

**PORTALES MUNICIPAL SCHOOLS  
2019-2020 TEACHER SALARY SCHEDULE**

**Schedule 01**

	Steps	BA	BA + 15	BA + 45	MA	MA + 15	MA+45 or above		Steps	BA	BA + 15	BA + 45	MA	MA + 15	MA+45 or above		Steps	MA	MA + 15	MA+45 or above
<b>Level I</b>	0	41,000	41,500	42,000	42,500	43,000	43,500	<b>Level II</b>	0							<b>Level III</b>	0			
	1	41,001	41,501	42,001	42,501	43,001	43,501		1								1			
	2	41,002	41,502	42,002	42,502	43,002	43,502		2								2			
	3	41,003	41,503	42,003	42,503	43,003	43,503		3	50,000	50,500	51,000	51,500	52,000	52,500		3			
	4	41,004	41,504	42,004	42,504	43,004	43,504		4	50,400	50,900	51,400	51,900	52,400	52,900		4			
	5	41,005	41,505	42,005	42,505	43,005	43,505		5	50,800	51,300	51,800	52,300	52,800	53,300		5			
	6	41,006	41,506	42,006	42,506	43,006	43,506		6	51,200	51,700	52,200	52,700	53,200	53,700		6	60,000	60,500	61,000
									7	51,600	52,100	52,600	53,100	53,600	54,100		7	60,200	60,700	61,200
									8	52,000	52,500	53,000	53,500	54,000	54,500		8	60,400	60,900	61,400
									9	52,400	52,900	53,400	53,900	54,400	54,900		9	60,600	61,100	61,600
									10	52,800	53,300	53,800	54,300	54,800	55,300		10	60,800	61,300	61,800
									11	53,200	53,700	54,200	54,700	55,200	55,700		11	61,000	61,500	62,000
									12	53,600	54,100	54,600	55,100	55,600	56,100		12	61,200	61,700	62,200
									13	54,000	54,500	55,000	55,500	56,000	56,500		13	61,400	61,900	62,400
									14	54,400	54,900	55,400	55,900	56,400	56,900		14	61,600	62,100	62,600
									15	54,800	55,300	55,800	56,300	56,800	57,300		15	61,800	62,300	62,800
									16	55,200	55,700	56,200	56,700	57,200	57,700		16	62,000	62,500	63,000
									17	55,600	56,100	56,600	57,100	57,600	58,100		17	62,200	62,700	63,200
									18	56,000	56,500	57,000	57,500	58,000	58,500		18	62,400	62,900	63,400
									19	56,400	56,900	57,400	57,900	58,400	58,900		19	62,600	63,100	63,600
									20	56,800	57,300	57,800	58,300	58,800	59,300		20	62,800	63,300	63,800

- This schedule is based upon a 183 Day School Year
- Steps may not be years of experience.
- The amount of out of district experience that will be allowed is twenty (20) years. Return to work employees will only be allowed up to sixteen (16) years of service when returning.
- A minimum of one semester of continuous service shall be counted as a full year's experience.
- Each employee will be responsible for verification of teaching experience in other school systems. All verification of experience and accompanying paper work must be in the Human Resources Office by October 1, 2019.
- All additional hours and degrees earned during the summer and any accompanying paper work must be in the Human Resources Office October 1, 2019.
- All licensure level documentation must be in the Human Resources Office by October 1, 2019 to be included in salary calculation for the 2019-2020 school year.
- 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 and the Portales Municipal School District.

Board Approved: April 25, 2019

This salary schedule is effective during the 2019-2020 school year ONLY. It does NOT reflect salaries that may be set for any other school year.

