

El Camino Real Academy  
 Salary Schedule Level 1 Licensure (with effective date prior to 10/1/19)  
 Teachers, Ancillary Staff  
 School year 2019-2020

Step	BA	BA+15	MA	MA + 15	MA + 45	PHD
0	41,000	41,250	41,500	41,750	42,000	42,250
1	41,075	41,325	41,575	41,825	42,075	42,325
2	41,150	41,400	41,650	41,900	42,150	42,400
3	41,225	41,475	41,725	41,975	42,225	42,475
4	41,300	41,550	41,800	42,050	42,300	42,550
5	41,375	41,625	41,875	42,125	42,375	42,625

**Additional merit salary for licensed teachers:**

**National Board Certification:**

If NBC is awarded prior to October 1, the recipient is provided a stipend whose value is determined by multiplying 1.5 units at established unit value. Documentation of the certification received after October 1 will cause the merit to be granted in the next fiscal year. NBC also allows teacher to receive level 3 licensure (note licensure issuance date above)

For each additional certification, **if used in job/stars:** such as art, reading specialist, gifted education American Sign Language, administration, Special Education, Endorsements in Content Areas Certifications must be reflected on licensure by October 1 in order to grant merit in the current contract year. Supporting documentation received after this date will cause the merit to be granted in the next fiscal year. \$1,000

Terms and Conditions

1. This schedule is based upon a 184-day school year and a 8.0 hour (.5 hour paid lunch) on-campus workday.
2. Steps correspond with years of experience recognized.

**3. Verification of Teaching/Ancillary Years of Experience Policy**

Employee will complete forms for verification of the total years of employment and submit them to the Finance office in order to calculate their salary on the ECRA salary schedule, and in order to calculate their Training and Experience Level for the New Mexico Public Education (NMPED) each year as required by law. Every full year experience teaching/providing ancillary services elsewhere will be allowed for each year worked (a year is defined as 750 or more hours for a 9-month position) of approved, verified experience in public or private schools, or 15 credit hours teaching per academic year (including summer school) at the University level. The Finance Department must receive verification of experience on a verification form provided by the Finance Department by October 10 or within 90 days of employment in order to grant credit for experience in the current contract year. Experience verifications received after this date will be granted in the next fiscal year. Days or hours of experience in different school years may not be accumulated or totaled in order to receive experience on the salary schedule. **Responsibility for verification of prior experience rests solely with the certified employee. Working as a contractor does not constitute employment for this purpose.**

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Teachers, Ancillary Staff  
School year 2019-2020

**4. Additional credit hours**

Additional semester credit hours qualifying for salary purposes must be earned subsequent to the date on which the certified employee earned an initial degree BA/BS degree or earned subsequent to the MA/MS degree. **These hours must be course level 500 or higher.**

The Finance Department must receive an official college transcript by October 1 in order to grant credit in the current contract year. Official transcripts received after this date will be granted in the next fiscal year.

El Camino Real Academy  
Salary Schedule Level 2 Licensure (with effective date prior to 10/1/19)  
Teachers, Ancillary Staff  
School year 2019-2020

Step	BA	BA+15	MA	MA + 15	MA + 45	PHD
0	N/A	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A	N/A
3	50,000	50,250	50,500	50,750	51,000	51,250
4	50,075	50,325	50,575	50,825	51,075	51,325
5	50,150	50,400	50,650	50,900	51,150	51,400
6	50,225	50,475	50,725	50,975	51,225	51,475
7	50,300	50,550	50,800	51,050	51,300	51,550
8	50,375	50,625	50,875	51,125	51,375	51,625
9	50,450	50,700	50,950	51,200	51,450	51,700
10	50,525	50,775	51,025	51,275	51,525	51,775
11	50,600	50,850	51,100	51,350	51,600	51,850
12	50,675	50,925	51,175	51,425	51,675	51,925
13	50,750	51,000	51,250	51,500	51,750	52,000
14	50,825	51,075	51,325	51,575	51,825	52,075
15	50,900	51,150	51,400	51,650	51,900	52,150
16	50,975	51,225	51,475	51,725	51,975	52,225
17	51,050	51,300	51,550	51,800	52,050	52,300
18	51,125	51,375	51,625	51,875	52,125	52,375
19	51,200	51,450	51,700	51,950	52,200	52,450
20	51,275	51,525	51,775	52,025	52,275	52,525
21	51,350	51,600	51,850	52,100	52,350	52,600

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Salary Schedule Level 2 Licensure (with effective date prior to 10/1/19)  
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El Camino Real Academy  
Salary Schedule Level 3 Licensure (with effective date prior to 10/1/19)  
Teachers, Ancillary Staff  
School year 2019-2020

Step	BA	BA+15	MA	MA + 15	MA + 45	PHD
0	N/A	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A	N/A	N/A
4	N/A	N/A	N/A	N/A	N/A	N/A
5	N/A	N/A	N/A	N/A	N/A	N/A
6	N/A	N/A	60,000	60,175	60,350	60,525
7	N/A	N/A	60,075	60,250	60,425	60,600
8	N/A	N/A	60,150	60,325	60,500	60,675
9	N/A	N/A	60,225	60,400	60,575	60,750
10	N/A	N/A	60,300	60,475	60,650	60,825
11	N/A	N/A	60,375	60,550	60,725	60,900
12	N/A	N/A	60,450	60,625	60,800	60,975
13	N/A	N/A	60,525	60,700	60,875	61,050
14	N/A	N/A	60,600	60,775	60,950	61,125
15	N/A	N/A	60,675	60,850	61,025	61,200
16	N/A	N/A	60,750	60,925	61,100	61,275
17	N/A	N/A	60,825	61,000	61,175	61,350
18	N/A	N/A	60,900	61,075	61,250	61,425
19	N/A	N/A	60,975	61,150	61,325	61,500
20	N/A	N/A	61,050	61,225	61,400	61,575

**Additional merit salary for licensed teachers:**

**National Board Certification:**

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El Camino Real Academy  
Salary Schedule Educational Assistants  
School year 2019-2020

PED Issued License level			
Years			
Experience	Level 1	Level 2	Level 3
0	18200	21000	23300
1	18450	21250	23550
2	18700	21500	23800
3	18950	21750	24050
4	19200	22000	24300
5	19450	22250	24550
6	19700	22500	24800
7	19950	22750	25050
8	20200	23000	25300
9	20450	23250	25550
10	20700	23500	25800
11	20950	23750	26050
12	21200	24000	26300
13	21450	24250	26550
14	21700	24500	26800
15	21950	24750	27050
16	22200	25000	27300
17	22450	25250	27550
18	22700	25500	27800
19	22950	25750	28050
20	23200	26000	28300

**Serving as a long-term sub, teacher of record \$ 4,000.00**  
**This stipend will be calculated on a quarterly basis at \$1000.**

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2. Steps correspond with years of experience recognized.

**3. Verification of Years of Experience Policy**

Employee will complete forms for verification of the total years of employment and submit them to the Finance office in order to calculate their salary on the ECRA salary schedule. Every full year experience in similar settings elsewhere will be allowed for each year worked (a year is defined as 500 or more hours for a 9-month position) of approved, verified experience in public, accredited private schools , or other venues the Principal deems comparable. The Finance Department must receive verification of experience on a verification form provided by the Finance Department by October 10 or within 90 days of employment in order to grant credit for experience in the current contract year. Experience verifications received after this date will be granted in the next fiscal year. Days or hours of experience in different school years may not be accumulated or totaled in order to receive experience on the salary schedule.

**Responsibility for verification of prior experience rests solely with the certified employee. Working as a contractor does not constitute employment for this purpose.**