

Gadsden Independent School District
Salary Schedule 1A
CERTIFIED PERSONNEL - 3 TIER
2019-20

Salary Schedule is for the 2019-2020 Fiscal Year Only!

**TEACHERS, SUBJECT MATTER SPECIALISTS, LIBRARY/MEDIA SPECIALISTS,
ADMINISTRATIVE INTERNS**

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

YRS	Range 2 LEVEL 1				
	BA	BA+15	MA/BA+45	MA +15	EDS/MA+45
0	42,569	42,571	42,573	42,575	42,577
1	42,571	42,573	42,575	42,577	42,579
2	42,573	42,575	42,577	42,579	42,581
3	42,575	42,577	42,579	42,581	42,583
4	42,577	42,579	42,581	42,584	42,586
5	42,579	42,582	42,584	42,586	42,588
6	42,582	42,584	42,586	42,588	42,590
7	42,584	42,586	42,588	42,590	42,592
** 8	42,586	42,588	42,590	42,592	42,594

YRS	Range 3 LEVEL 2				
	BA	BA+15	MA/BA+45	MA +15	EDS/MA+45
2	51,913	51,916	51,918	51,921	51,923
3	51,915	51,918	51,920	51,923	51,926
4	51,917	51,920	51,922	51,925	51,928
5	51,919	51,922	51,924	51,927	51,930
6	51,921	51,924	51,927	51,929	51,932
7	51,923	51,926	51,929	51,931	51,934
8	51,926	51,928	51,931	51,933	51,936
9	51,928	51,930	51,933	51,935	51,938
10	51,930	51,932	51,935	51,937	51,940
11	51,932	51,934	51,937	51,940	51,942
12	51,934	51,936	51,939	51,942	51,944
13	51,936	51,939	51,941	51,944	51,946
14	54,957	54,958	54,959	54,960	54,961
15	54,958	54,959	54,960	54,961	54,962
16	54,959	54,960	54,961	54,962	54,963
17	54,960	54,961	54,962	54,963	54,964
18	54,963	54,964	54,966	54,967	54,968
19	54,964	54,966	54,967	54,968	54,969
20	54,966	54,967	54,968	54,969	54,970
21	54,967	54,968	54,969	54,970	54,971
22	54,968	54,969	54,970	54,971	54,972
23	54,969	54,970	54,971	54,972	54,975
24	54,970	54,971	54,972	54,975	54,976
25	54,971	54,972	54,975	54,976	54,977
26	54,972	54,975	54,976	54,977	54,979
27	54,975	54,976	54,977	54,979	54,981
28	54,976	54,977	54,979	54,981	54,983
29	54,977	54,979	56,028	56,030	56,031
** 30	54,979	54,981	57,002	57,003	57,004

Range 4 LEVEL 3		
MA	MA +15	EDS/MA+45
62,296	62,299	62,302
62,298	62,301	62,304
62,300	62,303	62,306
62,302	62,305	62,308
62,304	62,307	62,310
62,306	62,309	62,312
62,316	62,317	62,318
62,317	62,318	62,319
62,318	62,319	62,320
62,319	62,320	62,322
62,320	62,322	62,323
62,322	62,323	62,324
62,323	62,324	62,325
62,324	62,325	62,327
62,325	62,327	62,328
62,327	62,328	62,330
62,328	62,330	62,331
62,330	62,331	62,332
62,331	62,332	62,333
62,332	62,333	62,334
62,333	62,334	62,335
62,334	62,335	62,336
62,335	62,336	62,338
62,336	62,338	62,339
62,338	62,339	62,340

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.

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

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.

Counselors holding a NM Level 3 Teaching License will be paid from Schedule 1A, all other Counselors are paid from Schedule 1B

This salary schedule is effective for the 2019-20 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.

Gadsden Independent School District
Salary Schedule 1B
CERTIFIED PERSONNEL
2019-20

Salary Schedule is for the 2019-2020 Fiscal Year Only!

COUNSELORS, SOCIAL WORKERS
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	MA/BA+45 Range 3	MA +15 Range 4	EDS/MA+45 Range 5
0	40,156	40,733	41,313	41,890	42,469
1	40,160	40,736	41,317	41,893	42,472
2	40,938	41,527	42,119	42,707	43,297
3	40,939	41,529	42,120	42,708	43,298
4	41,144	41,735	42,327	42,920	43,513
5	41,348	41,941	42,538	43,133	43,730
6	41,958	42,562	43,167	43,771	44,377
7	41,959	42,563	43,168	43,772	44,378
8	41,960	42,564	43,169	43,773	44,379
9	41,961	42,565	43,170	43,774	44,380
10	41,962	42,566	43,172	43,775	44,381
11	42,441	42,567	43,666	44,278	44,890
12	42,797	43,412	44,030	44,892	45,512
13	45,794	46,452	47,112	48,035	48,698
14	46,320	46,987	47,657	48,591	49,261
15	46,986	47,656	48,323	49,260	50,062
16	47,656	48,323	48,991	50,062	50,790
17	50,303	50,318	50,334	50,725	51,517
18	50,339	50,346	50,353	51,517	52,245
19	50,340	50,347	50,520	52,245	52,971
20	50,341	50,348	51,237	52,971	53,697
21	50,342	50,349	51,959	53,697	54,399
22	50,343	50,350	52,682	54,424	55,152
23	50,344	50,352	53,401	55,151	55,878
24	50,345	50,353	54,126	55,878	56,601
25	50,346	50,354	54,849	56,601	57,619
26	50,347	50,355	55,570	57,617	58,776
27	50,348	50,356	56,435	58,632	59,793
28	50,349	50,357	57,372	59,720	60,811
29	50,350	50,358	58,312	60,810	61,830
** 30	50,352	50,359	59,324	61,971	63,563

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.

