

Gadsden Independent School District

Salary Schedule 1A

CERTIFIED PERSONNEL - 3 TIER

2021-22

Salary Schedule is for the 2021-2022 Fiscal Year Only!

TEACHERS, LIBRARIAN, COUNSELORS, ADMINISTRATIVE INTERNS

Base Schedule: 190 Days / 7 Hours per Day

Semi-Monthly Pay - 24 Checks per Year

YRS	Range 2 LEVEL 1					Range 4 LEVEL 3		
	BA	BA+15	BA+45/MA	MA +15	MA+45/EDS	MA	MA +15	EDS/MA+45
0	43,636	43,638	43,640	43,642	43,644	63,847	63,849	63,853
1	43,638	43,640	43,642	43,644	43,647	63,849	63,851	63,855
2	43,640	43,642	43,644	43,647	43,649	63,851	63,853	63,858
3	43,642	43,644	43,647	43,649	43,651	63,853	63,855	63,860
4	43,644	43,647	43,649	43,651	43,653	63,855	63,857	63,862
5	43,647	43,649	43,651	43,653	43,655	63,857	63,859	63,864
6	43,649	43,651	43,653	43,656	43,658	63,859	63,861	63,866
7	43,651	43,654	43,656	43,658	43,660	63,861	63,863	63,868
** 8	43,654	43,656	43,658	43,660	43,662	63,863	63,866	63,870
YRS	Range 3 LEVEL 2							
	BA	BA+15	BA+45/MA	MA +15	MA+45/EDS			
0	53,214	53,217	53,221	53,223	53,226	63,867	63,871	63,874
1	53,217	53,220	53,223	53,225	53,228	63,870	63,873	63,876
2	53,220	53,223	53,225	53,228	53,230	63,872	63,875	63,879
3	53,222	53,225	53,227	53,230	53,233	63,874	63,877	63,881
4	53,224	53,227	53,229	53,232	53,235	63,877	63,880	63,884
5	53,226	53,229	53,231	53,234	53,237	63,885	63,886	63,887
6	53,228	53,231	53,234	53,236	53,239	63,888	63,889	63,891
7	53,230	53,233	53,236	53,238	53,241	63,889	63,891	63,892
8	53,233	53,235	53,238	53,240	53,243	63,891	63,892	63,893
9	53,235	53,237	53,240	53,242	53,245	63,892	63,893	63,894
10	53,237	53,239	53,242	53,244	53,247	63,893	63,894	63,896
11	53,239	53,241	53,244	53,247	53,249	63,894	63,896	63,897
12	53,241	53,243	53,246	53,249	53,251	63,896	63,897	63,899
13	53,243	53,246	53,248	53,251	53,253	63,897	63,899	63,900
14	56,340	56,341	56,342	56,343	56,344	63,899	63,900	63,901
15	56,341	56,342	56,343	56,344	56,345	63,900	63,901	63,902
16	56,342	56,343	56,344	56,345	56,346	63,901	63,902	63,903
17	56,343	56,344	56,345	56,346	56,347	63,902	63,903	63,904
18	56,346	56,347	56,349	56,350	56,351	63,903	63,904	63,905
19	56,347	56,349	56,350	56,351	56,352	63,904	63,905	63,907
20	56,349	56,350	56,351	56,352	56,353			
21	56,350	56,351	56,352	56,353	56,354			
22	56,351	56,352	56,353	56,354	56,355			
23	56,352	56,353	56,354	56,355	56,356			
24	56,353	56,354	56,355	56,356	56,357			
25	56,354	56,355	56,356	56,357	56,358			
26	56,355	56,356	56,357	56,358	56,359			
27	56,356	56,357	56,358	56,359	56,360			
28	56,357	56,358	56,359	56,360	56,361			
29	56,358	56,359	56,360	56,361	56,362			
30	56,359	56,360	56,361	56,362	56,363			

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 95 days of the 190 day contract in a year.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

A \$1,500 Bilingual stipend will be paid to eligible endorsed teachers in an approved K-12 Bilingual Classroom setting. Stipend is contingent upon the employee being assigned to an approved K-12 Bilingual Classroom for the applicable fiscal year.

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

Salary Schedule is contingent upon approval and funding of the Extendent Learning Time Program.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District

Salary Schedule 1B

CERTIFIED PERSONNEL

2021-22

Salary Schedule is for the 2021-2022 Fiscal Year Only!

SOCIAL WORKERS, ATTENDANCE ADVOCATE

REGISTERED NURSES

Base Schedule: 190 Days / 7 Hours per Day

Semi-Monthly Pay - 24 Checks per Year

YRS	BA Range 1	BA+15 Range 2	BA+45/MA Range 3	MA +15 Range 4	MA+45/EDS Range 5
0	41,162	41,753	42,347	42,939	43,532
1	41,165	41,756	42,350	42,942	43,535
2	41,168	41,759	42,353	42,945	43,538
3	41,171	41,762	42,356	42,948	43,541
4	41,969	42,573	43,179	43,783	44,387
5	41,970	42,575	43,180	43,784	44,388
6	42,180	42,785	43,393	44,001	44,609
7	42,389	42,997	43,609	44,219	44,831
8	43,014	43,633	44,254	44,873	45,494
9	43,015	43,634	44,256	44,874	45,495
10	43,016	43,635	44,257	44,875	45,496
11	43,017	43,636	44,258	44,876	45,497
12	43,018	43,637	44,259	44,877	45,498
13	43,509	43,638	44,765	45,393	46,020
14	43,874	44,505	45,139	46,022	46,657
15	46,947	47,621	48,297	49,244	49,924
16	47,485	48,169	48,857	49,815	50,501
17	48,168	48,855	49,540	50,500	51,323
18	48,855	49,540	50,224	51,323	52,069
19	51,570	51,584	51,601	52,002	52,814
20	51,605	51,613	51,620	52,814	53,560
21	51,607	51,614	51,792	53,560	54,304
22	51,608	51,615	52,527	54,304	55,049
23	51,609	51,616	53,267	55,049	55,769
24	51,610	51,617	54,008	55,794	56,540
25	51,611	51,619	54,746	56,539	57,284
26	51,612	51,620	55,489	57,284	58,026
27	51,613	51,621	56,229	58,026	59,068
28	51,614	51,622	56,969	59,066	60,256
29	51,615	51,623	57,855	60,108	61,297
30	51,616	51,624	58,816	61,223	62,342

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 95 days of the 190 day contract in a year.

Steps on the salary schedule correspond to the number of years of full-time allowable experience. Credit for contractual services with the Gadsden ISD is not allowable.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

Full time School Nurses paid from this schedule receive a \$5,000 stipend.

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

Salary Schedule is contingent upon approval and funding of the Extendent Learning Time Program.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District
Salary Schedule 1C(a)
CERTIFIED PERSONNEL - ANCILLARY STAFF
2021-2022

Salary Schedule is for the 2021-2022 Fiscal Year Only!

DIAGNOSTICIANS
REHAB COUNSELORS

Base Schedule: 200 Days / 8 Hours per Day
Semi-Monthly Pay - 24 Checks per Year

YRS	BA+15 Range 1	BA+45/MA Range 2	MA +15 Range 3	MA+45/EDS Range 4
0	53,303	54,804	55,819	57,849
1	53,306	54,807	55,822	57,852
2	53,308	54,810	55,825	57,855
3	53,311	54,814	55,829	57,859
4	53,314	54,817	55,832	57,862
5	53,317	54,820	55,835	57,865
6	53,320	54,823	55,838	57,868
7	53,324	54,826	55,841	57,871
8	53,327	54,829	55,844	57,874
9	53,330	54,832	55,847	57,877
10	53,333	54,835	55,850	57,880
11	53,336	54,838	55,853	57,883
12	54,333	55,825	56,840	58,150
13	54,336	55,829	56,844	58,179
14	54,340	55,832	58,307	58,716
15	54,343	57,093	58,336	58,844
16	54,346	57,096	58,365	59,136
17	55,359	57,099	58,395	60,329
18	55,362	59,963	60,978	61,135
19	55,365	61,609	61,790	61,971
20	55,368	61,611	61,841	62,072
21	55,371	61,618	62,718	63,733
22	55,410	62,089	63,024	63,836
23	55,413	62,093	64,048	64,556
24	55,416	63,590	65,335	65,843
25	55,419	64,715	65,339	66,414
26	55,423	64,719	65,343	66,417
27	57,409	64,751	65,347	67,681
28	57,412	68,018	68,356	68,559
29	57,415	68,052	70,385	70,588
30	57,418	68,072	71,693	71,896

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 95 days of the 190 day contract in a year.

