

El Camino Real Academy  
 194 Day Salary Schedule Level 1 Licensure (with effective date prior to 10/1/26)  
 Licensed Teachers  
 School year 2026-2027

Step	BA	Daily Rate	BA+15	Daily Rate	MA	Daily Rate	MA + 15	Daily Rate	MA + 45	Daily Rate	PHD	Daily Rate
0	58,696	302.56	58,990	304.07	59,284	305.59	59,578	307.10	59,871	308.61	60,164	310.12
1	58,896	303.59	59,190	305.10	59,484	306.62	59,778	308.13	60,071	309.64	60,364	311.15
2	59,096	304.62	59,390	306.13	59,684	307.65	59,978	309.16	60,271	310.68	60,564	312.19
3	59,296	305.65	59,590	307.16	59,884	308.68	60,178	310.20	60,471	311.71	60,764	313.22
4	59,496	306.68	59,790	308.20	60,084	309.71	60,378	311.23	60,671	312.74	60,964	314.25
5	59,696	307.71	59,990	309.23	60,284	310.74	60,578	312.26	60,871	313.77	61,164	315.28

**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 employment:** such as art, reading specialist, American Sign Language, administration, Endorsements in Content Areas: \$ 1,000.00  
 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.

El Camino Real Academy may award additional compensation for the following endorsements, if applicable:

- 1) TESOL \$ 3,000.00
- 2) Gifted Education \$ 3,000.00
- 3) Special Education \$ 3,000.00

**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 10/1/26)  
 Licensed Teachers  
 School year 2026-207

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	70,436	363.07	70,729	364.58	71,023	366.10	71,317	367.61	71,610	369.12	71,904	370.64
4	70,636	364.10	70,929	365.61	71,223	367.13	71,517	368.64	71,810	370.15	72,104	371.67
5	70,836	365.13	71,129	366.64	71,423	368.16	71,717	369.68	72,010	371.19	72,304	372.70
6	71,036	366.16	71,329	367.68	71,623	369.19	71,917	370.71	72,210	372.22	72,504	373.73
7	71,236	367.20	71,529	368.71	71,823	370.22	72,117	371.74	72,410	373.25	72,704	374.76
8	71,436	368.23	71,729	369.74	72,023	371.25	72,317	372.77	72,610	374.28	72,904	375.79
9	71,636	369.26	71,929	370.77	72,223	372.28	72,517	373.80	72,810	375.31	73,104	376.82
10	71,836	370.29	72,129	371.80	72,423	373.31	72,717	374.83	73,010	376.34	73,304	377.86
11	72,036	371.32	72,329	372.83	72,623	374.35	72,917	375.86	73,210	377.37	73,504	378.89
12	72,236	372.35	72,529	373.86	72,823	375.38	73,117	376.89	73,410	378.40	73,704	379.92
13	72,436	373.38	72,729	374.89	73,023	376.41	73,317	377.92	73,610	379.43	73,904	380.95
14	72,636	374.41	72,929	375.92	73,223	377.44	73,517	378.95	73,810	380.46	74,104	381.98
15	72,836	375.44	73,129	376.95	73,423	378.47	73,717	379.98	74,010	381.49	74,304	383.01
16	73,036	376.47	73,329	377.98	73,623	379.50	73,917	381.02	74,210	382.53	74,504	384.04
17	73,236	377.51	73,529	379.02	73,823	380.53	74,117	382.05	74,410	383.56	74,704	385.07
18	73,436	378.54	73,729	380.05	74,023	381.56	74,317	383.08	74,610	384.59	74,904	386.10
19	73,636	379.57	73,929	381.08	74,223	382.59	74,517	384.11	74,810	385.62	75,104	387.13
20	73,836	380.60	74,129	382.11	74,423	383.62	74,717	385.14	75,010	386.65	75,304	388.16
21	74,036	381.63	74,329	383.14	74,623	384.65	74,917	386.17	75,210	387.68	75,504	389.20

**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 employment:** such as art, reading specialist, American Sign Language, administration, Endorsements in Content Areas: \$ 1,000.00

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.

