



# Española Public Schools

**STRIVING FOR EXCELLENCE**

**2023/2024  
NEA Salary Schedules**



NEA Approved:  
June 22, 2023

Board of Education  
Approved: June 27, 2023

**Española Public Schools  
2023/2024 Salary Schedules**

## Administrative Assistants (NEA)

	ELEM OM <200	ELEM OM >200	ADMIN II	ADMIN III	Exec Admin	*Grandfathered Program Specialist	*AP, AR, Procurement Support	*HR, PR, Finance, Insurance Specialist	*Accounts Payable/Payroll Lead	Technology Specialist
Days	(205)	(205)	(260)	(260)	(260)	(260)	(260)	(260)	(260)	(260)
0	\$ 31,980.00	\$ 31,980.00	\$ 40,560.00	\$ 45,760.00	\$ 45,760.00	\$ 47,840.00	\$ 45,760.00	\$ 45,760.00	\$ 52,000.00	\$ 52,000.00
1	\$ 32,144.00	\$ 32,144.00	\$ 40,768.00	\$ 45,968.00	\$ 45,968.00	\$ 45,968.00	\$ 45,968.00	\$ 45,968.00	\$ 52,208.00	\$ 52,208.00
2	\$ 32,308.00	\$ 32,308.00	\$ 40,976.00	\$ 46,176.00	\$ 46,176.00	\$ 46,176.00	\$ 46,176.00	\$ 46,176.00	\$ 52,416.00	\$ 52,416.00
3	\$ 32,472.00	\$ 32,472.00	\$ 41,184.00	\$ 46,384.00	\$ 46,384.00	\$ 46,384.00	\$ 46,384.00	\$ 46,384.00	\$ 52,624.00	\$ 52,624.00
4	\$ 32,636.00	\$ 32,636.00	\$ 41,392.00	\$ 46,592.00	\$ 46,592.00	\$ 46,592.00	\$ 46,592.00	\$ 46,592.00	\$ 52,832.00	\$ 52,832.00
5	\$ 32,800.00	\$ 32,800.00	\$ 41,600.00	\$ 48,785.49	\$ 48,785.49	\$ 48,785.49	\$ 48,785.49	\$ 48,785.49	\$ 55,025.49	\$ 53,040.00
6	\$ 32,964.00	\$ 32,964.00	\$ 41,808.00	\$ 49,428.46	\$ 49,428.46	\$ 49,428.46	\$ 49,428.46	\$ 49,428.46	\$ 55,668.46	\$ 55,660.80
7	\$ 33,128.00	\$ 33,128.00	\$ 42,016.00	\$ 52,041.60	\$ 52,033.28	\$ 52,041.60	\$ 52,041.60	\$ 52,041.60	\$ 58,281.60	\$ 58,281.60
8	\$ 33,292.00	\$ 33,292.00	\$ 42,224.00	\$ 53,040.00	\$ 53,040.00	\$ 53,040.00	\$ 53,040.00	\$ 53,040.00	\$ 59,280.00	\$ 59,280.00
9	\$ 33,456.00	\$ 33,456.00	\$ 42,432.00	\$ 53,248.00	\$ 53,248.00	\$ 53,248.00	\$ 53,248.00	\$ 53,248.00	\$ 59,488.00	\$ 59,488.00
10	\$ 33,620.00	\$ 33,620.00	\$ 42,640.00	\$ 53,456.00	\$ 53,456.00	\$ 53,456.00	\$ 53,456.00	\$ 53,456.00	\$ 59,696.00	\$ 59,696.00