Steps on the salary schedule correspond to the number of years of full-time allowable experience.

LEAD Diagnostician position receives an additional \$1,500 stipend.

Credit for contractual services with the Gadsden ISD is not allowable.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

This salary schedule is effective for the 2021-2022 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

Salary Schedule is contingent upon approval and funding of the Extended Learning Time Program.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District
Salary Schedule 1C(b)
CERTIFIED PERSONNEL - ANCILLARY STAFF
2021-2022

Salary Schedule is for the 2021-2022 Fiscal Year Only!

SPEECH LANGUAGE PATHOLOGIST

Base Schedule: 190 Days / 8 Hours per Day
Semi-Monthly Pay - 24 Checks per Year

YRS	BA+45/MA Range 1	MA+45/EDS Range 2
0	54,804	57,799
1	54,807	57,852
2	54,810	57,855
3	54,814	57,859
4	54,817	57,862
5	54,820	57,865
6	54,823	57,868
7	54,826	57,871
8	54,829	57,874
9	54,832	57,877
10	54,835	57,880
11	54,838	57,883
12	55,825	58,150
13	55,829	58,165
14	55,832	58,246
15	57,665	59,898
16	58,300	60,533
17	58,809	61,042
18	59,963	61,747
19	61,609	63,842
20	61,612	63,845
21	61,618	63,851
22	62,710	64,943
23	63,954	66,187
24	64,850	67,083
25	65,362	67,595
26	66,658	68,891
27	66,659	68,892
28	68,018	70,251
29	69,400	71,633
30	70,686	72,919

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 95 days of the 190 day contract in a year.

Steps on the salary schedule correspond to the number of years of full-time allowable experience.

LEAD Speech Language Pathologist position receives an additional \$1,500 stipend.

Credit for contractual services with the Gadsden ISD is not allowable.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every

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Gadsden Independent School District
Salary Schedule 1C(c)
CERTIFIED PERSONNEL - ANCILLARY STAFF
2021-2022

Salary Schedule is for the 2021-2022 Fiscal Year Only!

THERAPISTS, PSYCHOLOGISTS
ORIENTATION & MOBILITY SPECIALIST

Semi-Monthly Pay - 24 Checks per Year

YRS	BA+45/MA Range 1	MA+45/EDS Range 2
0	54,806	57,851
1	54,808	57,853
2	54,810	57,855
3	55,383	57,885
4	56,153	57,914
5	56,155	57,944
6	56,435	57,973
7	56,942	58,003
8	57,627	58,032
9	58,318	59,841
10	59,017	59,981
11	59,726	60,690
12	60,442	61,406
13	61,167	62,132
14	61,901	62,866
15	62,644	63,609
16	63,396	64,361
17	64,157	65,121
18	64,927	65,891
19	65,707	66,671
20	66,495	67,459
21	67,293	68,257
22	68,100	69,064
23	68,918	69,882
24	69,744	70,708
25	71,489	72,453
26	72,347	73,311
27	73,215	74,180
28	74,678	75,642
29	75,574	76,539
30	76,482	77,446

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 95 days of the 190 day contract in a year.

Steps on the salary schedule correspond to the number of years of full-time allowable experience.

Credit for contractual services with the Gadsden ISD is not allowable.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

Position	Contract Days	Hours per Day
Occupational Therapist	190	8
Physical Therapist	190	8
Psychologist (Level 1)	190	8
Psychologist (Level 2)	190	8
Psychologist (Level 3-PhD)	192	8
O&M Specialist	192	8

LEAD OT, PT and PSY positions receive an additional \$1,500 stipend.

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Salary Schedule is contingent upon approval and funding of the Extendend Learning Time Program.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District
Salary Schedule 1C(d)
CERTIFIED PERSONNEL - ANCILLARY STAFF
2021-2022

Salary Schedule is for the 2021-2022 Fiscal Year Only!

EARLY ED INTERVENTION/DISABILITIES SPECIALIST/ EDUCATIONAL INTERPRETERS
COTAs, PTAs, ASLs

Base Schedule: See Below
Semi-Monthly Pay - 24 Checks per Year

YRS	ANCILLARY ASSISTANTS	BA Range 1	BA+45/MA Range 2
0	35,675	48,576	49,287
1	35,677	48,578	49,289
2	36,079	48,593	49,310
3	36,470	48,608	49,331
4	36,781	48,617	49,352
5	36,782	48,641	49,354
6	36,965	48,667	49,597
7	37,148	48,691	49,623
8	37,697	49,165	49,648
9	37,698	49,189	49,675
10	37,700	49,214	49,700
11	37,701	49,239	49,725
12	37,702	49,266	49,751
13	38,566	49,291	49,777
14	38,568	50,958	51,258
15	40,496	51,165	54,336
16	40,957	52,540	54,340
17	41,477	52,566	55,733
18	41,998	52,593	55,736
19	42,517	54,669	55,739
20	43,039	54,698	58,074
21	43,554	54,725	58,266
22	44,075	54,753	58,269
23	44,597	54,780	58,298
24	45,113	58,103	59,408
25	45,637	58,398	61,591
26	46,155	58,401	61,595
27	46,676	59,429	63,257
28	47,193	59,432	63,261
29	47,716	59,435	63,265
30	48,234	59,438	63,270

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 95 days of the 190 day contract in a year.

Steps on the salary schedule correspond to the number of years of full-time allowable experience.

Credit for contractual services with the Gadsden ISD is not allowable.

All employees: Two (2) days General Leave advanced at the beginning of the year & One (1) day General Leave accrued for every twenty (20) days worked.

Position	Contract Days	Hours per Day
COTA	190	8
ASL	190	8
PTA	190	8
Intervention/Disabilities Specialist	220	7
Educational Interpreters	190	7

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Gadsden Independent School District
Salary Schedule 1C(e)
CERTIFIED PERSONNEL - ANCILLARY STAFF
2021-2022

Salary Schedule is for the 2021-2022 Fiscal Year Only!

SPED SOCIAL WORKERS

Base Schedule: 190 Days / 8 Hours per Day
Semi-Monthly Pay - 24 Checks per Year

YRS	LMSW	LCSW / LISW
0	48,822	49,431
1	49,067	49,676
2	49,310	49,919
3	49,557	50,166
4	49,805	50,414
5	50,053	50,662
6	50,304	50,913
7	50,556	51,165
8	50,808	51,417
9	51,062	51,671
10	51,318	51,927
11	51,575	52,184
12	51,832	52,441
13	52,091	52,802
14	52,352	53,063
15	54,338	55,048
16	54,610	55,320
17	54,883	55,733
18	55,157	55,867
19	55,433	56,143
20	57,364	58,075
21	57,651	58,267
22	57,940	58,558
23	58,229	58,851
24	58,520	59,145
25	61,591	62,200
26	61,898	62,507
27	62,649	63,258
28	62,963	63,563
29	63,278	63,867
30	63,594	64,172

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 95 days of the 190 day contract in a year.

Steps on the salary schedule correspond to the number of years of full-time allowable experience.

Credit for contractual services with the Gadsden ISD is not allowable.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

LEAD Social Worker position receives an additional \$1,500 stipend.

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Salary Schedule is contingent upon approval and funding of the Extended Learning Time Program.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District

Salary Schedule 1D

CERTIFIED PERSONNEL

2021-22

Salary Schedule is for the 2021-2022 Fiscal Year Only!

SUBJECT MATTER SPECIALISTS

INSTRUCTIONAL COACH

Base Schedule: 192 Days / 7 Hours per Day

Semi-Monthly Pay - 24 Checks per Year

	LEVEL 1	LEVEL 2	LEVEL 3
0	42,787	52,656	63,060
1	42,788	52,657	63,061
2	42,789	52,658	63,062
3	42,790	52,659	63,063
4	42,791	52,660	63,064
5	42,792	52,661	63,065
6	42,793	52,662	63,067
7	42,794	52,663	63,068
8	42,795	52,664	63,069
9	42,796	52,665	63,070
10	42,797	52,666	63,071
11	42,798	52,667	63,072
12	42,799	52,668	63,073
13	42,800	52,669	63,074
14	42,801	52,670	64,556
15	42,802	52,671	64,558
16	42,803	52,672	64,559
17	42,804	57,779	64,560
18	42,805	57,780	64,561
19	42,806	57,781	64,562
20	42,807	57,782	64,563
21	42,808	57,783	64,564
22	42,809	57,784	64,565
23	42,810	57,785	64,565
24	42,811	57,786	64,566
25	42,812	57,787	64,567
26	42,813	57,789	64,568
27	42,814	57,790	64,569
28	42,815	57,791	64,570
29	42,816	57,792	64,571
30	42,817	57,793	64,572

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 95 days of the 190 day contract in a year.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

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Salary Schedule is contingent upon approval and funding of the Extendent Learning Time Program.