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

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.

Counselors holding a NM Level 3 Teaching License will be paid from Schedule 1A, all other Counselors are paid from Schedule 1B

Full time school nurses paid from this schedule receive a \$5,000 stipend.

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

Gadsden Independent School District
Salary Schedule 1C
CERTIFIED PERSONNEL - ANCILLARY STAFF
2019-20

Salary Schedule is for the 2019-2020 Fiscal Year Only!

DIAGNOSTICIANS, THERAPISTS, PSYCHOLOGISTS, SPEECH LANGUAGE PATHOLOGIST
REHAB COUNSELORS, ORIENTATION & MOBILITY SPECIALIST

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

YRS	BA Range 1	BA+15 Range 2	MA/BA+45 Range 3	MA +15 Range 4	EDS/MA+45 Range 5
0	50,000	52,000	54,000	55,000	57,000
1	50,003	52,003	54,003	55,839	57,029
2	50,006	52,006	54,006	55,842	57,058
3	50,009	52,009	54,009	55,845	57,087
4	50,012	52,012	54,012	55,848	57,116
5	50,015	52,015	54,015	55,852	57,145
6	50,018	52,018	54,018	55,855	57,174
7	50,021	52,021	54,021	55,858	57,203
8	50,024	52,024	54,024	55,861	57,232
9	50,027	52,027	54,027	55,864	57,261
10	51,000	53,000	55,000	56,870	57,290
11	51,003	53,003	55,003	56,873	57,319
12	51,006	53,006	55,006	56,876	57,348
13	51,009	53,009	56,249	57,250	57,377
14	51,012	53,012	56,252	57,279	57,685
15	52,000	54,000	56,255	58,000	60,000
16	52,003	54,003	58,491	58,783	60,231
17	52,006	54,006	60,097	60,397	60,450
18	52,009	54,009	60,101	60,402	60,481
19	52,012	54,012	60,105	61,179	62,000
20	52,015	54,050	61,171	61,477	62,031
21	52,018	54,053	61,175	61,481	62,062
22	52,021	54,056	62,030	63,731	64,000
23	52,024	54,059	63,758	63,763	65,432
24	52,027	54,062	63,762	63,795	65,435
25	53,000	56,000	63,794	66,348	66,680
26	53,003	56,003	66,348	66,382	66,714
27	53,006	56,006	66,382	68,657	69,000
28	53,009	56,009	68,951	69,933	70,283
29	53,012	56,012	68,986	69,968	70,318
** 30	53,015	56,015	69,021	70,003	70,353

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.

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

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
Diagnostician	200	8
Occupational Therapist	190	8
Physical Therapist	190	8
Psychologist (Level 1)	190	8
Psychologist (Level 2)	190	8
Psychologist (Level 3-PhD)	192	8
Rehabilitation Counselor	200	8
Speech Therapist (ASL)	190	8
Speech Therapist (CCC/CFY)	190	8
O&M Specialist	192	8

LEAD Ancillary positions receive an additional \$1,500 stipend.

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Gadsden Independent School District
Salary Schedule 1C(2)
CERTIFIED PERSONNEL - ANCILLARY STAFF
2019-20

Salary Schedule is for the 2019-2020 Fiscal Year Only!

SPED SOCIAL WORKERS, EARLY ED INTERVENTION/DISABILITIES SPECIALIST

COTAs, PTAs, ASLs

ANCILLARY ASSISTANTS: INTERPRETERS

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

YRS	ANCILLARY ASSISTANTS	BA Range 1	MA/BA+45 Range 2	MA +15 Range 3	EDS/MA+45 Range 4
0	35,193	47,400	48,100	48,300	48,600
1	35,575	47,415	48,120	48,350	48,615
2	35,878	47,424	48,141	48,382	48,624
3	35,879	47,448	48,143	48,384	49,352
4	36,057	47,472	48,380	48,622	49,595
5	36,237	47,496	48,405	48,648	49,621
6	36,771	47,958	48,430	48,673	49,647
7	36,772	47,982	48,455	48,698	49,672
8	36,774	48,006	48,480	48,723	49,698
9	36,775	48,031	48,505	48,748	49,723
10	36,776	48,056	48,530	48,773	49,749
11	37,620	48,081	48,555	48,798	49,774
12	37,622	49,707	50,000	50,250	51,255
13	39,502	49,909	53,003	53,269	54,335
14	39,951	51,250	53,006	53,272	54,338
15	40,459	51,276	54,365	54,637	55,730
16	40,967	51,302	54,368	54,640	55,733
17	41,473	53,328	54,371	54,643	55,736
18	41,982	53,355	56,649	56,933	58,072
19	42,485	53,382	56,836	57,121	58,264
20	42,993	53,409	56,839	57,124	58,267
21	43,502	53,436	56,867	57,152	58,296
22	44,006	56,677	57,950	58,240	59,405
23	44,517	56,964	60,079	60,380	61,588
24	45,022	56,967	60,083	60,384	61,592
** 25	45,531	57,970	61,705	62,014	63,255
26	46,035		61,709	62,018	63,259
27	46,545		61,713	62,022	63,263
28	47,050		61,717	62,026	63,267
29	47,557		61,721	62,030	63,271
** 30	48,109		61,725	62,034	63,275

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.