**Portales Municipal School District  
Administrative Salary Schedule  
2019 - 2020**

Schedule 02			Factor (*60,000)	1.6	1.4	1.2	1.25	1.15		1.1
Pay Step	Superintendent 12mth/8hrs	Assistant Superintendent 12mth/8hrs	Directors 12mth/8hrs	PHS Principal 12mth/8hrs	PJHS Principal 213 Days	Elem Principal 203 Days	PHS Assistant 203 Days	PJHS Assistant 203 Days	Athletic Director 12mth/8hrs	Elementary Assistant 203 Days
0	129,000	114,000	99,000	96,000	84,000	72,000	75,000	69,000	76,400	66,000
1	129,200	114,200	99,200	96,200	84,200	72,200	75,200	69,200	76,600	66,200
2	129,400	114,400	99,400	96,400	84,400	72,400	75,400	69,400	76,800	66,400
3	129,600	114,600	99,600	96,600	84,600	72,600	75,600	69,600	77,000	66,600
4	129,800	114,800	99,800	96,800	84,800	72,800	75,800	69,800	77,200	66,800
5	130,000	115,000	100,000	97,000	85,000	73,000	76,000	70,000	77,400	67,000
6	130,200	115,200	100,200	97,200	85,200	73,200	76,200	70,200	77,600	67,200
7	130,400	115,400	100,400	97,400	85,400	73,400	76,400	70,400	77,800	67,400
8	130,600	115,600	100,600	97,600	85,600	73,600	76,600	70,600	78,000	67,600
9	130,800	115,800	100,800	97,800	85,800	73,800	76,800	70,800	78,200	67,800
10	131,000	116,000	101,000	98,000	86,000	74,000	77,000	71,000	78,400	68,000
11	131,200	116,200	101,200	98,200	86,200	74,200	77,200	71,200	78,600	68,200
12	131,400	116,400	101,400	98,400	86,400	74,400	77,400	71,400	78,800	68,400
13	131,600	116,600	101,600	98,600	86,600	74,600	77,600	71,600	79,000	68,600
14	131,800	116,800	101,800	98,800	86,800	74,800	77,800	71,800	79,200	68,800
15	132,000	117,000	102,000	99,000	87,000	77,182	78,000	73,910	79,400	69,000
16	132,200	117,200	102,200	99,200	87,200	77,382	78,200	74,110	79,600	69,200
17	132,400	117,400	102,400	99,400	87,400	77,582	78,400	74,310	79,800	69,400
18	132,600	117,600	102,600	99,600	87,600	77,782	78,600	74,510	80,000	69,600
19	132,800	117,800	102,800	99,800	87,800	77,982	78,800	74,710	80,200	69,800
20	133,000	118,000	103,000	100,000	88,000	78,182	79,000	74,910	80,400	70,000

-This salary schedule is effective during the 2019-2020 school year ONLY. It does NOT reflect salaries that may be set for any other school year.

-The steps do not necessarily reflect number of years of service.

-The amount of out of district experience that will be allowed is twenty (20) years.

-Each employee will be responsible for verification of work experience during other employment. All verification of experience and accompanying paperwork must be in the Human Resources Office by October 1, 2019.

