\$28,981	\$31,811	\$32,082	\$32,353
17	\$28,549	\$28,821	\$29,091	\$31,921	\$32,192	\$32,462
18	\$28,656	\$28,926	\$29,197	\$32,029	\$32,298	\$32,568
19	\$29,101	\$29,371	\$29,641	\$32,471	\$32,742	\$33,012
20	\$29,548	\$29,816	\$30,086	\$32,919	\$33,187	\$33,458
21	\$29,992	\$30,262	\$30,531	\$33,363	\$33,633	\$33,902
22	\$30,303	\$30,742	\$30,844	\$33,675	\$34,113	\$34,215
23	\$30,833	\$31,099	\$31,197	\$34,204	\$34,470	\$34,569
24	\$31,578	\$31,849	\$32,120	\$34,949	\$35,220	\$35,491
25	\$32,542	\$32,982	\$33,254	\$35,913	\$36,353	\$36,625
26	\$33,507	\$34,911	\$35,182	\$36,879	\$38,282	\$38,553
27	\$34,177	\$35,608	\$36,145	\$37,548	\$38,979	\$39,517

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

In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be completed each pay period.

October 1st is the deadline for official transcripts, verification of experience, and salary revisions. 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).

Ten days of sick leave will be granted per year, accumulative to a maximum of 120 days.

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

**Artesia Public Schools
Principal's Office Secretary & Registrar Salary Schedule
2026-2027**

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

Years of Experience	+0 Hrs	+30 Hrs	+60Hrs
0	\$20,876	\$20,987	\$21,992
1	\$21,085	\$21,197	\$22,212
2	\$21,310	\$21,398	\$22,234
3	\$21,950	\$22,041	\$22,901
4	\$22,335	\$22,428	\$23,290
5	\$22,532	\$22,626	\$23,488
6	\$23,011	\$23,107	\$23,973
7	\$23,519	\$23,618	\$24,486
8	\$23,526	\$23,624	\$24,493
9	\$23,532	\$23,631	\$24,498
10	\$23,541	\$23,638	\$24,505
11	\$23,954	\$24,054	\$24,921
12	\$24,166	\$24,266	\$25,137
13	\$24,298	\$24,399	\$25,270
14	\$24,306	\$24,406	\$25,277
15	\$24,439	\$24,539	\$25,411
16	\$24,719	\$24,924	\$25,898
17	\$24,984	\$25,191	\$26,171
18	\$25,732	\$25,952	\$26,941
19	\$26,609	\$26,753	\$27,677
20	\$27,390	\$27,540	\$28,469
21	\$28,184	\$28,500	\$29,586
22	\$28,498	\$28,816	\$29,909
23	\$28,656	\$28,975	\$30,072
24	\$29,336	\$29,666	\$30,771
25	\$29,789	\$30,128	\$31,240
26	\$30,287	\$30,634	\$31,753
27	\$30,728	\$31,076	\$32,204

Position	Base Pay		Increment Pay
AHS Secretary	Salary Step	+	\$20,550
AHS Registrar	Salary Step	+	\$12,036
AHS Receptionist	Salary Step	+	\$4,654
AJHS Secretary	Salary Step	+	\$10,782
AJHS Registrar	Salary Step	+	\$6,323
AIS Secretary	Salary Step	+	\$9,506
AIS Registrar	Salary Step	+	\$4,654
Elementary Secretary	Salary Step	+	\$3,899

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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.

October 1st is the deadline for official transcripts, verification of experience, and salary revisions. 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. Ten days of sick leave granted per year, accumulative to a maximum of 120 days.