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

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
COTA	190	8
ASL	190	8
PTA	190	8
Early ED Intervention/Disabilities Specialist	220	7
Social Workers	190	8
Educational Interpreters	190	7

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

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Gadsden Independent School District
Salary Schedule 2A
INSTRUCTIONAL SUPPORT - LEVEL 1
2019-20

Salary Schedule is for the 2019-2020 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	13.25	13.25	13.78	14.31	14.42
1	13.38	13.67	13.92	14.20	14.51
2	13.64	13.93	14.19	14.47	14.78
3	13.65	13.94	14.20	14.48	14.79
4	13.77	14.07	14.34	14.62	14.93
5	13.85	14.15	14.41	14.69	14.99
6	14.25	14.55	14.81	15.12	15.44
7	14.26	14.56	14.82	15.13	15.45
8	14.27	14.57	14.83	15.14	15.46
9	14.28	14.58	14.84	15.15	15.47
10	14.29	14.59	14.86	15.16	15.48
11	14.30	14.60	14.87	15.17	15.49
12	14.70	14.98	15.28	15.58	15.90
13	15.42	15.75	16.02	16.36	16.70
14	16.88	17.24	17.54	17.90	18.28
15	17.08	17.46	17.77	18.14	18.52
16	17.29	17.71	18.02	18.40	18.77
17	17.43	17.79	18.14	18.51	18.87
18	17.53	17.89	18.25	18.66	18.96
19	17.65	18.01	18.34	18.71	19.08
20	17.82	18.22	18.55	18.90	19.31
21	18.01	18.35	18.75	19.11	19.47
22	18.28	18.63	19.00	19.40	19.81
23	18.56	18.91	19.31	19.69	20.08
24	18.84	19.22	19.62	19.97	20.39
25	19.11	19.47	19.88	20.26	20.69
26	19.40	19.81	20.19	20.59	21.02
27	19.69	20.08	20.50	20.90	21.29
28	19.97	20.39	20.79	21.18	21.62
29	20.26	20.69	21.11	21.52	21.97
** 30	20.59	21.02	21.42	21.85	22.28

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

Gadsden Independent School District
Salary Schedule 2B
INSTRUCTIONAL SUPPORT - LEVEL 2
2019-20

Salary Schedule is for the 2019-2020 Fiscal Year Only!

HEALTH ASSISTANT

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	11.43	11.64	11.75	11.94	12.13	12.31
1	11.48	11.69	11.80	11.99	12.18	12.36
2	11.65	11.87	11.97	12.17	12.36	12.54
3	11.66	11.88	11.98	12.18	12.38	12.56
4	11.76	11.98	12.09	12.29	12.49	12.67
5	11.82	12.05	12.15	12.34	12.54	12.74
6	11.99	12.24	12.33	12.53	12.74	12.92
7	12.00	12.25	12.34	12.54	12.75	12.93
8	12.01	12.26	12.35	12.56	12.76	12.94
9	12.03	12.27	12.36	12.57	12.77	12.95
10	12.04	12.28	12.38	12.58	12.78	12.96
11	12.05	12.29	12.39	12.59	12.79	12.97
12	12.34	12.60	12.72	12.91	13.12	13.31
13	12.98	13.22	13.35	13.56	13.75	13.98
14	14.20	14.50	14.60	14.83	15.08	15.30
15	14.40	14.69	14.80	15.01	15.28	15.50
16	14.51	14.81	14.94	15.15	15.42	15.65
17	14.69	14.97	15.09	15.33	15.57	15.80
18	14.82	15.12	15.27	15.50	15.74	15.98
19	14.92	15.23	15.42	15.63	15.87	16.13
20	15.08	15.40	15.56	15.78	16.01	16.32
21	15.26	15.56	15.70	15.94	16.17	16.50
22	15.43	15.74	15.88	16.12	16.39	16.72
23	15.61	15.94	16.10	16.33	16.57	16.90
24	15.82	16.12	16.30	16.54	16.78	17.12
25	16.01	16.33	16.50	16.74	17.00	17.31
26	16.22	16.54	16.72	16.95	17.21	17.58
27	16.42	16.74	16.90	17.17	17.40	17.77
28	16.62	16.95	17.12	17.36	17.64	17.99
29	16.84	17.17	17.33	17.62	17.87	18.22
** 30	17.02	17.36	17.58	17.80	18.09	18.43

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

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

Gadsden Independent School District
Salary Schedule 2B (2)
INSTRUCTIONAL SUPPORT - LEVEL 2
2019-20

Salary Schedule is for the 2019-2020 Fiscal Year Only!

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

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	11.59	11.82	11.93	12.12	12.30	12.50
1	11.64	11.87	11.98	12.17	12.35	12.55
2	11.81	12.05	12.15	12.35	12.53	12.75
3	11.82	12.06	12.17	12.36	12.54	12.76
4	11.93	12.17	12.28	12.48	12.66	12.86
5	11.99	12.24	12.33	12.53	12.72	12.93
6	12.34	12.59	12.69	12.89	13.10	13.30
7	12.35	12.60	12.70	12.91	13.11	13.31
8	12.36	12.61	12.71	12.92	13.12	13.32
9	12.38	12.62	12.72	12.93	13.13	13.33
10	12.39	12.63	12.74	12.94	13.14	13.34
11	12.40	12.64	12.75	12.95	13.15	13.35
12	12.71	12.98	13.09	13.29	13.50	13.69
13	13.35	13.62	13.73	13.94	14.17	14.39
14	14.60	14.92	15.04	15.27	15.52	15.75
15	14.81	15.10	15.24	15.45	15.72	15.96
16	14.93	15.25	15.37	15.60	15.86	16.11
17	15.10	15.40	15.53	15.78	16.02	16.25
18	15.26	15.57	15.70	15.96	16.19	16.43
19	15.35	15.67	15.86	16.09	16.34	16.59
20	15.52	15.85	16.01	16.23	16.47	16.78
21	15.69	16.01	16.17	16.40	16.64	16.96
22	15.87	16.19	16.35	16.58	16.87	17.21
23	16.06	16.40	16.56	16.80	17.06	17.40
24	16.28	16.58	16.76	17.02	17.27	17.62
25	16.47	16.80	16.96	17.23	17.49	17.82
26	16.70	17.02	17.21	17.44	17.72	18.08
27	16.90	17.23	17.40	17.68	17.90	18.29
28	17.10	17.44	17.62	17.87	18.16	18.52
29	17.33	17.68	17.83	18.13	18.39	18.75
**30	17.52	17.87	18.08	18.32	18.61	18.96

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

This salary schedule is effective for the 2019-20 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.