11	\$ 33,784.00	\$ 33,784.00	\$ 42,848.00	\$ 53,664.00	\$ 53,664.00	\$ 53,664.00	\$ 53,664.00	\$ 53,664.00	\$ 59,904.00	\$ 59,904.00
12	\$ 33,948.00	\$ 33,948.00	\$ 43,056.00	\$ 53,726.40	\$ 53,726.40	\$ 53,726.40	\$ 53,726.40	\$ 53,726.40	\$ 59,966.40	\$ 59,966.40
13	\$ 34,112.00	\$ 34,112.00	\$ 43,264.00	\$ 53,788.80	\$ 53,788.80	\$ 53,788.80	\$ 53,788.80	\$ 53,788.80	\$ 60,028.80	\$ 60,028.80
14	\$ 34,276.00	\$ 34,276.00	\$ 43,472.00	\$ 53,851.20	\$ 53,851.20	\$ 53,851.20	\$ 53,851.20	\$ 53,851.20	\$ 60,091.20	\$ 60,091.20
15	\$ 34,440.00	\$ 34,440.00	\$ 43,680.00	\$ 53,913.60	\$ 53,913.60	\$ 53,913.60	\$ 53,913.60	\$ 53,913.60	\$ 60,153.60	\$ 60,153.60
16	\$ 34,604.00	\$ 34,604.00	\$ 43,888.00	\$ 53,976.00	\$ 53,976.00	\$ 53,976.00	\$ 53,976.00	\$ 53,976.00	\$ 60,216.00	\$ 60,216.00
17	\$ 34,768.00	\$ 34,768.00	\$ 44,096.00	\$ 54,038.40	\$ 54,038.40	\$ 54,038.40	\$ 54,038.40	\$ 54,038.40	\$ 60,278.40	\$ 60,278.40
18	\$ 34,932.00	\$ 34,932.00	\$ 44,304.00	\$ 55,120.00	\$ 55,120.00	\$ 55,120.00	\$ 55,120.00	\$ 55,120.00	\$ 61,360.00	\$ 61,360.00
19	\$ 35,096.00	\$ 35,096.00	\$ 44,512.00	\$ 56,243.20	\$ 56,236.88	\$ 56,243.20	\$ 56,243.20	\$ 56,243.20	\$ 62,483.20	\$ 62,483.20
20	\$ 35,260.00	\$ 35,260.00	\$ 44,720.00	\$ 56,451.20	\$ 56,444.88	\$ 56,451.20	\$ 56,451.20	\$ 56,451.20	\$ 62,691.20	\$ 62,691.20
21	\$ 35,424.00	\$ 35,424.00	\$ 44,928.00	\$ 56,659.20	\$ 56,652.88	\$ 56,659.20	\$ 56,659.20	\$ 56,659.20	\$ 62,899.20	\$ 62,899.20
22	\$ 35,588.00	\$ 35,588.00	\$ 45,136.00	\$ 56,867.20	\$ 56,860.88	\$ 56,867.20	\$ 56,867.20	\$ 56,867.20	\$ 63,107.20	\$ 63,107.20
23	\$ 35,752.00	\$ 35,752.00	\$ 45,344.00	\$ 57,075.20	\$ 57,068.88	\$ 57,075.20	\$ 57,075.20	\$ 57,075.20	\$ 63,315.20	\$ 63,315.20
24	\$ 35,916.00	\$ 35,916.00	\$ 45,552.00	\$ 57,345.60	\$ 57,339.28	\$ 57,345.60	\$ 57,345.60	\$ 57,345.60	\$ 63,585.60	\$ 63,585.60
25	\$ 36,080.00	\$ 36,080.00	\$ 45,760.00	\$ 57,408.00	\$ 57,408.00	\$ 57,408.00	\$ 57,408.00	\$ 57,408.00	\$ 63,648.00	\$ 63,648.00
26	\$ 36,244.00	\$ 36,244.00	\$ 45,968.00	\$ 57,470.40	\$ 57,470.40	\$ 57,470.40	\$ 57,470.40	\$ 57,470.40	\$ 63,710.40	\$ 63,710.40