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Gadsden Independent School District

Salary Schedule 2A

INSTRUCTIONAL SUPPORT - LEVEL 1

2021-22

Salary Schedule is for the 2021-2022 Fiscal Year Only!

LIBRARY TECH

Base Schedule: 190 Days / 7 Hours per Day / 1330 Hours per Year

Semi-Monthly Pay - 24 Checks per Year

YRS	Range 1 High School	Range 2 15 Hours	Range 3 30 Hours	Range 4 45 Hours	Range 5 60+ Hours or Certification
0	13.26	13.56	13.80	14.34	14.45
1	13.44	13.72	13.97	14.51	14.62
2	13.57	13.86	14.11	14.40	14.71
3	13.83	14.12	14.39	14.67	14.98
4	13.84	14.13	14.40	14.68	14.99
5	13.96	14.27	14.54	14.82	15.13
6	14.04	14.35	14.61	14.89	15.19
7	14.45	14.75	15.01	15.33	15.65
8	14.46	14.76	15.02	15.34	15.66
9	14.47	14.77	15.03	15.35	15.67
10	14.48	14.78	15.04	15.36	15.68
11	14.49	14.79	15.06	15.37	15.69
12	14.50	14.80	15.07	15.38	15.70
13	14.90	15.18	15.49	15.79	16.11
14	15.63	15.96	16.24	16.58	16.93
15	17.11	17.48	17.78	18.14	18.53
16	17.32	17.70	18.01	18.39	18.77
17	17.53	17.95	18.27	18.65	19.02
18	17.67	18.03	18.39	18.76	19.12
19	17.77	18.13	18.50	18.91	19.21
20	17.89	18.26	18.59	18.96	19.34
21	18.06	18.47	18.80	19.15	19.57
22	18.26	18.60	19.00	19.37	19.73
23	18.53	18.88	19.25	19.66	20.32
24	18.81	19.16	19.57	19.95	20.60
25	19.09	19.48	19.88	20.24	20.67
26	19.37	19.73	20.15	20.54	20.97
27	19.66	20.08	20.47	20.87	21.31
28	19.95	20.36	20.78	21.18	21.58
29	20.24	20.67	21.07	21.47	21.91
30	20.54	20.97	21.40	21.81	22.26

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

Salary Schedule is contingent upon approval and funding of the Extendent Learning Time Program.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District**Salary Schedule 2B****INSTRUCTIONAL SUPPORT - LEVEL 2****2021-22****Salary Schedule is for the 2021-2022 Fiscal Year Only!****HEALTH ASSISTANT****Base Schedule: 190 Days / 7 Hours per Day / 1330 Hours per Year****Semi-Monthly Pay - 24 Checks per Year**

	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6
YRS	High School	15 Hours	30 Hours	45 Hours	60+ Hours	Assoc. Degree
0	12.31	12.46	12.61	12.76	12.91	13.06
1	12.33	12.48	12.63	12.78	12.93	13.08
2	12.35	12.50	12.65	12.80	12.95	13.10
3	12.37	12.52	12.67	12.82	12.97	13.12
4	12.39	12.54	12.69	12.84	12.99	13.14
5	12.41	12.56	12.71	12.86	13.01	13.16
6	12.43	12.58	12.73	12.88	13.03	13.18
7	12.45	12.60	12.75	12.90	13.05	13.21
8	12.47	12.62	12.77	12.92	13.07	13.25
9	12.49	12.64	12.79	12.94	13.09	13.27
10	12.51	12.66	12.81	12.96	13.11	13.29
11	12.53	12.68	12.83	12.98	13.13	13.31
12	12.55	12.70	12.85	13.00	13.15	13.33
13	12.57	12.72	12.87	13.02	13.17	13.35
14	12.66	12.93	13.05	13.24	13.46	13.66
15	13.31	13.57	13.70	13.91	14.10	14.34
16	14.57	14.87	14.98	15.21	15.47	15.70
17	14.77	15.07	15.18	15.40	15.68	15.90
18	14.88	15.19	15.32	15.54	15.82	16.05
19	15.07	15.35	15.48	15.73	15.97	16.20
20	15.20	15.51	15.67	15.90	16.14	16.39
21	15.30	15.63	15.82	16.03	16.28	16.55
22	15.47	15.80	15.96	16.18	16.43	16.74
23	15.66	15.96	16.10	16.35	16.59	16.93
24	15.83	16.14	16.29	16.54	16.81	17.15
25	16.01	16.35	16.52	16.75	17.00	17.33
26	16.22	16.54	16.72	16.97	17.21	17.56
27	16.43	16.75	16.93	17.17	17.43	17.76
28	16.64	16.97	17.15	17.38	17.66	18.03
29	16.84	17.17	17.33	17.62	17.85	18.22
30	17.05	17.38	17.56	17.81	18.09	18.45

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

Salary Schedule is contingent upon approval and funding of the Extendent Learning Time Program.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District

Salary Schedule 2B (2)

INSTRUCTIONAL SUPPORT - LEVEL 2

2021-2022

Salary Schedule is for the 2021-2022 Fiscal Year Only!

LIBRARY ASSISTANT, SPED BSC, DSC, LSC, SCC, EC & PERSONAL ASSISTANT

COMPUTER LAB ASSISTANT, PARENT OUTREACH EMBASSADOR, SPED PROJECT SEARCH

Base Schedule: 190 Days / 7 Hours per Day / 1330 Hours per Year

Semi-Monthly Pay - 24 Checks per Year

YRS	Range 1 High School	Range 2 15 Hours	Range 3 30 Hours	Range 4 45 Hours	Range 5 60+ Hours	Range 6 Assoc. Degree
0	12.53	12.55	12.57	12.62	12.67	12.74
1	12.55	12.57	12.59	12.64	12.69	12.76
2	12.57	12.59	12.61	12.63	12.65	12.82
3	12.59	12.61	12.63	12.65	12.67	12.88
4	12.61	12.63	12.65	12.67	12.85	13.08
5	12.63	12.65	12.67	12.69	12.87	13.09
6	12.65	12.67	12.69	12.80	12.99	13.19
7	12.67	12.69	12.71	12.85	13.05	13.26
8	12.69	12.92	13.02	13.22	13.44	13.65
9	12.71	12.93	13.03	13.24	13.45	13.66
10	12.73	12.94	13.04	13.25	13.46	13.67
11	12.75	12.95	13.05	13.26	13.47	13.68
12	12.77	12.96	13.07	13.27	13.48	13.69
13	12.79	12.97	13.08	13.28	13.49	13.70
14	13.04	13.31	13.43	13.64	13.85	14.04
15	13.70	13.97	14.08	14.30	14.54	14.76
16	14.98	15.30	15.43	15.67	15.92	16.15
17	15.19	15.49	15.64	15.85	16.12	16.37
18	15.31	15.65	15.77	16.00	16.27	16.53
19	15.49	15.80	15.93	16.18	16.44	16.67
20	15.66	15.97	16.10	16.37	16.61	16.85
21	15.75	16.07	16.27	16.51	16.76	17.02
22	15.92	16.26	16.43	16.65	16.89	17.21
23	16.09	16.43	16.59	16.82	17.07	17.39
24	16.28	16.61	16.77	17.01	17.30	17.66
25	16.48	16.82	16.99	17.23	17.50	17.85
26	16.70	17.01	17.19	17.46	17.72	18.07
27	16.89	17.23	17.39	17.68	17.94	18.27
28	17.13	17.46	17.66	17.89	18.17	18.55
29	17.33	17.68	17.85	18.13	18.36	18.76
30	17.54	17.89	18.07	18.33	18.63	19.00

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

Salary Schedule is contingent upon approval and funding of the Extendent Learning Time Program.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District
Salary Schedule 2C
INSTRUCTIONAL SUPPORT - LEVEL 3
2021-22

Salary Schedule is for the 2021-2022 Fiscal Year Only!