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

**Artesia Public Schools
Administrative Salary Schedule
2026-2027**

Position	Length of Contract	Salary
Superintendent of Schools (2300-1111)	12 months/234 Days	\$182,596
Assistant Superintendent of Schools - Finance and Operations (2500-1115)	12 months/234 Days	\$151,266
Assistant Superintendent of Schools - Assessment, Accountability, and Federal Programs (2500-1113)	12 months/234 Days	\$151,266
Director of Curriculum and Instruction (2500-1113)	12 months/234 Days	\$144,206
Director of Athletics (2400-1211)	12 months/234 Days	\$144,206
Director of Health and Wellness (2900-1113)	12 months/234 Days	\$144,206
Director of Maintenance (2600-1113)	12 months/239 Days	\$147,287
Director of Personnel (2500-1113)	12 months/234 Days	\$144,206
Director of Special Education, IDEA-B, Drug Free, & Medicaid (2400-1211)	12 months/234 Days	\$144,206
Director of Technology (2200-1113)	12 months/234 Days	\$144,206
Supervisor of Food Services, Non-Degreed/Degreed	12 months/234 Days	\$97,586-\$115,090
Business Manager (2500-1115)	12 months/234 days	\$74,579
Facilities Coordinator (2600-1114)	12 months/239 Days	\$78,780
High School Principal (2400-1112)	12 months/234 Days	\$141,201
Assistant High School Principal (2400-1112)	12 months/234 Days	\$134,657
Junior High School Principal (2400-1112)	12 months/234 Days	\$140,002
Assistant Junior High School Principal (2400-1112)	12 months/234 Days	\$133,457
Intermediate School Principal (2400-1112)	12 months/234 Days	\$130,194
Assistant Intermediate School Principal (2400-1112)	12 months/234 Days	\$123,043
Elementary School Principal (2400-1112)	10 months/200 Days	\$122,841
Student Information Systems and Training Coordinator (1114/1211)	12 months/234 Days	\$115,090
Transportation/Alternative Setting Coordinator (1114/1211)	12 months/234 Days	\$115,090

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10-12 days of Sick Leave granted per year based on contract length, accumulative to a maximum of 120 days.

10 days Annual Leave granted per year for those on a minimum 234 day contract.

Artesia Public Schools

Administrative Business Office Salary Schedule

2026-2027

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	\$35,208	\$41,410	\$52,778	\$65,500
1	\$35,561	\$41,825	\$53,306	\$66,155
2	\$36,346	\$42,482	\$55,204	\$68,140
3	\$36,776	\$43,140	\$57,102	\$68,663
4	\$37,205	\$43,797	\$57,317	\$69,187
5	\$37,634	\$44,455	\$57,532	\$69,710
6	\$38,064	\$45,112	\$57,747	\$70,233
7	\$38,494	\$45,770	\$57,962	\$70,756
8	\$38,923	\$46,427	\$58,178	\$71,279
9	\$39,352	\$47,085	\$58,394	\$71,802
10	\$39,781	\$47,742		
11	\$40,212	\$48,400		
12	\$40,641	\$49,057		
13	\$41,070	\$49,715		
14	\$41,499	\$50,372		
15	\$41,930	\$51,030		
16	\$42,359	\$51,687		
17	\$42,788	\$52,345		
18	\$42,791	\$53,002		
19	\$43,782	\$53,671		
20	\$44,343	\$54,361		
21	\$45,710	\$55,051		
22	\$47,077	\$55,742		
23	\$48,443	\$56,277		
24	\$49,811	\$56,811		
25	\$51,177	\$57,345		
26	\$52,545	\$57,880		
27	\$53,911	\$58,417		
28	\$54,733	\$58,583		

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

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

Salaries are computed on a 12-month, 5 days per week contract consisting of 234 days per year. A work day is 8:00AM - 4:30PM with an hour lunch break. 10 days Sick Leave granted per year, accumulative to a maximum of 120 days. 10 days Annual Leave granted per year.