Board Approved: April 25, 2019



**Portales Municipal School District  
Maintenance Salary Schedule  
2019 - 2020**

<b>Schedule 04</b>					12 months @ 8 hours Day
<b>Pay Step</b>	<b>Custodian</b>	<b>Custodian Hourly Rate</b>		<b>Maintenance</b>	<b>Maintenance Hourly Rate</b>
<b>0</b>	\$24,960.00	\$12.00		\$26,000.00	\$12.50
<b>1</b>	\$25,360.00	\$12.19		\$26,400.00	\$12.69
<b>2</b>	\$25,760.00	\$12.38		\$26,800.00	\$12.88
<b>3</b>	\$26,160.00	\$12.58		\$27,200.00	\$13.08
<b>4</b>	\$26,560.00	\$12.77		\$27,600.00	\$13.27
<b>5</b>	\$26,960.00	\$12.96		\$28,000.00	\$13.46
<b>6</b>	\$27,360.00	\$13.15		\$28,400.00	\$13.65
<b>7</b>	\$27,760.00	\$13.35		\$28,800.00	\$13.85
<b>8</b>	\$28,160.00	\$13.54		\$29,200.00	\$14.04
<b>9</b>	\$28,560.00	\$13.73		\$29,600.00	\$14.23
<b>10</b>	\$28,960.00	\$13.92		\$30,000.00	\$14.42
<b>11</b>	\$29,360.00	\$14.12		\$30,400.00	\$14.62
<b>12</b>	\$29,760.00	\$14.31		\$30,800.00	\$14.81
<b>13</b>	\$30,160.00	\$14.50		\$31,200.00	\$15.00
<b>14</b>	\$30,560.00	\$14.69		\$31,600.00	\$15.19
<b>15</b>	\$30,960.00	\$14.88		\$32,000.00	\$15.38
<b>16</b>	\$31,360.00	\$15.08		\$32,400.00	\$15.58
<b>17</b>	\$31,760.00	\$15.27		\$32,800.00	\$15.77
<b>18</b>	\$32,160.00	\$15.46		\$33,200.00	\$15.96
<b>19</b>	\$32,560.00	\$15.65		\$33,600.00	\$16.15
<b>20</b>	\$32,960.00	\$15.85		\$34,000.00	\$16.35
-This salary schedule is effective during the 2019-2020 school year ONLY.					
-It does NOT reflect salaries that may be set for any other school year.					
-Only comparable custodial/maintenance experience or non-classified District experience may be counted as years of experience.					
-Maximum of 20 years will be accepted.					
				Board Approved:	April 25, 2019



**Portales Municipal School District  
Food Services Salary Schedule  
2019 - 2020**

Schedule 06									
177 Days (8 hour days)									
Cooks					177 Days (8 hour days)		213 Days (8 hour days)		
Pay Step	Regular	Hourly Rate Regular	Head	Hourly Rate Head	Delivery	Hourly Rate Delivery	Production Specialist	Hourly Rate	
0	\$15,236.16	\$10.76	\$20,192.16	\$14.26	\$20,078.88	\$14.18	\$35,477.28	\$20.82	
1	\$15,533.52	\$10.97	\$20,546.16	\$14.51	\$20,376.24	\$14.39	\$35,835.12	\$21.03	
2	\$15,830.88	\$11.18	\$20,900.16	\$14.76	\$20,673.60	\$14.60	\$36,192.96	\$21.24	
3	\$16,128.24	\$11.39	\$21,254.16	\$15.01	\$20,970.96	\$14.81	\$36,550.80	\$21.45	
4	\$16,425.60	\$11.60	\$21,608.16	\$15.26	\$21,268.32	\$15.02	\$36,908.64	\$21.66	
5	\$16,722.96	\$11.81	\$21,962.16	\$15.51	\$21,565.68	\$15.23	\$37,266.48	\$21.87	
6	\$17,020.32	\$12.02	\$22,316.16	\$15.76	\$21,863.04	\$15.44	\$37,624.32	\$22.08	
7	\$17,317.68	\$12.23	\$22,670.16	\$16.01	\$22,160.40	\$15.65	\$37,982.16	\$22.29	
8	\$17,615.04	\$12.44	\$23,024.16	\$16.26	\$22,457.76	\$15.86	\$38,340.00	\$22.50	
9	\$17,912.40	\$12.65	\$23,378.16	\$16.51	\$22,755.12	\$16.07	\$38,697.84	\$22.71	
10	\$18,209.76	\$12.86	\$23,732.16	\$16.76	\$23,052.48	\$16.28	\$39,055.68	\$22.92	
11	\$18,507.12	\$13.07	\$24,086.16	\$17.01	\$23,349.84	\$16.49	\$39,413.52	\$23.13	
12	\$18,804.48	\$13.28	\$24,440.16	\$17.26	\$23,647.20	\$16.70	\$39,771.36	\$23.34	
13	\$19,101.84	\$13.49	\$24,794.16	\$17.51	\$23,944.56	\$16.91	\$40,129.20	\$23.55	
14	\$19,399.20	\$13.70	\$25,148.16	\$17.76	\$24,241.92	\$17.12	\$40,487.04	\$23.76	
15	\$19,696.56	\$13.91	\$25,502.16	\$18.01	\$24,539.28	\$17.33	\$40,844.88	\$23.97	
16	\$19,993.92	\$14.12	\$25,856.16	\$18.26	\$24,836.64	\$17.54	\$41,202.72	\$24.18	
17	\$20,291.28	\$14.33	\$26,210.16	\$18.51	\$25,134.00	\$17.75	\$41,560.56	\$24.39	
18	\$20,588.64	\$14.54	\$26,564.16	\$18.76	\$25,431.36	\$17.96	\$41,918.40	\$24.60	
19	\$20,886.00	\$14.75	\$26,918.16	\$19.01	\$25,728.72	\$18.17	\$42,276.24	\$24.81	
20	\$21,183.36	\$14.96	\$27,272.16	\$19.26	\$26,026.08	\$18.38	\$42,634.08	\$25.02	

