

El Camino Real Academy
194 Day Salary Schedule Level 1 Licensure (with effective date prior to 10/1/24)
Licensed Teachers
School year 2025-2026

Step	BA	Daily Rate	BA+15	Daily Rate	MA	Daily Rate	MA + 15	Daily Rate	MA + 45	Daily Rate	PHD	Daily Rate
0	58,115	299.56	58,406	301.06	59,825	308.38	58,988	304.06	59,278	305.56	59,568	307.05
1	58,315	300.59	58,606	302.09	60,025	309.41	59,188	305.09	59,478	306.59	59,768	308.08
2	58,515	301.62	58,806	303.12	60,225	310.44	59,388	306.12	59,678	307.62	59,968	309.11
3	58,715	302.65	59,006	304.15	60,425	311.47	59,588	307.15	59,878	308.65	60,168	310.14
4	58,915	303.69	59,206	305.19	60,625	312.50	59,788	308.19	60,078	309.68	60,368	311.18
5	59,115	304.72	59,406	306.22	60,825	313.53	59,988	309.22	60,278	310.71	60,568	312.21

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

Hard to Fill and Special circumstances compensation

The Executive Director may offer increments for hard to fill positions (such as math, science and special education) and for other situations may match offers made by other educational institutions calculated by daily rate, provided the offer would not exceed the offer made to a current ECRA employee at the same or higher level on the salary schedule.

Terms and Conditions

1. This schedule is based upon a 194-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

El Camino Real Academy
194 Day Salary Schedule Level 2 Licensure (with effective date prior to 10/1/24)
Licensed Teachers
School year 2025-2026

Step	BA	Daily Rate	BA+15	Daily Rate	MA	Daily Rate	MA + 15	Daily Rate	MA + 45	Daily Rate	PHD	Daily Rate
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	69,739	359.48	71,646	369.31	70,320	362.47	70,611	363.97	70,901	365.47	71,192	366.97
4	69,939	360.51	71,846	370.34	70,520	363.51	70,811	365.01	71,101	366.50	71,392	368.00
5	70,139	361.54	72,046	371.37	70,720	364.54	71,011	366.04	71,301	367.53	71,592	369.03
6	70,339	362.57	72,246	372.40	70,920	365.57	71,211	367.07	71,501	368.56	71,792	370.06
7	70,539	363.60	72,446	373.43	71,120	366.60	71,411	368.10	71,701	369.59	71,992	371.09
8	70,739	364.63	72,646	374.46	71,320	367.63	71,611	369.13	71,901	370.62	72,192	372.12
9	70,939	365.66	72,846	375.49	71,520	368.66	71,811	370.16	72,101	371.65	72,392	373.15
10	71,139	366.70	73,046	376.53	71,720	369.69	72,011	371.19	72,301	372.69	72,592	374.19
11	71,339	367.73	73,246	377.56	71,920	370.72	72,211	372.22	72,501	373.72	72,792	375.22
12	71,539	368.76	73,446	378.59	72,120	371.75	72,411	373.25	72,701	374.75	72,992	376.25
13	71,739	369.79	73,646	379.62	72,320	372.78	72,611	374.28	72,901	375.78	73,192	377.28
14	71,939	370.82	73,846	380.65	72,520	373.81	72,811	375.31	73,101	376.81	73,392	378.31
15	72,139	371.85	74,046	381.68	72,720	374.85	73,011	376.35	73,301	377.84	73,592	379.34
16	72,339	372.88	74,246	382.71	72,920	375.88	73,211	377.38	73,501	378.87	73,792	380.37
17	72,539	373.91	74,446	383.74	73,120	376.91	73,411	378.41	73,701	379.90	73,992	381.40
18	72,739	374.94	74,646	384.77	73,320	377.94	73,611	379.44	73,901	380.93	74,192	382.43
19	72,939	375.97	74,846	385.80	73,520	378.97	73,811	380.47	74,101	381.96	74,392	383.46
20	73,139	377.01	75,046	386.84	73,720	380.00	74,011	381.50	74,301	382.99	74,592	384.49
21	73,339	378.04	75,246	387.87	73,920	381.03	74,211	382.53	74,501	384.03	74,792	385.53

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

Hard to Fill and Special circumstances compensation

The Executive Director may offer increments for hard to fill positions (such as math, science and special education) and for other situations may match offers made by other educational institutions calculated by daily rate, provided the offer would not exceed the offer made to a current ECRA employee at the same or higher level on the salary schedule.

Hard to Fill and Special circumstances compensation

The Executive Director may match offers made by other educational institutions, calculated by daily rate, provided the offer would not exceed the offer made to a current ECRA employee at the same or higher level on the salary schedule.

