

Teacher and Counselor – Level III
(CBA, 194 & 203 Days)

FY27	194 Days					203 Days					236 Days				
STEP	BA	BA15	BA45/ MA	MA15	MA45	BA	BA15	BA45/ MA	MA15	MA45	BA	BA15	BA45/ MA	MA15	MA45
0	84,818	84,819	84,820	84,821	84,822	90,233	90,234	90,235	90,238	90,239	105,348	105,349	105,351	105,352	105,353
1	84,819	84,820	84,821	84,822	84,823	90,234	90,235	90,236	90,239	90,240	105,349	105,350	105,352	105,353	105,354
2	84,820	84,821	84,822	84,823	84,824	90,235	90,236	90,237	90,240	90,241	105,350	105,351	105,353	105,354	105,355
3	84,821	84,822	84,823	84,824	84,825	90,236	90,237	90,238	90,241	90,244	105,351	105,352	105,354	105,355	105,356
4	84,822	84,823	84,824	84,825	84,826	90,237	90,238	90,239	90,244	90,245	105,352	105,353	105,355	105,356	105,357
5	84,823	84,824	84,825	84,826	84,828	90,238	90,239	90,240	90,245	90,246	105,353	105,355	105,356	105,357	105,359
6	84,824	84,825	84,826	84,828	84,829	90,239	90,240	90,244	90,246	90,247	105,355	105,356	105,357	105,359	105,362
7	84,825	84,826	84,828	84,829	84,830	90,240	90,244	90,245	90,247	90,248	105,356	105,357	105,359	105,362	105,363
8	84,826	84,828	84,829	84,830	84,831	90,244	90,245	90,246	90,248	90,249	105,357	105,359	105,362	105,363	105,364
9	84,828	84,829	84,830	84,831	84,832	90,245	90,246	90,247	90,249	90,251	105,359	105,362	105,363	105,364	105,366
10	84,829	84,830	84,831	84,832	84,834	90,246	90,247	90,248	90,251	90,252	105,362	105,363	105,364	105,366	105,367
11	84,830	84,831	84,832	84,834	84,835	90,247	90,248	90,249	90,252	90,253	105,363	105,364	105,366	105,367	105,369
12	84,831	84,832	84,834	84,835	84,836	90,248	90,249	90,251	90,253	90,254	105,364	105,366	105,367	105,369	105,371
13	84,832	84,834	84,835	84,836	84,838	90,249	90,251	90,252	90,254	90,255	105,366	105,367	105,369	105,371	105,372
14	84,834	84,835	84,836	84,838	84,839	90,251	90,252	90,253	90,255	90,256	105,367	105,369	105,371	105,372	105,373
15	84,835	84,836	84,838	84,839	84,841	90,252	90,253	90,254	90,256	90,258	105,369	105,371	105,372	105,373	105,375
16	84,836	84,838	84,839	84,841	84,842	90,253	90,254	90,255	90,258	90,259	105,371	105,372	105,373	105,375	105,377
17	84,838	84,839	84,841	84,842	84,843	90,254	90,255	90,256	90,259	90,260	105,372	105,373	105,375	105,377	105,378
18	84,839	84,841	84,842	84,843	84,844	90,255	90,256	90,258	90,260	90,261	105,373	105,375	105,377	105,378	105,379
19	84,841	84,842	84,843	84,844	84,845	90,256	90,258	90,259	90,261	90,262	105,375	105,377	105,378	105,379	105,381
20	84,842	84,843	84,844	84,845	84,846	90,258	90,259	90,260	90,262	90,263	105,377	105,378	105,379	105,381	105,382
21	84,843	84,844	84,845	84,846	84,848	90,259	90,260	90,261	90,263	90,264	105,378	105,379	105,381	105,382	105,383
22	84,844	84,845	84,846	84,848	84,849	90,260	90,261	90,262	90,264	90,265	105,379	105,381	105,382	105,383	105,384
23	84,845	84,846	84,848	84,849	84,850	90,261	90,262	90,263	90,265	90,266	105,381	105,382	105,383	105,384	105,386
24	84,846	84,848	84,849	84,850	84,851	90,262	90,263	90,264	90,266	90,267	105,382	105,383	105,384	105,386	105,388
25	84,848	84,849	84,850	84,851	84,852	90,263	90,264	90,265	90,267	90,268	105,383	105,384	105,386	105,388	105,389
26	84,849	84,850	84,851	84,852	84,853	90,264	90,265	90,266	90,268	90,270	105,384	105,386	105,388	105,389	105,391
27	84,850	84,851	84,852	84,853	84,854	90,265	90,266	90,267	90,270	90,271	105,386	105,388	105,389	105,391	105,392
28	84,851	84,852	84,853	84,854	84,855	90,266	90,267	90,268	90,271	90,273	105,388	105,389	105,391	105,392	105,394
29	84,852	84,853	84,854	84,855	84,856	90,267	90,268	90,270	90,273	90,274	105,389	105,391	105,392	105,394	105,396
30	84,853	84,854	84,855	84,856	84,858	90,268	90,270	90,271	90,274	90,275	105,391	105,392	105,394	105,396	105,399
31	84,854	84,855	84,856	84,858	84,860	90,270	90,271	90,273	90,275	90,276	105,392	105,394	105,396	105,399	105,400
32	84,855	84,856	84,858	84,860	84,861	90,271	90,273	90,274	90,276	90,277	105,394	105,396	105,399	105,400	105,401
33	84,856	84,858	84,860	84,861	84,862	90,273	90,274	90,275	90,277	90,278	105,396	105,399	105,400	105,401	105,403
34	84,858	84,860	84,861	84,862	84,863	90,274	90,275	90,276	90,278	90,279	105,399	105,400	105,401	105,403	105,405
35	84,860	84,861	84,862	84,863	84,864	90,275	90,276	90,277	90,279	90,280	105,400	105,401	105,403	105,405	105,406
36	84,861	84,862	84,863	84,864	84,865	90,276	90,277	90,278	90,280	90,281	105,401	105,403	105,405	105,406	105,407
37	84,862	84,863	84,864	84,865	84,866	90,277	90,278	90,279	90,281	90,282	105,403	105,405	105,406	105,407	105,409
38	84,863	84,864	84,865	84,866	84,868	90,278	90,279	90,280	90,282	90,283	105,405	105,406	105,407	105,408	105,410