**Artesia Public Schools
Technology Department Salary Schedule
2026-2027**

Function 2200 Job Class 1511

Years of Experience	Level I	Level II	Level III	Level IV
0	\$35,330	\$37,056	\$46,137	\$61,028
1	\$35,684	\$37,427	\$46,599	\$61,639
2	\$36,953	\$38,550	\$47,997	\$63,439
3	\$38,223	\$39,829	\$49,276	\$65,238
4	\$39,493	\$41,107	\$50,554	\$67,038
5	\$40,762	\$42,386	\$51,834	\$68,838
6	\$42,032	\$43,666	\$53,111	\$70,638
7	\$43,301	\$44,943	\$54,391	\$72,438
8	\$44,571	\$46,223	\$55,669	\$73,115
9	\$45,739	\$47,501	\$56,948	\$73,793
10	\$47,110	\$48,780	\$58,226	\$74,471
11	\$48,379	\$49,113	\$58,560	\$75,149
12	\$48,723	\$49,446	\$58,894	\$75,826
13	\$49,066	\$49,778	\$59,226	\$76,504
14	\$49,410	\$50,113	\$59,559	\$77,182
15	\$49,753	\$50,445	\$59,892	\$77,859
16	\$50,096	\$50,778	\$60,226	\$78,537
17	\$50,440	\$51,112	\$60,558	\$79,215
18	\$50,783	\$51,445	\$60,891	\$79,893
19	\$51,127	\$51,777	\$61,225	\$80,570
20	\$51,470	\$52,110	\$61,558	\$81,248
21	\$51,813	\$52,444	\$61,890	\$81,926
22	\$52,157	\$52,777	\$62,224	\$82,603
23	\$52,500	\$53,109	\$62,557	\$83,281
24	\$52,844	\$53,443	\$62,890	\$83,959
25	\$53,187	\$53,776	\$63,222	\$84,636
26	\$53,532	\$54,120	\$63,568	\$85,331
27	\$53,879	\$54,465	\$63,913	\$85,677

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

In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be completed each pay period.

October 1st is the deadline for official transcripts, verification of experience, and salary revisions. Above salaries are computed on a 12-month 5 days per week contract consisting of 234 days per year. A work day is 7.5 hours per day. 10 days Sick Leave granted per year, accumulative to a maximum of 120 days. 10 days Annual Leave granted per year.

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
2026-2027**

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

Years of Experience	Salary
0	\$30,000
1	\$30,300
2	\$30,935
3	\$31,575
4	\$32,210
5	\$32,845
6	\$33,482
7	\$33,776
8	\$34,070
9	\$34,364
10	\$34,419
11	\$34,474
12	\$34,558
13	\$35,083
14	\$35,607
15	\$36,131
16	\$36,655
17	\$37,362
18	\$38,069
19	\$39,427
20	\$40,656
21	\$41,002
22	\$41,350
23	\$41,695
24	\$42,650
25	\$43,344
26	\$44,104
27	\$45,722
28	\$47,094

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

In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be completed each pay period.

Custodian salaries are computed on a 12-month contract consisting of 239 days per year.

The work week consists of 40 hours per week (5 days a week, 8 hours per day). Additional hours may be assigned. 12 days Sick Leave granted per year accumulative to a maximum of 120 days. 10 days Annual Leave granted per year.

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

Artesia Public Schools

Maintenance Department Salary Schedule

2026-2027

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	\$31,268	\$31,504	\$32,921	\$45,511
1	\$31,581	\$31,820	\$33,251	\$45,967
2	\$32,529	\$32,600	\$33,930	\$46,818
3	\$33,044	\$33,150	\$34,610	\$47,669
4	\$33,560	\$33,628	\$35,290	\$48,521
5	\$34,077	\$34,231	\$35,970	\$49,372
6	\$34,593	\$34,834	\$36,651	\$50,224
7	\$35,108	\$35,437	\$37,114	\$51,075
8	\$35,624	\$36,040	\$37,577	\$51,927
9	\$36,140	\$36,643	\$38,039	\$52,785
10	\$36,656	\$37,246	\$38,502	\$53,538
11	\$37,172	\$37,849	\$38,964	\$54,290
12	\$37,688	\$38,452	\$39,427	\$55,044
13	\$38,204	\$39,055	\$39,889	\$55,807
14	\$38,720	\$39,658	\$40,352	\$56,570
15	\$39,235	\$40,261	\$40,815	\$57,332
16	\$39,751	\$40,864	\$41,277	\$58,095
17	\$40,267	\$41,477	\$41,740	\$58,857
18	\$40,782	\$41,881	\$42,206	\$59,620
19	\$41,298	\$42,286	\$43,103	\$60,382
20	\$41,814	\$42,691	\$44,000	\$61,145
21	\$42,331	\$43,096	\$44,897	\$61,912
22	\$42,847	\$43,501	\$45,050	\$62,839
23	\$43,363	\$43,906	\$45,202	\$63,765
24	\$43,879	\$44,311	\$45,355	\$64,691
25	\$44,395	\$44,716	\$45,507	\$65,617
26	\$44,910	\$45,125	\$45,661	\$66,547

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

In accordance with the Fair Labor Standards Act, employees on this schedule are classified non-exempt. Therefore, a timesheet must be completed each pay period.