**REGULAR CLASSROOM INSTRUCTIONAL ASSISTANTS,
REGULAR SPECIAL EDUCATION INSTRUCTIONAL ASSISTANTS, SPED TRANSITION JOB COACH**

Base Schedule: 190 Days / 7 Hours per Day / 1330 Hours per Year
Semi-Monthly Pay - 24 Checks per Year

YRS	Range 1 High School	Range 2 15 Hours	Range 3 30 Hours	Range 4 45 Hours	Range 5 60+ Hours	Range 6 Assoc. Degree
0	12.47	12.49	12.51	12.56	12.61	12.66
1	12.49	12.51	12.53	12.58	12.63	12.68
2	12.51	12.53	12.55	12.60	12.65	12.70
3	12.53	12.55	12.57	12.62	12.67	12.72
4	12.55	12.57	12.59	12.64	12.69	12.74
5	12.57	12.59	12.61	12.66	12.71	12.76
6	12.59	12.61	12.63	12.68	12.73	12.78
7	12.61	12.63	12.65	12.70	12.75	12.83
8	12.63	12.65	12.67	12.72	12.89	13.20
9	12.65	12.67	12.69	12.74	12.90	13.21
10	12.67	12.69	12.71	12.76	12.91	13.22
11	12.69	12.71	12.73	12.78	12.92	13.24
12	12.71	12.73	12.75	12.80	12.93	13.25
13	12.73	12.75	12.77	12.82	12.94	13.26
14	12.75	12.77	12.82	13.04	13.26	13.62
15	12.89	13.18	13.46	13.70	13.93	14.28
16	14.10	14.44	14.75	14.98	15.27	15.65
17	14.28	14.60	14.93	15.19	15.45	15.83
18	14.41	14.75	15.06	15.31	15.62	15.97
19	14.56	14.92	15.22	15.49	15.76	16.15
20	14.74	15.09	15.36	15.65	15.91	16.29
21	14.87	15.20	15.50	15.80	16.09	16.45
22	15.03	15.32	15.65	15.94	16.27	16.60
23	15.20	15.48	15.79	16.10	16.44	16.76
24	15.36	15.68	15.99	16.29	16.62	16.98
25	15.59	15.87	16.19	16.53	16.84	17.17
26	15.76	16.06	16.41	16.72	17.05	17.38
27	15.94	16.27	16.60	16.93	17.26	17.65
28	16.16	16.48	16.82	17.14	17.49	17.83
29	16.37	16.67	17.00	17.36	17.71	18.09
30	16.58	16.88	17.21	17.57	17.92	18.25

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

Salary Schedule is contingent upon approval and funding of the Extendent Learning Time Program.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District
Salary Schedule 2D
GUARDS
2021-22

Salary Schedule is for the 2021-2022 Fiscal Year Only!

SECURITY GUARDS (Range 1-3)

CROSSING GUARDS (Range 4)

Base Schedule: Security Guards - 183 Days / 8 Hours per Day / 1464 Hours per Year
Crossing Guards - 180 Days / 2 Hours per Day / 360 Hours per Year
Semi-Monthly Pay - 24 Checks per Year

YRS	Range 1 High School	Range 2 15 Hours	Range 3 30 Hours	Range 4 Crossing Guards
0	12.02	12.12	12.62	11.50
1	12.04	12.14	12.64	11.52
2	12.06	12.16	12.66	11.54
3	12.11	12.21	12.71	11.56
4	12.21	12.31	12.91	11.58
5	12.30	12.40	12.92	11.60
6	12.40	12.50	13.02	11.62
7	12.49	12.59	13.09	11.64
8	12.59	12.69	13.30	11.66
9	12.68	12.78	13.31	11.68
10	12.70	12.80	13.32	11.70
11	12.71	12.81	13.33	11.72
12	12.72	12.82	13.35	11.74
13	12.73	12.83	13.36	11.76
14	13.07	13.17	13.69	11.78
15	13.17	13.27	14.39	11.80
16	14.42	14.52	15.09	11.82
17	14.52	14.62	15.27	11.84
18	14.72	14.82	15.40	11.86
19	14.88	14.98	15.61	11.88
20	14.98	15.08	15.74	11.90
21	15.08	15.18	15.88	11.92
22	15.18	15.28	16.01	11.94
23	15.28	15.38	16.16	11.96
24	15.38	15.48	16.19	11.98
25	15.48	15.58	16.41	12.00
26	15.58	15.68	16.67	12.02
27	15.68	15.78	16.92	12.04
28	15.78	15.88	17.15	12.06
29	16.99	17.09	17.42	12.08
30	17.09	17.19	17.70	12.10

Security Sergeant position receives an additional \$1,500 stipend.

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District

Salary Schedule 3A

PARAPROFESSIONAL CLERICAL

2021-2022

Salary Schedule is for the 2021-2022 Fiscal Year Only!

PA1: EDUCATIONAL RESOURCES SPECIALIST, NURSING & HEALTH SERVICES SPECIALIST
CUSTODIAL SERVICES SPECIALIST, MAINTENANCE SERVICES SPECIALIST, SNP SPECIALIST
RECORDS MANAGEMENT SPECIALIST, ADMINISTRATIVE ASSISTANT, CONSTRUCTION SPECIALIST
PA2: ACCOUNTS PAYABLE SPECIALIST, PAYROLL BOOKKEEPER, FEDERAL PROGRAMS SPECIALIST,
HUMAN RESOURCES SPECIALIST, BUDGET SPECIALIST, TRANSPORTATION SPECIALIST
PA3: ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT

Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year
Semi-Monthly Pay - 24 Checks per Year

YRS	PA1	PA2	PA3
0	12.80	12.95	13.10
1	12.83	12.98	13.13
2	12.86	13.01	13.16
3	12.89	13.04	13.19
4	12.92	13.07	13.22
5	12.95	13.10	13.25
6	12.98	13.13	13.28
7	13.01	13.16	13.31
8	13.04	13.19	13.34
9	13.07	13.22	13.37
10	13.10	13.25	13.40
11	13.13	13.28	13.43
12	13.16	13.31	13.46
13	13.19	13.34	13.49
14	13.22	13.37	13.56
15	13.81	14.02	14.26
16	14.50	14.73	14.95
17	14.67	14.91	15.15
18	14.95	15.19	15.45
19	15.21	15.46	15.71
20	15.47	15.71	15.97
21	15.68	15.98	16.22
22	15.99	16.23	16.49
23	16.24	16.49	16.76
24	16.52	16.77	17.05
25	16.78	17.06	17.31
26	17.07	17.32	17.62
27	17.33	17.64	17.91
28	17.65	17.91	18.19
29	17.93	18.20	18.51
30	18.21	18.51	18.79

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

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Gadsden Independent School District

Salary Schedule 3B

CLERICAL

2021-22

Salary Schedule is for the 2021-2022 Fiscal Year Only!

LEVEL 1: CLERK, RECEPTIONIST/CLERK

LEVEL 2: REGISTRAR, ATTENDANCE CLERK, SUPERINTENDENT CLERK

**LEVEL 3: SECRETARY, MEDIA CLERK, DATA ENTRY CLERK,
INSTRUCTIONAL MATERIALS CLERK**

LEVEL 4: BOOKKEEPER, ADMINISTRATIVE SUPPORT, INVENTORY TECHNICIAN, SPED SPECIALIST

Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year

Semi-Monthly Pay - 24 Checks per Year

YRS	Level 1	Level 2	Level 3	Level 4
0	11.53	11.63	11.78	11.93
1	11.56	11.66	11.81	11.96
2	11.59	11.69	11.84	11.99
3	11.62	11.72	11.87	12.02
4	11.65	11.75	11.90	12.05
5	11.68	11.78	11.93	12.08
6	11.71	11.81	11.96	12.11
7	11.74	11.84	11.99	12.14
8	11.77	11.87	12.02	12.17
9	11.80	11.90	12.05	12.20
10	11.83	11.93	12.08	12.23
11	11.86	11.96	12.11	12.26
12	11.89	11.99	12.14	12.29
13	11.92	12.02	12.17	12.32
14	11.95	12.05	12.20	12.41
15	11.98	12.28	12.63	13.04
16	12.51	12.89	13.26	13.68
17	12.66	13.05	13.44	13.85
18	12.87	13.25	13.66	14.06
19	13.08	13.48	13.89	14.30
20	13.28	13.70	14.08	14.54
21	13.51	13.92	14.34	14.78
22	13.74	14.12	14.57	15.01
23	13.98	14.38	14.81	15.24
24	14.20	14.60	15.07	15.51
25	14.44	14.87	15.31	15.76
26	14.67	15.11	15.69	16.02
27	14.91	15.35	15.83	16.29
28	15.16	15.63	16.06	16.55
29	15.40	15.87	16.35	16.84
30	15.63	16.12	16.62	17.13

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District
Salary Schedule 4
FOOD SERVICE MANAGERS/ ASSISTANT MANAGERS
2021-22

Salary Schedule is for the 2021-2022 Fiscal Year Only!