**Gadsden Independent School District
Salary Schedule 2C
INSTRUCTIONAL SUPPORT - LEVEL 3
2019-20**

Salary Schedule is for the 2019-2020 Fiscal Year Only!

**REGULAR CLASSROOM INSTRUCTIONAL ASSISTANTS,
REGULAR SPECIAL EDUCATION INSTRUCTIONAL ASSISTANTS**

**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	11.52	11.53	11.54	11.59	11.79	12.08
1	11.57	11.58	11.59	11.64	11.84	12.13
2	11.74	11.75	11.76	11.81	12.01	12.31
3	11.75	11.76	11.77	11.82	12.03	12.32
4	11.89	11.90	11.91	11.93	12.13	12.44
5	11.95	11.96	11.97	11.99	12.21	12.51
6	12.29	12.30	12.31	12.34	12.56	12.87
7	12.30	12.31	12.32	12.35	12.57	12.88
8	12.31	12.32	12.33	12.36	12.58	12.89
9	12.32	12.33	12.34	12.38	12.59	12.91
10	12.33	12.34	12.35	12.39	12.60	12.92
11	12.34	12.35	12.36	12.40	12.61	12.93
12	12.35	12.36	12.50	12.71	12.93	13.27
13	12.56	12.85	13.12	13.35	13.58	13.92
14	13.75	14.07	14.38	14.60	14.89	15.25
15	13.92	14.23	14.55	14.81	15.06	15.43
16	14.04	14.38	14.68	14.93	15.22	15.57
17	14.19	14.54	14.84	15.10	15.36	15.75
18	14.37	14.71	14.98	15.25	15.51	15.88
19	14.50	14.82	15.11	15.40	15.69	16.03
20	14.65	14.94	15.25	15.54	15.86	16.18
21	14.82	15.09	15.39	15.70	16.02	16.34
22	14.98	15.28	15.59	15.88	16.20	16.55
23	15.19	15.47	15.79	16.11	16.42	16.74
24	15.36	15.66	16.00	16.30	16.62	16.95
25	15.54	15.86	16.18	16.50	16.83	17.20
26	15.76	16.06	16.40	16.71	17.05	17.38
27	15.96	16.25	16.57	16.93	17.26	17.64
28	16.16	16.46	16.78	17.13	17.47	17.80
29	16.34	16.67	17.02	17.35	17.70	18.07
** 30	16.55	16.88	17.22	17.56	17.90	18.28

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

This salary schedule is effective for the 2019-20 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.

**Gadsden Independent School District
Salary Schedule 2D
GUARDS
2019-20**

Salary Schedule is for the 2019-2020 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	11.76	12.00	12.34	9.05
1	11.81	12.05	12.39	9.07
2	11.98	12.24	12.58	9.09
3	11.99	12.25	12.59	9.11
4	12.10	12.35	12.69	9.13
5	12.17	12.42	12.76	9.15
6	12.35	12.61	12.97	9.17
7	12.36	12.62	12.98	9.18
8	12.38	12.63	12.99	9.20
9	12.39	12.64	13.00	9.21
10	12.40	12.65	13.01	9.22
11	12.41	12.66	13.02	9.23
12	12.74	13.00	13.34	9.43
13	13.38	13.65	14.02	9.92
14	14.05	14.34	14.71	10.40
15	14.21	14.51	14.89	10.51
16	14.35	14.62	15.01	10.70
17	14.51	14.79	15.21	10.85
18	14.64	14.95	15.34	10.98
19	14.82	15.13	15.48	11.13
20	14.99	15.30	15.61	11.24
21	15.18	15.47	15.76	11.37
22	15.37	15.69	16.02	11.53
23	15.61	15.94	16.24	11.73
24	15.83	16.16	16.50	11.89
25	16.09	16.41	16.75	12.06
26	16.34	16.67	16.98	12.24
27	16.56	16.90	17.24	12.44
28	16.83	17.16	17.52	12.61
29	17.08	17.40	17.76	12.79
**30	17.33	17.66	18.02	13.00

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

This salary schedule is effective for the 2019-20 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 another fiscal year.

Gadsden Independent School District
Salary Schedule 3A
PARAPROFESSIONAL CLERICAL
2019-20

Salary Schedule is for the 2019-2020 Fiscal Year Only!

PA1: EDUCATIONAL RESOURCES SPECIALIST, NURSING & HEALTH SERVICES SPECIALIST
 CUSTODIAL SERVICES SPECIALIST, MAINTENANCE SERVICES 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	11.86	12.05	12.23
1	11.91	12.10	12.28
2	12.08	12.28	12.46
3	12.09	12.29	12.47
4	12.21	12.40	12.59
5	12.26	12.46	12.64
6	12.45	12.63	12.83
7	12.46	12.64	12.84
8	12.47	12.65	12.85
9	12.48	12.66	12.86
10	12.49	12.67	12.87
11	12.50	12.68	12.88
12	12.81	13.02	13.21
13	13.46	13.67	13.90
14	14.13	14.36	14.57
15	14.30	14.53	14.77
16	14.57	14.81	15.06
17	14.83	15.07	15.31
18	15.08	15.31	15.57
19	15.28	15.58	15.82
20	15.59	15.83	16.07
21	15.84	16.07	16.34
22	16.10	16.35	16.62
23	16.36	16.63	16.88
24	16.64	16.89	17.17
25	16.90	17.19	17.46
26	17.20	17.46	17.74
27	17.48	17.75	18.04
28	17.76	18.04	18.32
29	18.06	18.33	18.62
** 30	18.35	18.63	18.92

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

This salary schedule is effective for the 2019-20 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.

