

El Camino Real Academy
 Salary Schedule Level 2 or 3 Licensure (with effective date prior to 10/1/21)
 Coordinators, Interventionists, Instructional Coaches
 School year 2021-2022

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	72,500	73,000	73,500	74,000
7	N/A	N/A	72,700	73,200	73,700	74,200
8	N/A	N/A	72,900	73,400	73,900	74,400
9	N/A	N/A	73,100	73,600	74,100	74,600
10	N/A	N/A	73,300	73,800	74,300	74,800
11	N/A	N/A	73,500	74,000	74,500	75,000
12	N/A	N/A	73,700	74,200	74,700	75,200
13	N/A	N/A	73,900	74,400	74,900	75,400
14	N/A	N/A	74,100	74,600	75,100	75,600
15	N/A	N/A	74,300	74,800	75,300	75,800
16	N/A	N/A	74,500	75,000	75,500	76,000
17	N/A	N/A	74,700	75,200	75,700	76,200
18	N/A	N/A	74,900	75,400	75,900	76,400
19	N/A	N/A	75,100	75,600	76,100	76,600
20	N/A	N/A	75,300	75,800	76,300	76,800

\$65000/184*205

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)

Hard to Fill position bonus

negotiable

Terms and Conditions

1. This schedule is based upon a 205-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.**

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.

5. Salaries are not currently under a negotiated agreement