Maintenance salaries are computed on a 12-month contract consisting of 239 days per year. The work week consists of 40 hours per week (5 days a week, 8 hours per day). Additional hours may be assigned. 12 days Sick Leave granted per year accumulative to a maximum of 120 days. 10 days Annual Leave granted per year.

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

Artesia Public Schools Athletic Increment Schedule 2026-2027

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

Artesia High School					
Football (9001)			Soccer (9044B; 9045G)		
Head Coach:	\$5,675	+40 days	Head Coach:	\$3,207	+10 days
Assistant Coach:	\$3,041	+15 days	Assistant Coach:	\$2,709	+5 days
Basketball (9003B; 9004G)			Wrestling (9053B; 9054G)		
Head Coach:	\$5,675	+40 days	Head Coach:	\$3,207	+8 days
Assistant Coach:	\$3,041	+10 days	Assistant Coach:	\$2,709	+2 days
Volleyball (9002)			Artesia Junior High School		
Head Coach:	\$5,675	+25 days	Football (9001)		
Assistant Coach:	\$3,041	+15 days	Head Coach:	\$2,266	+8 days
Track and Cross Country (9005B & 9006G; 9026)			Assistant Coach:	\$1,772	+5 days
Head Coach	\$3,207	+4 days	Basketball (9003B; 9004G)		
Assistant Coach:	\$2,709	+2 days	Head Coach	\$2,266	
Baseball & Softball (9010B; 9011G)			Assistant Coach:	\$1,772	
Head Coach:	\$3,207	+8 days	Volleyball (9002)		
Assistant Coach:	\$2,709	+2 days	Head Coach	\$2,266	+8 dya
Golf (9007)			Assistant Coach:	\$1,772	+5 days
Head Coach:	\$3,207	+8 days	Track (9005B; 9006G)		
Assistant Coach:	\$2,709	+2 days	Head Coach:	\$1,936	
Tennis (9008)			Assistant Coach:	\$1,605	
Head Coach:	\$3,207	+4 days	Cheerleading (9014)		
Assistant Coach:	\$2,709	+2 days	Head Coach:	\$1,151	+10 days
Swimming (9052)			Artesia Intermediate School		
Head Coach:	\$3,207	+8days	Boys Athletics		
Assistant Coach:	\$2,709	+2 days	Football - Basketball - Track		
Cheerleading (9014)			Head Coach:	3 sports	\$3,305 +5 days
Head Coach:	\$3,207	+10 days	Assistants:	3 sports	\$2,814
Assistant Coach:	\$2,709	+10 days	Football Only Additional Days:		+5 days
Sports Coordinator			One Sport Head Coach:	\$1,102	
Fall	\$2,298		One Sport Assistant Coach:	\$938	
Off Season			Girls Athletics		
Off Season	\$2,074		Volleyball - Basketball - Track		
			Head Coach:	3 sports	\$3,305 +5 days
			Assistants:	3 sports	\$2,814
			Volleyball Only Additional Days:		+5 days
			One Sport Head Coach:	\$1,102	
			One Sport Assistant Coach:	\$938	
			District Athletics		
			Athletic Trainer	\$5,675	+20 days

Artesia Public Schools Increment Schedule 2026-2027

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

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

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

Artesia High School Other Activities

Activity Assignments by Director	\$797	
Activity Assignments by Director	\$1,594	
Activity Assignments by Director	\$2,389	
Additional Administrative Duties	\$9,695	
Annual Sponsor	\$2,089	
Auditorium Manager All Year	\$3,296	
Auto Mechanics		+10 Days
Bowling Assistant Sponsor	\$2,709	
Bowling Sponsor	\$3,207	
Counselor		+20 Days
DECA Sponsor		+10 Days
BPA Sponsor		+10 Days
FFA Assistant Sponsor	\$3,041	+35 Days
FFA Sponsor	\$5,675	+40 Days
Librarian		+15 Days
Library Assistant		+15 Days
Library Coordinator	\$3,902	
Newspaper Sponsor	\$1,394	
Student Council Sponsor	\$1,742	
Woodshop Teacher		+10 Days
Honor Society Sponsor	\$1,742	
<u>Advanced Placement Coordinator</u>		
English, Math, Science	\$1,394	