Gadsden Independent School District
Salary Schedule 3B
CLERICAL
2019-20

Salary Schedule is for the 2019-2020 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	10.22	10.54	10.84	11.17
1	10.27	10.59	10.90	11.23
2	10.41	10.74	11.05	11.39
3	10.42	10.75	11.06	11.40
4	10.51	10.85	11.17	11.51
5	10.57	10.90	11.22	11.56
6	10.73	11.06	11.39	11.74
7	10.74	11.07	11.40	11.75
8	10.75	11.08	11.41	11.76
9	10.76	11.09	11.42	11.77
10	10.77	11.10	11.43	11.78
11	10.79	11.11	11.44	11.79
12	11.06	11.39	11.73	12.09
13	11.61	11.97	12.31	12.71
14	12.19	12.56	12.93	13.33
15	12.34	12.72	13.10	13.50
16	12.54	12.92	13.31	13.71
17	12.75	13.14	13.54	13.94
18	12.95	13.35	13.73	14.17
19	13.17	13.57	13.98	14.41
20	13.39	13.77	14.20	14.63
21	13.63	14.01	14.44	14.86
22	13.85	14.23	14.69	15.12
23	14.07	14.50	14.93	15.36
24	14.30	14.73	15.29	15.62
25	14.53	14.97	15.43	15.88
26	14.78	15.23	15.66	16.13
27	15.01	15.47	15.94	16.42
28	15.23	15.72	16.20	16.70
29	15.51	15.99	16.47	16.95
**30	15.78	16.24	16.74	17.24

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

This salary schedule is effective for the 2019-20 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.

Gadsden Independent School District
Salary Schedule 4
FOOD SERVICE MANAGERS/ ASSISTANT MANAGERS
2019-20

Salary Schedule is for the 2019-2020 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)	17.33	17.43	17.46	17.52
676-1,300 Meals per day (List Schools)	17.95	18.04	18.09	18.13
1,300 or more Meals per day (List Schools)	18.57	18.66	18.72	18.78
Assistant Managers	11.66	11.79	11.95	12.16

This salary schedule is effective for the 2019-20 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.

Gadsden Independent School District

Salary Schedule 5

FOOD SERVICE PERSONNEL

2019-20

Salary Schedule is for the 2019-2020 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	9.14	9.15	9.16	9.17
1	9.15	9.16	9.17	9.19
2	9.16	9.17	9.18	9.20
3	9.17	9.18	9.20	9.21
4	9.34	9.35	9.36	9.39
5	9.41	9.42	9.43	9.44
6	9.53	9.54	9.56	9.57
7	9.57	9.58	9.59	9.60
8	9.60	9.61	9.62	9.63
9	9.63	9.64	9.65	9.66
10	9.66	9.67	9.68	9.69
11	9.69	9.70	9.71	9.73
12	9.73	9.74	9.75	9.77
13	9.76	9.77	9.78	9.86
14	9.79	9.80	9.82	10.01
15	9.82	9.92	10.04	10.23
16	9.94	10.04	10.15	10.35
17	10.05	10.15	10.26	10.46
18	10.36	10.42	10.56	10.74
19	10.63	10.72	10.83	11.04
20	11.04	11.11	11.21	11.40
21	11.44	11.55	11.64	11.86
22	11.68	11.76	11.91	12.08
23	11.82	11.92	12.05	12.23
24	11.98	12.08	12.22	12.39
25	12.11	12.18	12.30	12.50
26	12.24	12.34	12.48	12.65
27	12.36	12.44	12.58	12.75
28	12.48	12.57	12.68	12.86
29	12.62	12.69	12.84	13.02
** 30	12.72	12.84	12.98	13.13

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

This salary schedule is effective for the 2019-20 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.

Gadsden Independent School District

Salary Schedule 5A

FOOD SERVICE PERSONNEL

2019-20

Salary Schedule is for the 2019-2020 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	9.20	9.21	9.22	9.23
1	9.23	9.24	9.25	9.26
2	9.25	9.26	9.27	9.28
3	9.26	9.27	9.28	9.29
4	9.43	9.45	9.46	9.47
5	9.49	9.50	9.51	9.52
6	9.62	9.63	9.64	9.65
7	9.64	9.65	9.66	9.67
8	9.66	9.67	9.68	9.69
9	9.68	9.69	9.70	9.74
10	9.70	9.71	9.73	9.76
11	9.73	9.74	9.75	9.78
12	9.75	9.76	9.77	9.81
13	9.77	9.78	9.79	9.91
14	9.79	9.80	9.82	10.04
15	9.81	9.91	10.03	10.22
16	9.94	10.14	10.24	10.35
17	10.05	10.15	10.26	10.46
18	10.36	10.42	10.56	10.74
19	10.63	10.72	10.83	11.04
20	11.04	11.11	11.21	11.40
21	11.44	11.55	11.64	11.86
22	11.68	11.76	11.91	12.08
23	11.82	11.92	12.05	12.23
24	11.98	12.08	12.22	12.39
25	12.11	12.18	12.30	12.50
26	12.24	12.34	12.48	12.65
27	12.36	12.44	12.58	12.75
28	12.48	12.57	12.68	12.86
29	12.49	12.69	12.84	13.02
** 30	12.60	12.84	12.98	13.13

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

This salary schedule is effective for the 2019-20 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.