Terms and Conditions

1. This schedule is based upon a 194-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

El Camino Real Academy
194 Day Salary Schedule Level 2 Licensure (with effective date prior to 10/1/24)
Licensed Teachers
School year 2025-2026

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

El Camino Real Academy
194 Day Salary Schedule Level 3 Licensure Regular (with effective date prior to 10/1/24)
Licensed Teachers
School year 2025-2026

Step	BA	BA+15	MA	Daily Rate	MA + 15	Daily Rate	MA + 45	Daily Rate	PHD	Daily Rate
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	81,362	419.39	81,565	420.44	81,769	421.49	81,972	422.54
7	N/A	N/A	81,562	420.42	81,765	421.47	81,969	422.52	82,172	423.57
8	N/A	N/A	81,762	421.45	81,965	422.50	82,169	423.55	82,372	424.60
9	N/A	N/A	81,962	422.48	82,165	423.53	82,369	424.58	82,572	425.63
10	N/A	N/A	82,162	423.52	82,365	424.56	82,569	425.61	82,772	426.66
11	N/A	N/A	82,362	424.55	82,565	425.59	82,769	426.64	82,972	427.69
12	N/A	N/A	82,562	425.58	82,765	426.62	82,969	427.68	83,172	428.72
13	N/A	N/A	82,762	426.61	82,965	427.65	83,169	428.71	83,372	429.75
14	N/A	N/A	82,962	427.64	83,165	428.69	83,369	429.74	83,572	430.78
15	N/A	N/A	83,162	428.67	83,365	429.72	83,569	430.77	83,772	431.81
16	N/A	N/A	83,362	429.70	83,565	430.75	83,769	431.80	83,972	432.85
17	N/A	N/A	83,562	430.73	83,765	431.78	83,969	432.83	84,172	433.88
18	N/A	N/A	83,762	431.76	83,965	432.81	84,169	433.86	84,372	434.91
19	N/A	N/A	83,962	432.79	84,165	433.84	84,369	434.89	84,572	435.94
20	N/A	N/A	84,162	433.82	84,365	434.87	84,569	435.92	84,772	436.97

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 \$ 1,000

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.

Hard to Fill and Special circumstances compensation

The Executive Director may offer increments for hard to fill positions (such as math, science and special education) and for other situations may match offers made by other educational institutions calculated by daily rate, provided the offer would not exceed the offer made to a current ECRA employee at the same or higher level on the salary schedule.

1. This schedule is based upon a 194-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

El Camino Real Academy
194 Day Salary Schedule Level 3 Licensure Regular (with effective date prior to 10/1/24)
Licensed Teachers
School year 2025-2026

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

El Camino Real Academy
194 Day Salary Schedule Regular Level 1, 2, and 3
Licensed Educational Assistants
School year 2025-2026

PED Issued License level

Years Experience	Level 1	Level 2	Level 3
0	27,413	27,961	28,510
1	27,573	28,121	28,670
2	27,733	28,281	28,830
3	27,893	28,441	28,990
4	28,053	28,601	29,150
5	28,213	28,761	29,310
6	28,373	28,921	29,470
7	28,533	29,081	29,630
8	28,693	29,241	29,790
9	28,853	29,401	29,950
10	29,013	29,561	30,110
11	29,173	29,721	30,270
12	29,333	29,881	30,430
13	29,493	30,041	30,590
14	29,653	30,201	30,750
15	29,813	30,361	30,910
16	29,973	30,521	31,070
17	30,133	30,681	31,230
18	30,293	30,841	31,390
19	30,453	31,001	31,550
20	30,613	31,161	31,710

Serving as a long-term sub, teacher of record \$ 4,000
This stipend will be calculated on a quarterly basis at \$1000.

Terms and Conditions

1. This schedule is based upon a 194-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 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.

4. Salaries are not currently under a negotiated agreement

El Camino Real Academy
Salary Schedule Level 2 or 3 Licensure Regular (with effective date prior to 10/1/24)
Coordinators, Interventionists, Instructional Coaches
School year 2025-2026

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	87,999	88,499	88,999	89,499	89,999	90,499
7	88,199	88,699	89,199	89,699	90,199	90,699
8	88,399	88,899	89,399	89,899	90,399	90,899
9	88,599	89,099	89,599	90,099	90,599	91,099
10	88,799	89,299	89,799	90,299	90,799	91,299
11	88,999	89,499	89,999	90,499	90,999	91,499
12	89,199	89,699	90,199	90,699	91,199	91,699
13	89,399	89,899	90,399	90,899	91,399	91,899
14	89,599	90,099	90,599	91,099	91,599	92,099
15	89,799	90,299	90,799	91,299	91,799	92,299
16	89,999	90,499	90,999	91,499	91,999	92,499
17	90,199	90,699	91,199	91,699	92,199	92,699
18	90,399	90,899	91,399	91,899	92,399	92,899
19	90,599	91,099	91,599	92,099	92,599	93,099
20	90,799	91,299	91,799	92,299	92,799	93,299

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 210-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

El Camino Real Academy
Salary Schedule Level 2 or 3 Licensure Regular (with effective date prior to 10/1/24)
Coordinators, Interventionists, Instructional Coaches
School year 2025-2026

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 will be granted in the next fiscal year.

5. Salaries are not currently under a negotiated agreement