**FOOD SERVICE MANAGERS WILL BE PAID PER THIS SCHEDULE BASED ON THE
PROJECTED NUMBER OF MEALS (BREAKFAST AND LUNCH) TO BE PREPARED EACH DAY.**

Base Schedule: 186 Days / 8 Hours per Day / 1488 Hours per Year
Semi-Monthly Pay - 24 Checks per Year

Meals Per Day	Range 1 HS/GED	Range 2 SNA Cert-1	Range 3 SNA Cert-2	Range 4 College Hrs-30+
0-675 Meals per day (List Schools)	17.59	17.69	17.72	17.78
676-1,300 Meals per day (List Schools)	18.22	18.31	18.36	18.40
1,300 or more Meals per day (List Schools)	18.85	18.94	19.00	19.06
Assistant Managers	11.83	11.97	12.13	12.34

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District**Salary Schedule 5****FOOD SERVICE PERSONNEL****2021-22****Salary Schedule is for the 2021-2022 Fiscal Year Only!****COOKS:****186 Days - 7 Hrs. Per Day****1,302 Hrs. Per Year****SERVERS / ATTENDANTS:****186 Days - 4 Hrs. Per Day****744 Hrs. Per Year****Semi-Monthly Pay - 24 Checks per Year**

YRS	Range 1 HS DIPLOMA G.E.D.	Range 2 SNA Level 1 CERTIFICATE	Range 3 SNA Level 2 CERTIFICATE	Range 4 UNIV. CR. (30+ HRS)
0	11.50	11.55	11.60	11.65
1	11.51	11.56	11.61	11.66
2	11.52	11.57	11.62	11.67
3	11.53	11.58	11.63	11.68
4	11.54	11.59	11.64	11.69
5	11.55	11.60	11.65	11.70
6	11.56	11.61	11.66	11.71
7	11.57	11.62	11.67	11.72
8	11.58	11.63	11.68	11.73
9	11.59	11.64	11.69	11.74
10	11.60	11.65	11.70	11.75
11	11.61	11.66	11.71	11.76
12	11.62	11.67	11.72	11.77
13	11.63	11.68	11.73	11.78
14	11.64	11.69	11.74	11.79
15	11.65	11.70	11.75	11.80
16	11.66	11.71	11.76	11.81
17	11.67	11.72	11.77	11.82
18	11.68	11.73	11.78	11.83
19	11.69	11.74	11.79	11.84
20	11.70	11.75	11.80	11.85
21	11.71	11.76	11.81	11.86
22	11.72	11.77	11.82	11.87
23	11.74	11.85	11.94	12.16
24	11.98	12.06	12.22	12.40
25	12.12	12.23	12.37	12.55
26	12.29	12.40	12.54	12.71
27	12.43	12.50	12.62	12.82
28	12.56	12.66	12.80	12.98
29	12.68	12.76	12.91	13.08
30	12.80	12.90	13.01	13.19

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District

Salary Schedule 5A

FOOD SERVICE PERSONNEL

2021-22

Salary Schedule is for the 2021-2022 Fiscal Year Only!

COOKS CLERKS:

186 Days - 7 Hrs. Per Day

1,302 Hrs. Per Year

Semi-Monthly Pay - 24 Checks per Year

YRS	Range 1 HS DIPLOMA G.E.D.	Range 2 SNA Level 1 CERTIFICATE	Range 3 SNA Level 2 CERTIFICATE	Range 4 UNIV. CR. (30+ HRS)
0	11.54	11.59	11.64	11.69
1	11.55	11.60	11.65	11.70
2	11.56	11.61	11.66	11.71
3	11.57	11.62	11.67	11.72
4	11.58	11.63	11.68	11.73
5	11.59	11.64	11.69	11.74
6	11.60	11.65	11.70	11.75
7	11.61	11.66	11.71	11.76
8	11.62	11.67	11.72	11.77
9	11.63	11.68	11.73	11.78
10	11.64	11.69	11.74	11.79
11	11.65	11.70	11.75	11.80
12	11.66	11.71	11.76	11.81
13	11.67	11.72	11.77	11.82
14	11.68	11.73	11.78	11.83
15	11.69	11.74	11.79	11.84
16	11.70	11.75	11.80	11.85
17	11.71	11.76	11.81	11.86
18	11.72	11.77	11.82	11.87
19	11.73	11.78	11.83	11.88
20	11.74	11.79	11.84	11.89
21	11.75	11.80	11.85	11.90
22	11.76	11.81	11.86	11.91
23	11.77	11.85	11.94	12.16
24	11.98	12.06	12.21	12.39
25	12.12	12.22	12.36	12.55
26	12.28	12.39	12.54	12.71
27	12.42	12.49	12.62	12.82
28	12.56	12.66	12.80	12.97
29	12.68	12.76	12.90	13.07
30	12.80	12.89	13.00	13.18

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District**Salary Schedule 6A****CUSTODIAL PERSONNEL****2021-2022****Salary Schedule is for the 2021-2022 Fiscal Year Only!****HEAD CUSTODIAN - LEVEL 2: SUPERVISION OF 1 TO 3 EMPLOYEES****HEAD CUSTODIAN - LEVEL 3: SUPERVISION OF 3.5 TO 5 EMPLOYEES****HEAD CUSTODIAN - LEVEL 4: SUPERVISION OF 5.5 TO 8 EMPLOYEES****HEAD CUSTODIAN - LEVEL 5: SUPERVISION OF 8.5 TO 12 EMPLOYEES****HEAD CUSTODIAN - LEVEL 6: SUPERVISION OF 12+ EMPLOYEES****Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year****Semi-Monthly Pay - 24 Checks per Year**

YRS	Custodian	Head Custodian				
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
0	11.58	11.66	11.74	11.82	11.90	11.98
1	11.60	11.68	11.76	11.84	11.92	12.00
2	11.62	11.70	11.78	11.86	11.94	12.02
3	11.64	11.72	11.80	11.88	11.96	12.04
4	11.66	11.74	11.82	11.90	11.98	12.06
5	11.68	11.76	11.84	11.92	12.00	12.08
6	11.70	11.78	11.86	11.94	12.02	12.10
7	11.72	11.80	11.88	11.96	12.04	12.12
8	11.74	11.82	11.90	11.98	12.06	12.14
9	11.76	11.84	11.92	12.00	12.08	12.16
10	11.78	11.86	11.94	12.02	12.10	12.18
11	11.80	11.88	11.96	12.04	12.12	12.20
12	11.82	11.90	11.98	12.06	12.14	12.22
13	11.84	11.92	12.00	12.08	12.16	12.24
14	11.86	11.94	12.02	12.10	12.18	12.26
15	11.88	11.96	12.04	12.12	12.20	12.28
16	11.90	11.98	12.06	12.39	12.49	12.59
17	11.92	12.00	12.08	12.55	12.65	12.75
18	11.94	12.02	12.45	12.80	12.91	13.01
19	11.96	12.36	12.79	13.16	13.26	13.36
20	12.29	12.70	13.14	13.53	13.64	13.74
21	12.64	13.07	13.49	13.91	14.01	14.11
22	12.99	13.41	13.84	14.28	14.38	14.48
23	13.25	13.67	14.09	14.56	14.66	14.76
24	13.44	13.89	14.33	14.79	14.90	15.00
25	13.65	14.07	14.55	14.98	15.08	15.18
26	13.84	14.31	14.78	15.21	15.31	15.41
27	14.10	14.52	14.97	15.45	15.55	15.66
28	14.27	14.73	15.20	15.69	15.79	15.89
29	14.48	14.94	15.43	15.91	16.01	16.11
30	14.68	15.17	15.68	16.15	16.26	16.36

Night custodian position receives an additional \$500 annual stipend.