El Camino Real Academy may award additional compensation for the following endorsements, if applicable:

- 1) TESOL \$ 3,000.00
- 2) Gifted Education \$ 3,000.00
- 3) Special Education \$ 3,000.00

**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 3 Licensure Regular (with effective date prior to 10/1/26)  
 Licensed Teachers  
 School year 2026-2027

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	82,176	423.59	82,381	424.64	82,587	425.71	82,792	426.76
7	N/A	N/A	82,376	424.62	82,581	425.68	82,787	426.74	82,992	427.79
8	N/A	N/A	82,576	425.65	82,781	426.71	82,987	427.77	83,192	428.82
9	N/A	N/A	82,776	426.68	82,981	427.74	83,187	428.80	83,392	429.86
10	N/A	N/A	82,976	427.71	83,181	428.77	83,387	429.83	83,592	430.89
11	N/A	N/A	83,176	428.74	83,381	429.80	83,587	430.86	83,792	431.92
12	N/A	N/A	83,376	429.77	83,581	430.83	83,787	431.89	83,992	432.95
13	N/A	N/A	83,576	430.80	83,781	431.86	83,987	432.92	84,192	433.98
14	N/A	N/A	83,776	431.84	83,981	432.89	84,187	433.95	84,392	435.01
15	N/A	N/A	83,976	432.87	84,181	433.92	84,387	434.98	84,592	436.04
16	N/A	N/A	84,176	433.90	84,381	434.95	84,587	436.02	84,792	437.07
17	N/A	N/A	84,376	434.93	84,581	435.98	84,787	437.05	84,992	438.10
18	N/A	N/A	84,576	435.96	84,781	437.02	84,987	438.08	85,192	439.13
19	N/A	N/A	84,776	436.99	84,981	438.05	85,187	439.11	85,392	440.16
20	N/A	N/A	<b>84,976</b>	<b>438.02</b>	85,181	439.08	85,387	440.14	85,592	441.20

**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 employment:** such as art, reading specialist, American Sign Language, administration, Endorsements in Content Areas: \$ 1,000.00

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.

El Camino Real Academy may award additional compensation for the following endorsements, if applicable:

- 1) TESOL \$ 3,000.00
- 2) Gifted Education \$ 3,000.00
- 3) Special Education \$ 3,000.00

**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 Regular Level 1, 2, and 3  
 Licensed Educational Assistants  
 School year 2026-2027

PED Issued License level

Years Experience	Level 1	Level 2	Level 3
0	28,795	29,370	29,947
1	28,955	29,530	30,107
2	29,115	29,690	30,267
3	29,275	29,850	30,427
4	29,435	30,010	30,587
5	29,595	30,170	30,747
6	29,755	30,330	30,907
7	29,915	30,490	31,067
8	30,075	30,650	31,227
9	30,235	30,810	31,387
10	30,395	30,970	31,547
11	30,555	31,130	31,707
12	30,715	31,290	31,867
13	30,875	31,450	32,027
14	31,035	31,610	32,187
15	31,195	31,770	32,347
16	31,355	31,930	32,507
17	31,515	32,090	32,667
18	31,675	32,250	32,827
19	31,835	32,410	32,987
20	31,995	32,570	33,147

**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 10/1/26)  
Coordinators, Interventionists, Instructional Coaches  
School year 2026-2027

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	91,047	91,547	92,047	92,547	93,047	93,547
7	91,247	91,747	92,247	92,747	93,247	93,747
8	91,447	91,947	92,447	92,947	93,447	93,947
9	91,647	92,147	92,647	93,147	93,647	94,147
10	91,847	92,347	92,847	93,347	93,847	94,347
11	92,047	92,547	93,047	93,547	94,047	94,547
12	92,247	92,747	93,247	93,747	94,247	94,747
13	92,447	92,947	93,447	93,947	94,447	94,947
14	92,647	93,147	93,647	94,147	94,647	95,147
15	92,847	93,347	93,847	94,347	94,847	95,347
16	93,047	93,547	94,047	94,547	95,047	95,547
17	93,247	93,747	94,247	94,747	95,247	95,747
18	93,447	93,947	94,447	94,947	95,447	95,947
19	93,647	94,147	94,647	95,147	95,647	96,147
20	93,847	94,347	94,847	95,347	95,847	96,347

**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 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**

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**5. Salaries are not currently under a negotiated agreement**