Gadsden Independent School District

Salary Schedule 6A

CUSTODIAL PERSONNEL

2019-20

Salary Schedule is for the 2019-2020 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	9.33	9.66	10.02	10.31	10.45	10.58
1	9.34	9.67	10.03	10.32	10.46	10.59
2	9.35	9.68	10.04	10.33	10.47	10.60
3	9.39	9.71	10.07	10.36	10.50	10.64
4	9.45	9.78	10.14	10.44	10.57	10.70
5	9.50	9.83	10.18	10.48	10.63	10.76
6	9.63	9.97	10.33	10.64	10.79	10.91
7	9.68	10.02	10.38	10.69	10.84	10.97
8	9.74	10.07	10.44	10.74	10.89	11.02
9	9.79	10.13	10.49	10.80	10.94	11.07
10	9.84	10.18	10.54	10.85	11.00	11.12
11	9.89	10.23	10.59	10.90	11.05	11.18
12	9.92	10.29	10.65	10.94	11.11	11.24
13	10.41	10.80	11.18	11.51	11.66	11.79
14	10.92	11.34	11.73	12.07	12.25	12.42
15	11.09	11.48	11.89	12.23	12.31	12.56
16	11.29	11.71	12.13	12.48	12.56	12.81
17	11.64	12.04	12.47	12.83	13.17	13.58
18	11.98	12.38	12.81	13.19	13.57	13.98
19	12.32	12.74	13.15	13.56	13.97	14.37
20	12.66	13.07	13.49	13.92	14.36	14.77
21	12.92	13.32	13.74	14.19	14.63	15.06
22	13.10	13.54	13.97	14.42	14.83	15.28
23	13.30	13.72	14.18	14.60	15.07	15.50
24	13.49	13.95	14.41	14.83	15.29	15.74
25	13.75	14.15	14.59	15.06	15.51	15.97
26	13.91	14.36	14.82	15.29	15.75	16.22
27	14.11	14.56	15.04	15.51	15.99	16.46
28	14.31	14.79	15.28	15.75	16.23	16.71
29	14.53	15.00	15.50	15.99	16.48	16.95
**	30	14.75	15.25	15.74	16.22	17.20

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

This salary schedule is effective for the 2019-20 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.

Gadsden Independent School District

Salary Schedule 6B

MAINTENANCE PERSONNEL

2019-20

Salary Schedule is for the 2019-2020 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	9.38	10.98	12.52	13.78	19.00
1	9.41	11.01	12.55	14.13	19.10
2	9.42	11.02	12.57	14.18	19.19
3	9.45	11.05	12.60	14.21	19.29
4	9.51	11.13	12.68	14.31	19.38
5	9.57	11.19	12.75	14.39	19.48
6	9.70	11.36	12.93	14.59	19.58
7	9.76	11.41	12.98	14.64	19.68
8	9.81	11.46	13.03	14.70	19.77
9	9.86	11.52	13.09	14.75	19.87
10	9.92	11.57	13.14	14.80	19.97
11	9.97	11.62	13.22	14.91	20.07
12	10.01	11.70	13.32	15.04	20.17
13	10.50	12.28	13.99	15.79	20.27
14	11.01	12.89	14.70	16.57	20.37
15	11.16	13.06	14.86	16.78	20.48
16	11.33	13.19	15.06	17.04	20.58
17	11.65	13.58	15.50	17.51	20.68
18	11.98	13.98	15.97	17.99	20.78
19	12.32	14.37	16.43	18.49	20.89
20	12.66	14.77	16.87	18.99	20.99
21	12.92	15.06	17.21	19.35	21.10
22	13.10	15.28	17.46	19.64	21.20
23	13.30	15.50	17.72	19.93	21.31
24	13.49	15.74	17.98	20.23	21.42
25	13.75	15.97	18.27	20.54	21.52
26	13.91	16.22	18.52	20.86	21.63
27	14.11	16.46	18.81	21.14	21.74
28	14.31	16.71	19.10	21.48	21.85
29	14.53	16.95	19.36	21.81	21.96
**30	14.75	17.20	19.67	22.12	22.50

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

This salary schedule is effective for the 2019-20 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

Gadsden Independent School District
Salary Schedule 6C
COMPUTER SERVICES PERSONNEL
2019-20

Salary Schedule is for the 2019-2020 Fiscal Year Only!

LEVEL 1: COMPUTER SITE TECHNICIAN

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

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	12.66	14.20
1	12.69	14.23
2	12.94	14.47
3	12.95	14.48
4	13.06	14.60
5	13.47	15.00
6	13.66	15.19
7	13.67	15.21
8	13.68	15.22
9	13.69	15.23
10	13.70	15.24
11	13.82	15.35
12	14.03	15.57
13	14.71	16.24
14	15.39	16.92
15	15.57	17.10
16	15.76	17.29
17	16.20	17.74
18	16.66	18.19
19	17.12	18.66
20	17.55	19.08
21	17.89	19.42
22	18.15	19.69
23	18.39	19.92
24	18.66	20.20
25	18.94	20.47
26	19.18	20.72
27	19.47	21.00
28	19.76	21.30
29	20.02	21.55
** 30	20.33	21.86

** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

This salary schedule is effective for the 2019-20 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.

Gadsden Independent School District
Salary Schedule 7
ADMINISTRATIVE PERSONNEL
2019-20
Salary Schedule is for the 2019-2020 Fiscal Year Only!

