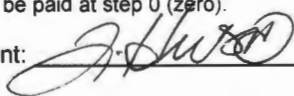


# Teacher and Counselor – Level II

(CBA, 194 & 203 Days)

| FY27 | 194 Days |        |         |        |        | 203 Days |        |         |        |        |
|------|----------|--------|---------|--------|--------|----------|--------|---------|--------|--------|
| STEP | BA       | BA15   | BA45/MA | MA15   | MA45   | BA       | BA15   | BA45/MA | MA15   | MA45   |
| 0    | 72,701   | 72,702 | 72,703  | 72,704 | 72,705 | 77,344   | 77,345 | 77,346  | 77,348 | 77,349 |
| 1    | 72,702   | 72,703 | 72,704  | 72,705 | 72,706 | 77,345   | 77,346 | 77,347  | 77,349 | 77,350 |
| 2    | 72,703   | 72,704 | 72,705  | 72,706 | 72,707 | 77,346   | 77,347 | 77,348  | 77,350 | 77,351 |
| 3    | 72,704   | 72,705 | 72,706  | 72,707 | 72,708 | 77,347   | 77,348 | 77,350  | 77,351 | 77,352 |
| 4    | 72,705   | 72,706 | 72,707  | 72,708 | 72,709 | 77,348   | 77,350 | 77,351  | 77,352 | 77,353 |
| 5    | 72,706   | 72,707 | 72,708  | 72,709 | 72,711 | 77,350   | 77,351 | 77,352  | 77,353 | 77,354 |
| 6    | 72,707   | 72,708 | 72,709  | 72,711 | 72,712 | 77,351   | 77,352 | 77,353  | 77,354 | 77,355 |
| 7    | 72,708   | 72,709 | 72,711  | 72,712 | 72,713 | 77,352   | 77,353 | 77,354  | 77,355 | 77,356 |
| 8    | 72,709   | 72,711 | 72,712  | 72,713 | 72,714 | 77,353   | 77,354 | 77,355  | 77,356 | 77,357 |
| 9    | 72,711   | 72,712 | 72,713  | 72,714 | 72,715 | 77,354   | 77,355 | 77,356  | 77,357 | 77,358 |
| 10   | 72,712   | 72,713 | 72,714  | 72,715 | 72,716 | 77,355   | 77,356 | 77,357  | 77,358 | 77,359 |
| 11   | 72,713   | 72,714 | 72,715  | 72,716 | 72,717 | 77,356   | 77,357 | 77,358  | 77,359 | 77,361 |
| 12   | 72,714   | 72,715 | 72,716  | 72,717 | 72,718 | 77,357   | 77,358 | 77,359  | 77,361 | 77,362 |
| 13   | 72,715   | 72,716 | 72,717  | 72,718 | 72,720 | 77,358   | 77,359 | 77,361  | 77,362 | 77,363 |
| 14   | 72,716   | 72,717 | 72,718  | 72,720 | 72,721 | 77,359   | 77,361 | 77,362  | 77,363 | 77,364 |
| 15   | 72,717   | 72,718 | 72,720  | 72,721 | 72,723 | 77,361   | 77,362 | 77,363  | 77,364 | 77,365 |
| 16   | 72,718   | 72,720 | 72,721  | 72,723 | 72,724 | 77,362   | 77,363 | 77,364  | 77,365 | 77,366 |
| 17   | 72,720   | 72,721 | 72,723  | 72,724 | 72,725 | 77,363   | 77,364 | 77,365  | 77,366 | 77,367 |
| 18   | 72,721   | 72,723 | 72,724  | 72,725 | 72,726 | 77,364   | 77,365 | 77,366  | 77,367 | 77,368 |
| 19   | 72,723   | 72,724 | 72,725  | 72,726 | 72,728 | 77,365   | 77,366 | 77,367  | 77,368 | 77,369 |
| 20   | 72,724   | 72,725 | 72,726  | 72,728 | 72,729 | 77,366   | 77,367 | 77,368  | 77,369 | 77,370 |
| 21   | 72,725   | 72,726 | 72,728  | 72,729 | 72,731 | 77,367   | 77,368 | 77,369  | 77,370 | 77,371 |
| 22   | 72,726   | 72,728 | 72,729  | 72,731 | 72,732 | 77,368   | 77,369 | 77,370  | 77,371 | 77,372 |
| 23   | 72,728   | 72,729 | 72,731  | 72,732 | 72,733 | 77,369   | 77,370 | 77,371  | 77,372 | 77,376 |
| 24   | 72,729   | 72,731 | 72,732  | 72,733 | 72,734 | 77,370   | 77,371 | 77,372  | 77,376 | 77,377 |
| 25   | 72,731   | 72,732 | 72,733  | 72,734 | 72,735 | 77,371   | 77,372 | 77,376  | 77,377 | 77,378 |
| 26   | 72,732   | 72,733 | 72,734  | 72,735 | 72,736 | 77,372   | 77,376 | 77,377  | 77,378 | 77,379 |
| 27   | 72,733   | 72,734 | 72,735  | 72,736 | 72,737 | 77,376   | 77,377 | 77,378  | 77,379 | 77,380 |
| 28   | 72,734   | 72,735 | 72,736  | 72,737 | 72,738 | 77,377   | 77,378 | 77,379  | 77,380 | 77,381 |
| 29   | 72,735   | 72,736 | 72,737  | 72,738 | 72,739 | 77,378   | 77,379 | 77,380  | 77,381 | 77,382 |
| 30   | 72,736   | 72,737 | 72,738  | 72,739 | 72,741 | 77,379   | 77,380 | 77,381  | 77,382 | 77,383 |
| 31   | 72,737   | 72,738 | 72,739  | 72,741 | 72,742 | 77,380   | 77,381 | 77,382  | 77,383 | 77,384 |
| 32   | 72,738   | 72,739 | 72,741  | 72,742 | 72,743 | 77,381   | 77,382 | 77,383  | 77,384 | 77,385 |
| 33   | 72,739   | 72,741 | 72,742  | 72,743 | 72,744 | 77,382   | 77,383 | 77,384  | 77,385 | 77,386 |
| 34   | 72,741   | 72,742 | 72,743  | 72,744 | 72,745 | 77,383   | 77,384 | 77,385  | 77,386 | 77,387 |
| 35   | 72,742   | 72,743 | 72,744  | 72,745 | 72,746 | 77,384   | 77,385 | 77,386  | 77,387 | 77,388 |
| 36   | 72,743   | 72,744 | 72,745  | 72,746 | 72,747 | 77,385   | 77,386 | 77,387  | 77,388 | 77,390 |
| 37   | 72,744   | 72,745 | 72,746  | 72,747 | 72,748 | 77,386   | 77,387 | 77,388  | 77,390 | 77,391 |
| 38   | 72,745   | 72,746 | 72,747  | 72,748 | 72,750 | 77,387   | 77,388 | 77,390  | 77,391 | 77,392 |

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: 6/23/20

- 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.