This salary schedule is effective during the 2019-2020 school year ONLY. It does NOT reflect salaries that may be set for any other school year. Board Approved: April 25, 2019



**Portales Municipal School District  
Educational Assistant Salary Schedule  
2019 - 2020**

<b>Schedule 10</b>			183 Days @ 7.5 hours a Day
<b>Pay Step</b>	<b>Non-Degree</b>	<b>Degree</b>	<b>BA + Teaching License</b>
<b>0</b>	16,470.00	17,156.25	17,842.50
<b>1</b>	16,845.00	17,531.25	18,217.50
<b>2</b>	17,220.00	17,906.25	18,592.50
<b>3</b>	17,595.00	18,281.25	18,967.50
<b>4</b>	17,970.00	18,656.25	19,342.50
<b>5</b>	18,345.00	19,031.25	19,717.50
<b>6</b>	18,720.00	19,406.25	20,092.50
<b>7</b>	19,095.00	19,781.25	20,467.50
<b>8</b>	19,470.00	20,156.25	20,842.50
<b>9</b>	19,845.00	20,531.25	21,217.50
<b>10</b>	20,220.00	20,906.25	21,592.50
<b>11</b>	20,595.00	21,281.25	21,967.50
<b>12</b>	20,970.00	21,656.25	22,342.50
<b>13</b>	21,345.00	22,031.25	22,717.50
<b>14</b>	21,720.00	22,406.25	23,092.50
<b>15</b>	22,095.00	22,781.25	23,467.50
<b>16</b>	22,470.00	23,156.25	23,842.50
<b>17</b>	22,845.00	23,531.25	24,217.50
<b>18</b>	23,220.00	23,906.25	24,592.50
<b>19</b>	23,595.00	24,281.25	24,967.50
<b>20</b>	23,970.00	24,656.25	25,342.50
-This salary schedule is effective during the 2019-2020 school year ONLY.			
-It does NOT reflect salaries that may be set for any other school year.			
-Only comparable EA experience or non-classified District experience may be counted as years of experience.			
-Maximum of 20 years will be accepted.			
		Board Approved:	June 10, 2019



**Portales Municipal School District**  
**Instructional Support**  
**Salary Schedule**  
**2019 - 2020**

Schedule 11

12 Months @ 8 hrs/day

Pay Step	Maintenance	Comptroller & Purchasing Agent	Coordinator	Food Service Supervisor (11 Month Contract)	Admin Assts Office (7.5 Hours)
0	70,000	41,800	50,000	70,000	29,250
1	70,200	42,175	50,250	70,200	29,700
2	70,400	42,550	50,500	70,400	30,150
3	70,600	42,925	50,750	70,600	30,600
4	70,800	43,300	51,000	70,800	31,050
5	71,000	43,675	51,250	71,000	31,500
6	71,200	44,050	51,500	71,200	31,950
7	71,400	44,425	51,750	71,400	32,400
8	71,600	44,800	52,000	71,600	32,850
9	71,800	45,175	52,250	71,800	33,300
10	72,000	45,550	52,500	72,000	33,750
11	72,200	45,925	52,750	72,200	34,200
12	72,400	46,300	53,000	72,400	34,650
13	72,600	46,675	53,250	72,600	35,100
14	72,800	47,050	53,500	72,800	35,550
15	73,000	47,425	53,750	73,000	36,000
16	73,200	47,800	54,000	73,200	36,450
17	73,400	48,175	54,250	73,400	36,900
18	73,600	48,550	54,500	73,600	37,350
19	73,800	48,925	54,750	73,800	37,800
20	74,000	49,300	55,000	74,000	38,250

-This salary schedule is effective during the 2019-2020 school year ONLY.