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

ADMIN. YRS EXP.	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
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CAMPUS ADMINISTRATION

Pay Grade	Principals, Assistant Principals																									
101	66,000	66,017	66,033	66,050	66,066	66,083	66,099	66,116	66,132	66,149	66,165	66,182	66,198	66,215	66,231	66,615	67,256	67,897	71,857	71,972	72,090	72,206	72,322	72,438	72,554	72,670
102	69,000	69,017	69,035	69,052	69,069	69,086	70,002	70,020	70,037	70,055	70,072	70,090	71,041	71,681	72,322	72,963	73,602	74,244	78,203	78,320	78,435	78,552	78,667	78,785	78,903	79,019
103	75,000	75,019	75,038	75,056	75,075	75,094	75,113	75,131	75,150	75,169	75,188	75,207	75,225	75,244	75,543	75,642	76,281	76,922	79,658	79,776	79,892	80,008	80,124	80,241	80,357	80,475
104	72,000	72,018	72,036	72,054	72,072	72,090	72,108	72,126	72,144	72,162	72,180	72,198	72,216	72,234	72,252	72,270	72,496	73,136	75,001	75,117	75,234	79,658	79,776	79,892	80,008	80,124
105	84,000	84,021	84,042	84,063	84,084	84,105	84,126	84,147	84,168	84,189	84,210	84,231	84,252	84,273	84,294	84,316	84,337	84,358	84,386	84,495	84,604	84,714	84,822	84,932	85,040	85,150
106	96,000	96,024	96,048	96,072	96,096	96,120	96,144	96,168	96,192	96,216	96,240	96,264	96,288	96,312	96,337	96,361	96,528	97,168	100,714	100,831	100,946	101,063	101,181	101,297	101,413	101,530

DISTRICT ADMINISTRATION

Pay Grade	OTHER ADMINISTRATION - Asst. Purchasing Agent, Asst. Network Mgr., Custodial Srvc. Supervisor, Fund Accountant, Network Mgr.																										
201-A	\$ 34,296	\$ 34,304	\$ 34,980	\$ 34,982	\$ 35,154	\$ 35,330	\$ 35,852	\$ 35,852	\$ 35,852	\$ 35,852	\$ 35,852	\$ 35,852	\$ 35,852	\$ 37,495	\$ 38,863	\$ 40,230	\$ 41,600	\$ 42,969	\$ 44,610	\$ 45,705	\$ 46,801	\$ 47,894	\$ 49,263	\$ 50,358	\$ 51,453	\$ 52,547	\$ 53,642
201-B	\$ 43,459	\$ 43,470	\$ 44,328	\$ 44,329	\$ 44,548	\$ 44,770	\$ 45,431	\$ 45,431	\$ 45,431	\$ 45,431	\$ 45,431	\$ 45,431	\$ 45,431	\$ 47,621	\$ 48,989	\$ 50,358	\$ 51,726	\$ 53,094	\$ 54,462	\$ 55,830	\$ 56,926	\$ 58,020	\$ 59,116	\$ 60,483	\$ 61,578	\$ 62,672	\$ 63,769

Pay Grade	COORDINATORS - Program/Department Coordinators, Purchasing Agent																									
202-A	\$45,815	\$45,826	\$46,730	\$46,731	\$46,963	\$47,196	\$47,894	\$47,894	\$47,894	\$47,894	\$47,894	\$47,894	\$50,358	\$51,453	\$52,821	\$54,188	\$55,830	\$57,200	\$58,294	\$59,389	\$60,757	\$61,851	\$63,220	\$64,315	\$65,410	\$66,777
202-B	\$55,239	\$55,253	\$56,343	\$56,344	\$56,624	\$56,906	\$57,747	\$57,747	\$57,747	\$57,747	\$57,747	\$57,747	\$60,483	\$61,851	\$63,220	\$64,589	\$66,232	\$67,598	\$68,695	\$69,789	\$70,884	\$72,252	\$73,347	\$74,441	\$75,925	\$76,632
202-C	\$64,403	\$64,419	\$65,690	\$65,691	\$66,017	\$66,346	\$67,325	\$67,325	\$67,325	\$67,325	\$67,325	\$67,325	\$70,610	\$71,978	\$73,347	\$74,715	\$76,083	\$77,452	\$78,820	\$79,915	\$81,010	\$82,104	\$83,472	\$84,566	\$85,662	\$86,757

Pay Grade	DIRECTORS																										
203	75,922	75,941	77,439	77,440	77,826	78,212	79,368	79,368	79,368	79,368	79,368	79,368	79,368	80,463	81,557	82,652	83,746	84,841	86,530	87,578	88,125	89,220	90,316	92,004	92,504	93,600	94,695

Pay Grade	EXECUTIVE DIRECTORS																										
204	79,981	80,001	81,579	81,580	81,986	82,393	83,611	83,611	83,611	83,611	83,611	83,611	83,611	86,346	87,443	88,673	90,041	91,273	92,504	93,600	94,830	95,925	97,020	98,114	99,211	100,441	101,536

Pay Grade	ASSOCIATE SUPERINTENDENTS																										
205	\$84,036	\$84,057	\$85,716	\$85,717	\$86,142	\$86,572	\$87,851	\$87,851	\$87,851	\$87,851	\$87,851	\$87,851	\$87,851	\$92,231	\$93,325	\$94,695	\$96,334	\$97,704	\$99,072	\$100,166	\$101,536	\$103,648	\$104,698	\$104,820	\$105,914	\$107,283	\$108,378

Pay Grade	CHIEF FINANCIAL OFFICER																									
205-A	\$99,633	\$99,658	\$101,625	\$101,626	\$102,129	\$102,639	\$104,156	\$104,156	\$104,156	\$104,156	\$104,156	\$104,156	\$108,535	\$109,629	\$110,996	\$112,639	\$114,009	\$115,377	\$116,471	\$117,840	\$119,953	\$121,001	\$121,125	\$122,218	\$123,588	\$124,682