27	\$ 36,408.00	\$ 36,408.00	\$ 46,176.00	\$ 57,532.80	\$ 57,532.80	\$ 57,532.80	\$ 57,532.80	\$ 57,532.80	\$ 63,772.80	\$ 63,772.80
28	\$ 36,572.00	\$ 36,572.00	\$ 46,384.00	\$ 57,595.20	\$ 57,595.20	\$ 57,595.20	\$ 57,595.20	\$ 57,595.20	\$ 63,835.20	\$ 63,835.20
29	\$ 36,736.00	\$ 36,736.00	\$ 46,592.00	\$ 57,657.60	\$ 57,657.60	\$ 57,657.60	\$ 57,657.60	\$ 57,657.60	\$ 63,897.60	\$ 63,897.60
30	\$ 36,900.00	\$ 36,900.00	\$ 46,800.00	\$ 57,720.00	\$ 57,720.00	\$ 57,720.00	\$ 57,720.00	\$ 57,720.00	\$ 63,960.00	\$ 63,960.00
31	\$ 37,064.00	\$ 37,064.00	\$ 47,008.00	\$ 57,782.40	\$ 57,782.40	\$ 57,782.40	\$ 57,782.40	\$ 57,782.40	\$ 64,022.40	\$ 64,022.40
32	\$ 37,228.00	\$ 37,228.00	\$ 47,216.00	\$ 57,844.80	\$ 57,844.80	\$ 57,844.80	\$ 57,844.80	\$ 57,844.80	\$ 64,084.80	\$ 64,084.80
33	\$ 37,392.00	\$ 37,392.00	\$ 47,424.00	\$ 57,907.20	\$ 57,907.20	\$ 57,907.20	\$ 57,907.20	\$ 57,907.20	\$ 64,147.20	\$ 64,147.20
34	\$ 37,556.00	\$ 37,556.00	\$ 47,632.00	\$ 57,969.60	\$ 57,969.60	\$ 57,969.60	\$ 57,969.60	\$ 57,969.60	\$ 64,209.60	\$ 64,209.60
35	\$ 37,720.00	\$ 37,720.00	\$ 47,840.00	\$ 58,032.00	\$ 58,032.00	\$ 58,032.00	\$ 58,032.00	\$ 58,032.00	\$ 64,272.00	\$ 64,272.00
36	\$ 37,884.00	\$ 37,884.00	\$ 48,048.00	\$ 58,094.40	\$ 58,094.40	\$ 58,094.40	\$ 58,094.40	\$ 58,094.40	\$ 64,334.40	\$ 64,334.40
37	\$ 38,048.00	\$ 38,048.00	\$ 48,256.00	\$ 58,156.80	\$ 58,156.80	\$ 58,156.80	\$ 58,156.80	\$ 58,156.80	\$ 64,396.80	\$ 64,396.80
38	\$ 38,212.00	\$ 38,212.00	\$ 48,464.00	\$ 58,219.20	\$ 58,219.20	\$ 58,219.20	\$ 58,219.20	\$ 58,219.20	\$ 64,459.20	\$ 64,459.20
39	\$ 38,376.00	\$ 38,376.00	\$ 48,672.00	\$ 58,281.60	\$ 58,281.60	\$ 58,281.60	\$ 58,281.60	\$ 58,281.60	\$ 64,521.60	\$ 64,521.60
40	\$ 38,540.00	\$ 38,540.00	\$ 48,880.00	\$ 58,344.00	\$ 58,344.00	\$ 58,344.00	\$ 58,344.00	\$ 58,344.00	\$ 64,584.00	\$ 64,584.00
41	\$ 46,248.00	\$ 46,248.00	\$ 58,656.00	\$ 58,406.40	\$ 58,406.40	\$ 58,406.40	\$ 58,406.40	\$ 58,406.40	\$ 64,646.40	\$ 64,646.40