Beginning teachers, without one year verified experience, will be paid at step 0 (zero) on this salary schedule. Teachers with one (1) year verified experience will be paid at step 0 (zero).

Superintendent: 

Date: 6/23/26

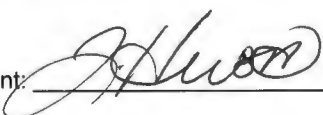
- The salary schedules listed herein reflect the increase as required by NM Legislature HB 2 (2026). Please be aware that these schedules may be subject to change based upon the outcome of board approval and union ratification after the conclusion of union negotiations. Any adjustments will be communicated promptly.
- This salary schedule applies to the 2026-2027 school year only and should not be used to project future earnings.
- The Gallup-McKinley County Schools will allow all years of credit on this salary schedule for relevant verified work experience for incoming employees.
- The Board of Education authorizes the Superintendent to approve credit for years of experience and place on or off the salary schedule.

Student Support - Other

(Non-CBA, 194, 203, 236 Days)

FY27	194 Day					203 Day	236 Day
STEP	BA	BA15	BA45/MA	MA15	MA45	BA	BA
0	46,829	48,012	49,651	50,373	51,026	50,178	59,238
1	46,830	48,013	49,652	50,374	51,027	50,179	59,239
2	46,831	48,014	49,653	50,375	51,028	50,180	59,240
3	46,832	48,015	49,654	50,376	51,029	50,181	59,241
4	46,833	48,017	49,655	50,377	51,030	50,182	59,242
5	47,013	48,204	49,842	50,570	51,225	50,256	59,469
6	47,194	48,389	50,030	50,763	51,420	50,328	59,694
7	47,375	48,575	50,219	50,955	51,616	50,398	59,919
8	47,555	48,761	50,410	51,148	51,811	50,472	60,146
9	47,737	48,947	50,601	51,341	52,004	50,541	60,372
10	47,918	49,132	50,791	51,536	52,199	50,612	60,597
11	48,097	49,316	50,982	51,725	52,394	50,689	60,823
12	48,402	49,682	51,360	52,111	52,788	51,008	61,277
13	48,711	50,415	52,119	52,385	53,061	51,329	62,182
14	49,194	50,919	52,641	52,907	53,593	51,844	62,803
15	49,291	51,016	52,741	53,005	53,692	51,941	62,922
16	49,381	51,112	52,839	53,107	53,792	52,042	63,043
17	49,571	51,305	52,885	53,308	53,996	52,236	63,277
18	49,940	51,690	52,934	53,704	54,400	52,627	63,753
19	50,681	52,461	53,720	54,506	55,207	53,413	64,700
20	52,714	54,560	56,406	57,227	57,968	56,083	67,935
21	55,349	57,288	59,225	60,090	60,867	58,887	71,333
22	55,350	58,003	59,966	60,841	61,633	58,889	71,334
23	55,351	59,164	61,163	62,058	62,861	58,890	71,338
24	55,353	60,633	62,631	64,634	66,637	58,892	71,340
25	55,354	61,389	63,416	65,443	67,108	58,893	71,341
26	55,356	62,146	64,200	66,252	68,302	58,895	71,343
27	55,358	62,884	64,927	66,982	69,026	58,896	71,344
28	55,360	63,613	65,667	67,721	69,773	58,899	71,345
29	55,362	63,614	67,129	69,180	71,236	58,900	71,346
30	55,363	63,616	68,595	70,651	72,704	58,901	71,347
31	55,364	63,617	70,061	72,113	74,169	58,902	71,349
32	55,365	63,618	71,527	73,581	75,633	58,903	71,350
33	55,366	63,621	72,996	75,044	77,098	58,904	71,352
34	55,367	63,624	74,464	76,512	78,563	58,905	71,353
35	55,368	63,625	75,924	77,980	80,032	58,906	71,354
36	55,372	63,627	77,389	79,446	81,494	58,910	71,355
37	55,374	63,628	78,856	80,906	82,957	58,911	71,358

(Includes, but is not limited to: **Technicians, Managers, Operators, and Specialists**)

Superintendent: 

Date: 6/23/26

- This salary schedule applies to the 2026-2027 school year only and should not be used to project future earnings.
- The Gallup-McKinley County Schools will allow all years of credit on this salary schedule for relevant verified work experience for incoming employees.
- The Board of Education authorizes the Superintendent to approve credit for years of experience and place on or off the salary schedule.