Pay Grade	DEPUTY SUPERINTENDENT																										
206	\$90,579	\$90,601	\$92,389	\$92,390	\$92,852	\$93,314	\$94,695	\$94,695	\$94,695	\$94,695	\$94,695	\$94,695	\$94,695	\$99,347	\$100,714	\$102,084	\$103,451	\$104,820	\$106,461	\$107,557	\$108,650	\$109,745	\$110,840	\$112,210	\$113,304	\$114,398	\$115,493

Pay Grade	Days	Position	203	235	DIRECTORS	Years of Service Credit - All Positions
101	200	ASSISTANT PRINCIPAL - Elementary School			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 SUPERINTENDENT	* 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				Leave Accruals - 235 Day Positions * Annual Leave will be accrued at the rate of 20 days per year
202-A	235	COORDINATORS - Range 1: BA/BS Degreed in Unrelated Field or Non-Degreed				
202-B	235	COORDINATORS - Range 2: BA/BS Degreed in Related Field				
202-C	235	COORDINATORS - Range 3: Level III NM Administrative License				

This salary schedule is effective for the 2019-20 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.

**Gadsden Independent School District
Activity Increments
2019-20**

Salary Schedule is for the 2019-2020 Fiscal Year Only!

Current Stipends		2019-2020	
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	1,912	
Band - Summer/Intercession	ACT BNDSUM MS	1,072	
After School Study Hall	ACT ASH MS	1,000	
After School Study Hall	ACT ASH MS	1,000	
After School Detention	ACT ASDT MS	750	
Chorus	ACT CHRS MS	750	
I-CAT Chair	ACT ICATC	850	1 PER SCHOOL
I-CAT Team Member	ACT ICATTM	300	4 PER SCHOOL
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 Special Education	ACT TLSE MS	750	
		13,034	PER MIDDLE SCHOOL
		39,102	3 SCHOOLS
EXTRA-CURRICULAR-MIDDLE:			
Battle of the Books	ACT BBKS	500	
Enrichment	ACT ENRI	964	
English Spelling Bee	ACT ESB	500	
Geography Bee	ACT GEOG	500	
Translator	ACT TRAN	429	
National Junior Society	ACT NJS	643	
Newspaper	ACT NWS	643	
Student Council	ACT SC	750	
Yearbook	ACT YB	1,179	
Drama	ACT DRM	750	
Academic Team	ACT ACDTEAM	650	
E Sports	ACT ESPORT	1,200	
Site Specific	ACT SITE	1,500	
		10,208	PER MIDDLE SCHOOL
		30,624	3 SCHOOLS
INSTRUCTIONAL-HIGH:			
Band - Head	ACT BNDHD	5,800	
Band - Asst. (If Needed - 120+ Students)	ACT BNDAST	1,075	
Band - Summer	ACT BNDSUM	1,610	
Chorus	ACT CHRS	1,610	
Drama	ACT DRM	1,290	
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 - Library/AV	ACT DHLIB	1,000	
Department Head - Math	ACT DHMT	1,000	
Department Head - Modern Lang.	ACT DHML	1,000	
Department Head - NJROTC	ACT DHNJ	1,000	
Department Head - PAL	ACT DHPAL	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	
		24,385	PER HIGH SCHOOL
		73,155	3 SCHOOLS

EXTRA-CURRICULAR-HIGH:

Art Club	ACT AC	860	
BPA	ACT BPA	1,000	
Class - Senior	ACT SENCL	1,600	1 AVECHS
Class - Junior	ACT JUNCL	1,500	1 AVECHS
Class - Sophomore	ACT SOCL	1,000	1 AVECHS
Class - Freshman	ACT FRCL	1,000	1 AVECHS
E Sports	ACT ESPORT	1,200	1 DPA
FCCLA	ACT FCCLA	1,000	
FEA	ACT FEA	1,000	
FHA	ACT FHA	1,000	
FFA Assistant (75+ Students)	ACT FFAA	1,000	
FFA	ACT FFA	1,000	
Flag Corp	ACT FLAG	1,000	
I-CAT Chair	ACT ICATC	1,000	1 PER SCHOOL
Mariachi	ACT MCH	1,200	
National Honor Society	ACT NHS	1,200	1 AVECHS
National Spanish Honor Society	ACT NSHS	1,100	
Newspaper	ACT NWS	1,200	
Skills USA	ACT SUSA	1,000	
Skills USA	ACT SUSA	1,000	
Student Council	ACT SC	1,400	1 AVECHS
Student Council Asst. (75+ students)	ACT SCA	600	
Yearbook	ACT YB	1,400	1 AVECHS
Teens in Prevention	ACT TIP	650	
Video Yearbook	ACT VIDY	900	
Academic Support (Eng. Math SS Sci & SPED)	ACT ALT	12,000	1 AVECH 6,000
Site Specific	ACT SITE	7,500	1 AVECH 1,100
		46,310	PER HIGH SCHOOL
		157,130	3 SCHOOLS

OTHER DISTRICT:

MESA - GHS	ACT MESA	2,000	2 PER SCHOOL BASED
MESA - CHS	ACT MESA	2,000	ON STUDENT
MESA-STHS	ACT MESA	2,000	PARTICIPATION
MESA-AVECHS	ACT MESA	2,000	
MESA - GMS	ACT MESA	2,000	
MESA-STMS	ACT MESA	2,000	
MESA - CMS	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		432,631	
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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 2019-20 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**

2019-20

Salary Schedule is for the 2019-2020 Fiscal Year Only!

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	3,874.00	3,874.00	3,874.00
WRESTLING ASST.	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
	188,374.00	191,374.00	188,374.00
			568,122.00

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