District recognizes up to 5 years of experience for HR and 3 years for all other positions upon hire

Office Managers - Salaries based on work schedule of 205 days / 8 hours per day

All Others - Salaries based on work schedule of 260 days / 8 hours per day

Placement and Additional Information can be found in HR or Payroll Office

All employees are NEA-eligible except Human Resources staff, per CBA

**Española Public Schools**  
**2023/2024 Salary Schedules**

**Ancillary (NEA)**

	BA-LEVEL1	MA- NO OCC	MA- LEVEL 1	MA +15- LEVEL 1	MA +45- LEVEL 1	MA LEVEL 2	MA +15 LEVEL 2	MA +45 LEVEL 2	LEVEL 2 2MA/EDS	LEVEL 3- MA	MA +15 LEVEL 3	MA+86-PHD- EdD LEVEL 3
Step 0	\$ 52,000.00	\$ 53,000.00	\$ 54,000.00	\$ 54,200.00	\$ 54,400.00	\$ 62,300.00	\$ 62,500.00	\$ 62,700.00	\$ 67,700.00	\$ 70,000.00	\$ 70,200.00	\$ 73,690.00
STEP 1	\$ 53,000.00	\$ 54,000.00	\$ 55,120.00	\$ 55,320.00	\$ 55,520.00	\$ 63,420.00	\$ 63,620.00	\$ 63,820.00	\$ 68,820.00	\$ 70,500.00	\$ 70,700.00	\$ 74,190.00
STEP 2	\$ 54,000.00	\$ 55,120.00	\$ 55,620.00	\$ 55,820.00	\$ 56,020.00	\$ 63,920.00	\$ 64,120.00	\$ 64,320.00	\$ 69,320.00	\$ 71,000.00	\$ 71,200.00	\$ 74,690.00
STEP 3	\$ 55,120.00	\$ 55,620.00	\$ 56,120.00	\$ 56,320.00	\$ 56,520.00	\$ 64,420.00	\$ 64,620.00	\$ 64,820.00	\$ 69,820.00	\$ 71,500.00	\$ 71,700.00	\$ 75,190.00
STEP 4	\$ 55,620.00	\$ 56,120.00	\$ 56,620.00	\$ 56,820.00	\$ 57,020.00	\$ 64,920.00	\$ 65,120.00	\$ 65,320.00	\$ 70,320.00	\$ 72,000.00	\$ 72,200.00	\$ 75,690.00
STEP 5	\$ 56,120.00	\$ 56,620.00	\$ 57,120.00	\$ 57,320.00	\$ 57,520.00	\$ 65,420.00	\$ 65,620.00	\$ 65,820.00	\$ 70,820.00	\$ 72,500.00	\$ 72,700.00	\$ 76,190.00
STEP 6	\$ 56,620.00	\$ 57,120.00	\$ 57,620.00	\$ 57,820.00	\$ 58,020.00	\$ 65,920.00	\$ 66,120.00	\$ 66,320.00	\$ 71,320.00	\$ 73,000.00	\$ 73,200.00	\$ 76,690.00
STEP 7	\$ 57,120.00	\$ 57,620.00	\$ 58,120.00	\$ 58,320.00	\$ 58,520.00	\$ 66,420.00	\$ 66,620.00	\$ 66,820.00	\$ 71,820.00	\$ 73,500.00	\$ 73,700.00	\$ 77,190.00
STEP 8	\$ 57,620.00	\$ 58,120.00	\$ 58,620.00	\$ 58,820.00	\$ 59,020.00	\$ 66,920.00	\$ 67,120.00	\$ 67,320.00	\$ 72,320.00	\$ 74,000.00	\$ 74,200.00	\$ 77,690.00
STEP 9	\$ 58,120.00	\$ 58,620.00	\$ 59,120.00	\$ 59,320.00	\$ 59,520.00	\$ 67,420.00	\$ 67,620.00	\$ 67,820.00	\$ 72,820.00	\$ 74,500.00	\$ 74,700.00	\$ 78,190.00
S10	\$ 58,620.00	\$ 59,120.00	\$ 59,620.00	\$ 59,820.00	\$ 60,020.00	\$ 67,920.00	\$ 68,120.00	\$ 68,320.00	\$ 73,320.00	\$ 75,000.00	\$ 75,200.00	\$ 78,690.00
S11	\$ 59,120.00	\$ 59,620.00	\$ 60,120.00	\$ 60,320.00	\$ 60,520.00	\$ 68,420.00	\$ 68,620.00	\$ 68,820.00	\$ 73,820.00	\$ 75,500.00	\$ 75,700.00	\$ 79,190.00
S12	\$ 59,620.00	\$ 60,120.00	\$ 60,620.00	\$ 60,820.00	\$ 61,020.00	\$ 68,920.00	\$ 69,120.00	\$ 69,320.00	\$ 74,320.00	\$ 76,000.00	\$ 76,200.00	\$ 79,690.00
S13	\$ 60,120.00	\$ 60,620.00	\$ 61,120.00	\$ 61,320.00	\$ 61,520.00	\$ 69,420.00	\$ 69,620.00	\$ 69,820.00	\$ 74,820.00	\$ 76,500.00	\$ 76,700.00	\$ 80,690.00
S14	\$ 60,620.00	\$ 61,120.00	\$ 61,620.00	\$ 61,820.00	\$ 62,020.00	\$ 69,920.00	\$ 70,120.00	\$ 70,320.00	\$ 75,320.00	\$ 77,000.00	\$ 77,200.00	\$ 81,690.00