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District**Salary Schedule 6B****MAINTENANCE PERSONNEL****2021-22****Salary Schedule is for the 2021-2022 Fiscal Year Only!****LEVEL 1: BUILDING MECHANIC, GROUNDSKEEPER, MOTOR VEHICLE MECHANIC HELPER****LEVEL 2: WAREHOUSEPERSON & WAREHOUSE STOCKER****LEVEL 3: LICENSED BUILDING MECHANIC, ROADS/GROUNDS EQUIPMENT OPERATOR, LOCKSMITH,
GENERAL MAINTENANCE TECHNICIAN, HVAC TECHNICIAN, WATER/WASTEWATER TREATMENT TECHNICIAN I & II
MOTOR VEHICLE TECHNICIAN, TELECOMMUNICATIONS TECHNICIAN, CUSTODIAL & SMALL ENGINE REPAIR TECHNICIAN****LEVEL 4: PLUMBER, ELECTRICIAN, HVAC TECHNICIAN, FIELD COMPLIANCE SUPERVISOR, GROUNDS SHOP FOREMAN,
MOTOR VEHICLE SUPERVISOR, WAREHOUSE SUPERVISOR, EQUIPMENT TECHNICIAN, MAINTENANCE FOREMAN CREW,
WATER/WASTEWATER TREATMENT TECHNICIAN II & III, STATE OF NM JOURNEYMAN LIC REQUIRING 4000 HR APPRENTICESHIP****LEVEL 5: WATER/WASTEWATER TREATMENT TECHNICIAN III & IV, STATE OF NM JOURNEYMAN LIC REQUIRING 8000 HR
APPRENTICESHIP, STATE OF NM JOURNEYMAN LIC REQUIRING 4000 HR APPRENTICESHIP PLUS CONTRACTORS LICENSE****Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year****Semi-Monthly Pay - 24 Checks per Year**

YRS	Level 1	Level 2	Level 3	Level 4	Level 5
0	11.63	11.73	12.80	14.09	19.44
1	11.65	11.75	12.82	14.11	19.46
2	11.67	11.77	12.84	14.13	19.48
3	11.69	11.79	12.88	14.50	19.58
4	11.71	11.81	12.90	14.55	19.69
5	11.73	11.83	12.93	14.58	19.78
6	11.75	11.85	13.01	14.68	19.88
7	11.77	11.87	13.08	14.76	19.98
8	11.79	11.89	13.26	14.97	20.08
9	11.81	11.91	13.31	15.02	20.18
10	11.83	11.93	13.37	15.08	20.28
11	11.85	11.95	13.43	15.13	20.39
12	11.87	11.97	13.48	15.18	20.49
13	11.89	11.99	13.57	15.29	20.59
14	11.91	12.01	13.67	15.43	20.69
15	11.93	12.60	14.35	16.19	20.79
16	11.95	13.22	15.08	17.00	20.89
17	11.97	13.40	15.24	17.21	21.01
18	11.99	13.53	15.45	17.48	21.11
19	12.01	13.93	15.90	17.96	21.21
20	12.29	14.34	16.38	18.45	21.32
21	12.64	14.74	16.85	18.97	21.42
22	12.99	15.15	17.30	19.47	21.53
23	13.25	15.45	17.66	19.85	21.63
24	13.44	15.68	17.91	20.14	21.75
25	13.65	15.90	18.17	20.44	21.86
26	13.84	16.14	18.44	20.75	21.97
27	14.10	16.38	18.74	21.07	22.07
28	14.27	16.64	19.00	21.39	22.18
29	14.48	16.88	19.29	21.69	22.29
30	14.68	17.14	19.59	22.03	22.41

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

All Licenses are verified by the NM Regulation and Licensing Department

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District

Salary Schedule 6C

COMPUTER SERVICES PERSONNEL

2021-22

Salary Schedule is for the 2021-2022 Fiscal Year Only!

LEVEL 1: COMPUTER SITE TECHNICIAN

**LEVEL 2: NETWORK FIELD TECHNICIAN, DISTRICT TECH AV/PA/ALARMS,
BUILDING CONTROL SYS. TECH. ASSISTANT NETWORK MANAGER**

Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year

Semi-Monthly Pay - 24 Checks per Year

YRS	Level 1	Level 2
0	15.22	16.78
1	15.26	16.82
2	15.30	16.86
3	15.34	16.90
4	15.38	16.94
5	15.42	16.98
6	15.46	17.02
7	15.50	17.06
8	15.54	17.10
9	15.58	17.14
10	15.62	17.18
11	15.66	17.22
12	15.70	17.26
13	15.74	17.30
14	15.78	17.34
15	16.62	17.38
16	16.66	17.42
17	16.70	17.54
18	16.74	17.74
19	16.78	18.19
20	16.82	18.98
21	16.86	19.14
22	16.90	19.18
23	16.94	19.23
24	16.98	19.28
25	17.02	19.33
26	17.06	19.38
27	17.10	19.43
28	17.14	19.48
29	17.18	19.53
30	17.22	19.58

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year.

Employees on this salary schedule receive a \$1,000 stipend.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Salary Schedule is for the 2021-2022 Fiscal Year Only!

Semi-Monthly Pay - 24 Checks per Year

CAMPUS ADMINISTRATION																										
Pay Grade	Principals												Assistant Principals													
101	66,973.00	66,990.00	67,003.00	67,013.00	67,024.00	67,041.00	67,057.00	67,075.00	67,091.00	67,108.00	67,124.00	67,142.00	67,158.00	67,175.00	67,191.00	67,209.00	67,225.00	67,615.00	67,632.00	67,649.00	67,666.00	67,683.00	67,700.00	67,717.00	67,734.00	67,751.00
102	70,018.00	70,035.00	70,048.00	70,059.00	70,071.00	70,088.00	70,106.00	70,123.00	71,053.00	71,071.00	71,088.00	71,106.00	71,124.00	71,142.00	71,160.00	72,757.00	73,407.00	74,058.00	74,076.00	74,094.00	74,112.00	74,130.00	74,148.00	74,166.00	74,184.00	74,202.00
103	76,108.00	76,125.00	76,140.00	76,152.00	76,164.00	76,182.00	76,202.00	76,221.00	76,240.00	76,258.00	76,278.00	76,297.00	76,316.00	76,336.00	76,354.00	76,373.00	76,392.00	76,411.00	76,430.00	76,449.00	76,468.00	80,973.00	80,992.00	81,011.00	81,030.00	81,049.00
104	73,063.00	73,080.00	73,094.00	73,107.00	73,117.00	73,135.00	73,154.00	73,172.00	73,190.00	73,208.00	73,227.00	73,245.00	73,263.00	73,281.00	73,300.00	73,318.00	73,336.00	73,355.00	73,384.00	74,234.00	76,127.00	76,244.00	76,262.00	76,280.00	76,298.00	76,316.00
105	85,243.00	85,260.00	85,277.00	85,290.00	85,303.00	85,324.00	85,346.00	85,367.00	85,388.00	85,410.00	85,431.00	85,452.00	85,474.00	85,495.00	85,516.00	85,538.00	85,559.00	85,581.00	85,603.00	85,624.00	85,652.00	85,763.00	85,784.00	85,805.00	85,826.00	85,847.00
106	97,423.00	97,440.00	97,460.00	97,473.00	97,489.00	97,514.00	97,538.00	97,562.00	97,587.00	97,611.00	97,635.00	97,660.00	97,684.00	97,708.00	97,733.00	97,757.00	97,783.00	97,807.00	97,976.00	98,626.00	98,651.00	98,676.00	98,701.00	98,726.00	98,751.00	98,776.00