Arts

Band Assistant Director #1	\$7,416	+30 Days
Band Assistant Director #2	\$4,944	+20 Days
Band Head Director	\$8,552	+35 Days
Choir Assistant Director	\$1,318	+5 Days
Choir Head Director	\$8,552	+20 Days
Drama Head Director	\$3,923	+10 Days
Flag Corp Director		+10 Days
Jazz Band Assistant Director	\$3,296	
Jazz Band Head Director	\$3,923	
Show Choir Head Director	\$3,923	
Show Choir Assistant Director	\$1,594	

Artesia Junior High School Activities

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

Artesia Intermediate School

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

Elementary Schools

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

Elementary Department Coordinator

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

All Schools

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

Department Head K-12

District MLSS Coordinator	\$2,281	
Edgenuity Administrator	\$2,401	
English, Math	\$2,441	
World Language	\$1,568	
Library, Music, Counselor, Fine Arts	\$1,742	
National Board Certified Teacher		Unit Value x 1.5
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

2026-2027

Special Education

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

Technology Department

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

Maintenance Department

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

Penasco School

Custodian (190 Days)	\$7,991
Secretary (190 Days)	\$2,707
Bus Duty	\$1,161

**Artesia Public Schools
Hourly Worker Salary Schedule
2026-2027**

Position	Experience	Amount	Per Day /Hour
Substitute Teacher/ISS/ACCESS SpEd Aide/Virtual SPED Aide	Degreed	\$129.00	Day
Substitute Teacher/ISS/ACCESS SpEd Aide/Virtual SPED Aide	Non-Degreed	\$117.00	Day
Sub. Tchr./ISS/ACCESS SpEd Aide Serving 31-89 Days Same Classroom	Degreed	\$142.00	Day
Sub. Tchr./ISS/ACCESS SpEd Aide Serving 31-89 Days Same Classroom	Non-Degreed	\$132.00	Day
Long Term Sub. Tchr./ISS/ACCESS SpEd Aide/Virt. SpEd Aide 90+ Days or Vacanc	Degreed	\$154.00	Day
Long Term Sub. Tchr./ISS/ACCESS SpEd Aide/Virt. SpEd Aide 90+ Days or Vacanc	Non-Degreed	\$141.00	Day
Cafeteria Lunch Duty		\$15.76	Hour
Food Services Catering/Summer Meal Program		\$21.45	Hour
Student Worker (18yrs & younger)		\$15.76	Hour
Substitute Cafeteria Worker		\$16.18	Hour
Substitute Central Office		\$16.18	Hour
Substitute Custodian		\$16.18	Hour
Substitute Secretary		\$16.18	Hour
Substitute Teacher Aide (non-ISS/ACCESS)		\$16.18	Hour
Summer Student Office Workers		\$15.76	Hour
School Crossing Guard		\$17.32	Hour
Summer Maintenance & IT	Non-Experienced	\$16.00	Hour
Summer Maintenance & IT	Experienced	\$16.81	Hour
Security Guard		\$23.75	Hour
Bus/Activity Driver		\$24.02	Hour
Hub Bus Duty		\$20.43	Hour
In-District Professional Development (Beyond Contracted Hours) Certified Staff		\$49.39	Hour
Contract Coach Daily Rate		(Teacher Level 1 Yr 0)/183	Day
Summer School Teacher (Paid 15 minutes/class for Prep)		Daily Rate/7hours	Hour
Additional Compensation: Before & After School Programs/Other As Approved		Daily Rate/7 hours	Hour
Head Night School Teacher		Daily Rate/7 hours	Hour
Home Bound Teacher		Daily Rate/7 hours	Hour
Night School Teacher (Paid 15 minutes/class for Prep)		Daily Rate/7 hours	Hour
Out of District Professional Development		Superintendent Discretion	
Virtual Ancillary Services	Degreed	\$40-\$75/Hour Depending Upon License/Experience	Hour

Timesheets must be completed for compensation.