-It does NOT reflect salaries that may be set for any other school year.

-Maximum of 20 years will be accepted.

Board Approved: April 25, 2019

<b>Portales Municipal School District</b>		
<b>Day Care Salary Schedule</b>		
<b>2019 - 2020</b>		
<b>Schedule 12</b>		
<b>PAY</b>	<b>Daycare Workers</b>	<b>186 Days</b>
<b>Experience</b>	<b>Daycare Teacher</b>	<b>Hourly Rate</b>
<b>0</b>	\$12,555.00	\$9.00
<b>1</b>	\$12,750.30	\$9.14
<b>2</b>	\$12,945.60	\$9.28
<b>3</b>	\$13,140.90	\$9.42
<b>4</b>	\$13,336.20	\$9.56
<b>5</b>	\$13,531.50	\$9.70
<b>6</b>	\$13,726.80	\$9.84
<b>7</b>	\$13,922.10	\$9.98
<b>8</b>	\$14,117.40	\$10.12
<b>9</b>	\$14,312.70	\$10.26
<b>10</b>	\$14,508.00	\$10.40
<b>11</b>	\$14,703.30	\$10.54
<b>12</b>	\$14,898.60	\$10.68
<b>13</b>	\$15,093.90	\$10.82
<b>14</b>	\$15,289.20	\$10.96
<b>15</b>	\$15,484.50	\$11.10
<b>16</b>	\$15,679.80	\$11.24
<b>17</b>	\$15,875.10	\$11.38
<b>18</b>	\$16,070.40	\$11.52
<b>19</b>	\$16,265.70	\$11.66
<b>20</b>	\$16,461.00	\$11.80
-This salary schedule is effective during the 2019-2020 school year ONLY.		
-It does NOT reflect salaries that may be set for any other school year.		
-Maximum of 20 years will be accepted.		
-7.5 hour workday		
Board Approved:		April 25, 2019

<b>Portales Municipal School District</b>			
<b>Nurse Salary Schedule</b>			
<b>2019 - 2020</b>			
<b>Schedule 13</b>		183 Days@7.5 hrs/day	
<b>Pay Step</b>	<b>Nurse Associates</b>	<b>Nurse BA</b>	<b>Nurse MA</b>
<b>0</b>	43,000	50,000	60,000
<b>1</b>	43,200	50,200	60,200
<b>2</b>	43,400	50,400	60,400
<b>3</b>	43,600	50,600	60,600
<b>4</b>	43,800	50,800	60,800
<b>5</b>	44,000	51,000	61,000
<b>6</b>	44,200	51,200	61,200
<b>7</b>	44,400	51,400	61,400
<b>8</b>	44,600	51,600	61,600
<b>9</b>	44,800	51,800	61,400
<b>10</b>	45,000	52,000	61,600
<b>11</b>	45,200	52,200	61,400
<b>12</b>	45,400	52,400	61,600
<b>13</b>	45,600	52,600	61,400
<b>14</b>	45,800	52,800	61,600
<b>15</b>	46,000	53,000	61,400
<b>16</b>	46,200	53,200	61,600
<b>17</b>	46,400	53,400	61,400
<b>18</b>	46,600	53,600	61,600
<b>19</b>	46,800	53,800	61,400
<b>20</b>	47,000	54,000	61,600
-This salary schedule is effective during the 2019-2020 school year ONLY			
-It does NOT reflect salaries that may be set for any other school year.			
-Maximum of 20 years will be accepted.			
		Board Approved:	April 25, 2019