DISTRICT ADMINISTRATION

Pay Grade	OTHER ADMINISTRATION - Asst. Purchasing Agent, Asst. Network Mgr., Custodial Srvc. Supervisor, Fund Accountant, Network Mgr.																									
201-A	\$3,087.00	\$3,100.00	\$3,113.00	\$3,126.00	\$3,139.00	\$3,152.00	\$3,165.00	\$3,178.00	\$3,191.00	\$3,204.00	\$3,217.00	\$3,230.00	\$3,243.00	\$3,256.00	\$3,269.00	\$3,282.00	\$3,295.00	\$3,308.00	\$3,321.00	\$3,334.00	\$3,347.00	\$3,360.00	\$3,373.00	\$5,002.00	\$5,015.00	\$5,028.00
201-B	\$4,587.00	\$4,600.00	\$4,613.00	\$4,626.00	\$4,639.00	\$4,652.00	\$4,665.00	\$4,678.00	\$4,691.00	\$4,704.00	\$4,717.00	\$4,730.00	\$4,743.00	\$4,756.00	\$4,769.00	\$4,782.00	\$4,795.00	\$4,808.00	\$4,821.00	\$4,834.00	\$4,847.00	\$4,860.00	\$4,873.00	\$5,002.00	\$5,015.00	\$5,028.00

Pay Grade	COORDINATORS - Program/Department Coordinators, Purchasing Agent																			
202-A	49,087.00	49,100.00	49,113.00	49,126.00	49,139.00	49,152.00	49,165.00	49,178.00	49,191.00	49,204.00	49,217.00	49,230.00	49,243.00	49,256.00	49,269.00	49,282.00	49,295.00	49,308.00	49,321.00	49,334.00
																		49,347.00	60,280.00	60,293.00
																			60,306.00	60,319.00
																			60,332.00	
202-B	56,043.00	56,056.00	56,068.00	56,082.00	57,189.00	57,190.00	57,474.00	57,760.00	58,614.00	58,614.00	58,614.00	58,614.00	58,614.00	58,614.00	61,391.00	62,779.00	64,169.00	65,558.00	67,226.00	68,612.00
																		68,614.00	69,726.00	70,836.00
																		71,948.00	73,336.00	74,448.00
																			75,558.00	
202-C	65,342.00	65,355.00	65,370.00	65,386.00	66,676.00	66,677.00	67,008.00	67,342.00	68,335.00	68,335.00	68,335.00	68,335.00	68,335.00	68,335.00	71,670.00	73,058.00	74,448.00	75,836.00	77,225.00	78,614.00
																		80,003.00	81,114.00	82,226.00
																		83,336.00	84,725.00	85,835.00

Pay Grade		DIRECTORS																									
203	77 027.00	77 044.00	77 061.00	77 081.00	78 601.00	78 602.00	78 994.00	79 386.00	80 559.00	80 559.00	80 559.00	80 559.00	80 559.00	80 559.00	81 670.00	82 781.00	83 892.00	85 003.00	86 114.00	87 828.00	88 892.00	89 447.00	90 559.00	91 671.00	93 385.00	93 892.00	

[illegible][illegible][illegible]

Pay Grade	DEPUTY SUPERINTENDENT																									
206	100,440.00	100,457.00	100,474.00	100,491.00	100,508.00	100,525.00	100,542.00	100,559.00	100,576.00	100,593.00	100,610.00	100,627.00	100,644.00	100,838.00	102,225.00	103,616.00	105,003.00	106,393.00	108,058.00	109,171.00	110,280.00	111,392.00	112,503.00	113,894.00	115,004.00	116,114.00

Pay Grade	Days	Position				Years of Service Credit - All Positions
101	200	ASSISTANT PRINCIPAL - Elementary School	203	235	DIRECTORS	* A maximum of 5 years Out-of-District experience will be accepted for employees new to a position.
102	210	ASSISTANT PRINCIPAL - Middle School	204	235	EXECUTIVE DIRECTORS	
103	210	ASSISTANT PRINCIPAL - High School	205	235	ASSOCIATE SUPERINTENDENTS	* In-District experience will be accepted for all years of Administrative service for GISD.
104	200	PRINCIPAL - Elementary School	205-A	235	CHIEF FINANCIAL OFFICER	
105	220	PRINCIPAL - Middle School	206	235	DEPUTY SUPERINTENDENT	
106	235	PRINCIPAL - High School				* Credit for a full year on the Salary Schedule will be given to employees if they have worked a minimum of 1/2 of their contract days in the current position
201-A	235	OTHER ADMINISTRATION - Range 1: BA/BS Degreed in Unrelated Field or Non-Degreed				
201-B	235	OTHER ADMINISTRATION - Range 2: BA/BS Degreed in Related Field				
202-A	235	COORDINATORS - Range 1: BA/BS Degreed in Unrelated Field or Non-Degreed				Leave Accruals - 235 Day Positions
202-B	235	COORDINATORS - Range 2: BA/BS Degreed in Related Field				* Annual Leave will be accrued at the rate of 20 days per year
202-C	235	COORDINATORS - Range 3: Level III NM Administrative License				

This salary schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect salaries that may be set for any other fiscal year. This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.

Gadsden Independent School District
Activity Increments
2021-2022

Increment schedule is for the 2021-2022 fiscal year only!

Current Stipends		2021-22	
EXTRA-CURRICULAR-ELEMENTARY (K-6)			
English Spelling Bee	ACT ESB	500	
Spanish Spelling Bee	ACT SSB	500	
Geography Bee	ACT GEOG	500	
Battle of the Books	ACTBBKS	500	
Literary Festival	ACT LF	650	
Art Council/Show	ACT AC/S	750	
Translator	ACT TRAN	450	
Enrichment (DI/Future Problem Solvers/Science Fair)	ACT ENRI	970	
Site Specific	ACT SITE	1,500	
		6,320	PER ELEMENTARY SCHOOL
		101,120	16 SCHOOLS
INSTRUCTIONAL-MIDDLE:			
Band - Head	ACT BNDHD MS	1,900	
Band - Summer/Intercession	ACT BNDSUM MS	1,000	
After School Detention	ACT ASDT MS	1,000	
		3,900	PER MIDDLE SCHOOL
		11,700	3 SCHOOLS
EXTRA-CURRICULAR-MIDDLE:			
English Spelling Bee	ACT ESB	500	
Spanish Spelling Bee	ACT SSB	500	
National Junior Society	ACT NJS	750	
Student Council	ACT SC	750	
Yearbook	ACT YB	1,180	
Battle of the Books	ACT BBKS	500	
Enrichment	ACT ENRI	950	
E-Sports	ACT ESPORT	1,200	
Site Specific (\$500 ea.)	ACT SITE	3,500	
Team Leader - 8th	ACT TL8 MS	750	
Team Leader - 8th	ACT TL8 MS	750	
Team Leader - 7th	ACT TL7 MS	750	
Team Leader - 7th	ACT TL7 MS	750	
Team Leader Bilingual	ACT TLB MS	750	
Team Leader SPED	ACT TLSE MS	750	
Summer Camp (Teachers @ \$25/hr)	ACT SUM CMP	5,000	
		19,330	PER MIDDLE SCHOOL
		57,990	3 SCHOOLS
INSTRUCTIONAL-HIGH:			
Band - Head	ACT BNDHD	5,800	
Band - Asst. (If Needed - 120+ Students)	ACT BNDAST	1,100	
Band - Summer	ACT BNDSUM	1,600	
Chorus	ACT CHRS	1,600	
Drama	ACT DRM	1,300	
Department Head - Business CTE	ACT DHBS	1,000	
Department Head - English Lang.	ACT DHEL	1,000	
Department Head - Fine Arts	ACT DHFA	1,000	
Department Head - Guidance	ACT DHGU	1,000	
Department Head - Math	ACT DHMT	1,000	
Department Head - Modern Lang.	ACT DHML	1,000	
Department Head - Bilingual	ACT DHNJ	1,000	
Department Head - P.E.	ACT DHPE	1,000	
Department Head - Science	ACT DHSC	1,000	
Department Head - Social Studies	ACT DHSS	1,000	
Department Head - Special Ed.	ACT DHSE	1,000	
		22,400	PER HIGH SCHOOL
		67,200	3 SCHOOLS

EXTRA-CURRICULAR-HIGH:

Art Club	ACT AC	900	
Class - Senior	ACT SENCL	1,600	AVECHS
Class - Junior	ACT JUNCL	1,500	AVECHS
Class - Sophomore	ACT SOCL	1,000	AVECHS
Class - Freshman	ACT FRCL	1,000	AVECHS
Pathway CTSO	ACT PCTSO	1,000	
Pathway CTSO	ACT PCTSO	1,000	
Pathway CTSO	ACT PCTSO	1,000	
Pathway CTSO	ACT PCTSO	1,000	
Pathway CTSO	ACT PCTSO	1,000	
Pathway CTSO	ACT PCTSO	1,000	
Pathway CTSO	ACT PCTSO	1,000	
Pathway CTSO	ACT PCTSO	1,000	
Pathway CTSO	ACT PCTSO	1,000	
Flag Corp	ACT FLAG	1,000	
National Junior Society	ACT NJS	1,200	AVECHS
Student Council	ACT SC	1,400	AVECHS
Student Council Asst. (75+ students)	ACT SCA	600	
Yearbook	ACT YB	1,400	AVECHS
Teens in Prevention	ACT TIP	650	
E-Sports	ACT ESPORT	1,200	AVECHS
Multicultural Education Program (BMEP)	ACT BMEP	1,000	
At Risk Support (Champions Program 9th -12th)	ACT RISK	17,000	AVECHS \$6,000
Site Specific	ACT SITE	5,000	AVECHS \$5,000
		46,450	PER HIGH SCHOOL
		160,650	3 SCHOOLS

OTHER DISTRICT:

MESA/ROBOTICS/PLTW - GHS	ACT MESA	2,000	2 PER SCHOOL BASED
MESA/ROBOTICS/PLTW - CHS	ACT MESA	2,000	ON STUDENT
MESA/ROBOTICS/PLTW -STHS	ACT MESA	2,000	PARTICIPATION
MESA/ROBOTICS/PLTW -AVECHS	ACT MESA	2,000	
MESA/ROBOTICS/PLTW - GMS	ACT MESA	2,000	
MESA/ROBOTICS/PLTW - CMS	ACT MESA	2,000	
MESA/ROBOTICS/PLTW -STMS	ACT MESA	2,000	
		14,000	
		28,000	6 SCHOOLS

District Academic Competition Coordinator	ACT ACDCOMP	2,000	SUPERINTENDENT
District Battle of the Books Coordinator	ACT BBKS	750	SUPERINTENDENT
District English Spelling Bee Coordinator	ACT ESPBEE	750	SUPERINTENDENT

TOTAL		430,160	
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Note: All increment amounts may be split as needed at the campus level but must be used for the intended program

This increment schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect increments that may be set for any other fiscal year.

Gadsden Independent School District
Athletic Increments
2021-2022

HIGH SCHOOLS:

POSITION	CHS	GHS	STHS
FOOTBALL HEAD	11,008.00	11,008.00	11,008.00
FOOTBALL VARSITY OFFENSIVE COORDINATOR	3,744.00	3,744.00	3,744.00
FOOTBALL VARSITY DEFENSIVE COORDINATOR	3,744.00	3,744.00	3,744.00
FOOTBALL VARSITY ASST.	2,870.00	2,870.00	2,870.00
FOOTBALL VARSITY ASST.	2,870.00	2,870.00	2,870.00
FOOTBALL HEAD 9TH	2,371.00	2,371.00	2,371.00
FOOTBALL ASST. 9TH	1,872.00	1,872.00	1,872.00
VOLLEYBALL HEAD VARSITY	8,508.00	8,508.00	8,508.00
VOLLEYBALL JV	3,744.00	3,744.00	3,744.00
VOLLEYBALL HEAD 9	2,995.00	2,995.00	2,995.00
CROSS COUNTRY	4,000.00	4,000.00	4,000.00
SOCCER HEAD BOYS VARSITY	5,000.00	5,000.00	5,000.00
SOCCER HEAD BOYS JV	2,300.00	2,300.00	2,300.00
SOCCER HEAD GIRLS VARSITY	5,000.00	5,000.00	5,000.00
SOCCER HEAD GIRLS JV	2,300.00	2,300.00	2,300.00
BASEKTBALL HEAD BOYS VARSITY	8,508.00	8,508.00	8,508.00
BASKETBALL BOYS JV	3,744.00	3,744.00	3,744.00
BASKETBALL HEAD BOYS 9	2,870.00	2,870.00	2,870.00
BASEKTBALL HEAD GIRLS VARSITY	8,508.00	8,508.00	8,508.00
BASKETBALL GIRLS JV	3,744.00	3,744.00	3,744.00
BASKETBALL HEAD GIRLS 9	2,870.00	2,870.00	2,870.00
WRESTLING HEAD BOYS	3,874.00	3,874.00	3,874.00
WRESTLING ASST. BOYS	2,300.00	2,300.00	2,300.00
WRESTLING HEAD GIRLS	3,874.00	3,874.00	3,874.00
WRESTLING ASST. GIRLS	2,300.00	2,300.00	2,300.00
BASEBALL HEAD VARSITY	5,000.00	5,000.00	5,000.00
BASEBALL ASST. VARSITY	2,300.00	2,300.00	2,300.00
BASEBALL HEAD JV	1,872.00	1,872.00	1,872.00
SOFTBALL HEAD VARSITY	5,000.00	5,000.00	5,000.00
SOFTBALL ASST. VARSITY	2,300.00	2,300.00	2,300.00
SOFTBALL HEAD JV	1,872.00	1,872.00	1,872.00
TRACK HEAD VARSITY	5,000.00	5,000.00	5,000.00
TRACK ASST. VARSITY #1	2,300.00	2,300.00	2,300.00
TRACK ASST. VARSITY #2	1,872.00	1,872.00	1,872.00
TRACK ASST. VARSITY #3	1,872.00	1,872.00	1,872.00
TENNIS HEAD VARSITY	3,000.00	3,000.00	3,000.00
GOLF HEAD VARSITY	2,280.00	2,280.00	2,280.00
BOXING (2 CLASSES + AFTERSCHOOL)		3,000.00	
TRAINER HEAD + 20 DAYS EA.	8,736.00	8,736.00	8,736.00
CHEERLEADING HEAD	5,226.00	5,226.00	5,226.00
CHEERLEADING JV	2,300.00	2,300.00	2,300.00

MIDDLE SCHOOLS:

POSITION	CMS	GMS	STMS
FOOTBALL HEAD	2,700.00	2,700.00	2,700.00
FOOTBALL ASST.	1,500.00	1,500.00	1,500.00
FOOTBALL ASST.	1,500.00	1,500.00	1,500.00
FOOTBALL ASST.	1,500.00	1,500.00	1,500.00
VOLLEYBALL HEAD 7TH	1,500.00	1,500.00	1,500.00
VOLLEYBALL HEAD 8TH	1,500.00	1,500.00	1,500.00

BASKETBALL HEAD GIRLS 7TH	1,500.00	1,500.00	1,500.00
BASKETBALL HEAD GIRLS 8TH	1,500.00	1,500.00	1,500.00
BASKETBALL HEAD BOYS 7TH	1,500.00	1,500.00	1,500.00
BASKETBALL HEAD BOYS 8TH	1,500.00	1,500.00	1,500.00
TRACK HEAD GIRLS	1,500.00	1,500.00	1,500.00
TRACK ASST. GIRLS	1,500.00	1,500.00	1,500.00
TRACK HEAD BOYS	1,500.00	1,500.00	1,500.00
TRACK ASST. BOYS	1,500.00	1,500.00	1,500.00
CROSS COUNTRY (CO-ED)	1,500.00	1,500.00	1,500.00
SOCCER HEAD BOYS 7TH	1,500.00	1,500.00	1,500.00
SOCCER HEAD BOYS 8TH	1,500.00	1,500.00	1,500.00
SOCCER HEAD GIRLS 7TH	1,500.00	1,500.00	1,500.00
SOCCER HEAD GIRLS 8TH	1,500.00	1,500.00	1,500.00
BASEBALL HEAD 7TH	1,500.00	1,500.00	1,500.00
BASEBALL HEAD 8TH	1,500.00	1,500.00	1,500.00
SOFTBALL HEAD 7TH	1,500.00	1,500.00	1,500.00
SOFTBALL HEAD 8TH	1,500.00	1,500.00	1,500.00
CHEERLEADING HEAD	1,500.00	1,500.00	1,500.00
CHEERLEADING ASST.	1,500.00	1,500.00	1,500.00
	194,548.00	197,548.00	194,548.00
			586,644.00

This increment schedule is effective for the 2021-22 fiscal year only! Future schedules may be lower or higher contingent upon available funding as determined by the NM Legislative funding allocation. It does not reflect increments that may be set for any other fiscal year.

This salary schedule is contingent upon available state funding in FY 2021-2022 and is subject to change due to economic challenges in the State of New Mexico due to COVID-19.