S15	\$ 61,120.00	\$ 61,620.00	\$ 62,120.00	\$ 62,320.00	\$ 62,520.00	\$ 70,420.00	\$ 70,620.00	\$ 70,820.00	\$ 75,820.00	\$ 77,500.00	\$ 77,700.00	\$ 82,690.00
S16	\$ 61,620.00	\$ 62,120.00	\$ 62,620.00	\$ 62,820.00	\$ 63,020.00	\$ 70,920.00	\$ 71,120.00	\$ 71,320.00	\$ 76,320.00	\$ 78,000.00	\$ 78,200.00	\$ 83,690.00
S17	\$ 62,120.00	\$ 62,620.00	\$ 63,120.00	\$ 63,320.00	\$ 63,520.00	\$ 71,420.00	\$ 71,620.00	\$ 71,820.00	\$ 76,820.00	\$ 78,500.00	\$ 78,700.00	\$ 84,690.00
S18	\$ 62,620.00	\$ 63,120.00	\$ 63,620.00	\$ 63,820.00	\$ 64,020.00	\$ 71,920.00	\$ 72,120.00	\$ 72,320.00	\$ 77,320.00	\$ 79,000.00	\$ 79,200.00	\$ 85,690.00
S19	\$ 63,120.00	\$ 63,620.00	\$ 67,840.00	\$ 68,040.00	\$ 68,240.00	\$ 76,140.00	\$ 76,340.00	\$ 76,540.00	\$ 81,540.00	\$ 85,000.00	\$ 85,200.00	\$ 86,690.00
S20	\$ 63,620.00	\$ 64,120.00	\$ 68,140.00	\$ 68,340.00	\$ 68,540.00	\$ 76,440.00	\$ 76,640.00	\$ 76,840.00	\$ 81,840.00	\$ 87,980.00	\$ 88,180.00	\$ 87,690.00
S21	\$ 64,120.00	\$ 64,620.00	\$ 68,440.00	\$ 68,640.00	\$ 68,840.00	\$ 76,740.00	\$ 76,940.00	\$ 77,140.00	\$ 82,140.00	\$ 88,980.00	\$ 89,180.00	\$ 88,690.00
S22	\$ 64,620.00	\$ 65,120.00	\$ 68,740.00	\$ 68,940.00	\$ 69,140.00	\$ 77,040.00	\$ 77,240.00	\$ 77,440.00	\$ 82,440.00	\$ 89,480.00	\$ 89,680.00	\$ 89,690.00
S23	\$ 65,120.00	\$ 65,620.00	\$ 69,040.00	\$ 69,240.00	\$ 69,440.00	\$ 77,340.00	\$ 77,540.00	\$ 77,740.00	\$ 82,740.00	\$ 90,100.00	\$ 90,300.00	\$ 90,690.00
S24	\$ 65,620.00	\$ 66,120.00	\$ 69,340.00	\$ 69,540.00	\$ 69,740.00	\$ 77,640.00	\$ 77,840.00	\$ 78,040.00	\$ 83,040.00	\$ 90,500.00	\$ 90,700.00	\$ 91,690.00
S25	\$ 66,120.00	\$ 66,620.00	\$ 69,640.00	\$ 69,840.00	\$ 70,040.00	\$ 77,940.00	\$ 78,140.00	\$ 78,340.00	\$ 83,340.00	\$ 91,160.00	\$ 91,360.00	\$ 91,790.00
S26	\$ 66,620.00	\$ 67,120.00	\$ 69,940.00	\$ 70,140.00	\$ 70,340.00	\$ 78,240.00	\$ 78,440.00	\$ 78,640.00	\$ 83,640.00	\$ 91,360.00	\$ 91,560.00	\$ 91,890.00
S27	\$ 67,120.00	\$ 67,620.00	\$ 70,240.00	\$ 70,440.00	\$ 70,640.00	\$ 78,540.00	\$ 78,740.00	\$ 78,940.00	\$ 83,940.00	\$ 91,560.00	\$ 91,760.00	\$ 91,990.00
S28	\$ 67,620.00	\$ 68,120.00	\$ 70,540.00	\$ 70,740.00	\$ 70,940.00	\$ 78,840.00	\$ 79,040.00	\$ 79,240.00	\$ 84,240.00	\$ 91,760.00	\$ 91,960.00	\$ 92,090.00
S29	\$ 68,120.00	\$ 68,620.00	\$ 70,840.00	\$ 71,040.00	\$ 71,240.00	\$ 79,140.00	\$ 79,340.00	\$ 79,540.00	\$ 84,540.00	\$ 91,960.00	\$ 92,160.00	\$ 92,190.00
S30	\$ 68,620.00	\$ 69,120.00	\$ 71,140.00	\$ 71,340.00	\$ 71,540.00	\$ 79,440.00	\$ 79,640.00	\$ 79,840.00	\$ 84,840.00	\$ 92,160.00	\$ 92,360.00	\$ 92,560.00
S31	\$ 69,120.00	\$ 69,620.00	\$ 71,440.00	\$ 71,640.00	\$ 71,840.00	\$ 79,740.00	\$ 79,940.00	\$ 80,140.00	\$ 85,140.00	\$ 92,360.00	\$ 92,560.00	\$ 92,600.00

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 179 Days / 7 hours per day

Placement and Additional Information can be found in HR or Payroll Office

**Española Public Schools**  
**2023/2024 Salary Schedules**

<b>Bus Drivers &amp; Assistants (NEA)</b>				
	DRIVER 155 DAYS	DRIVER 179 DAYS	BUS ASST 155 DAY	BUS ASST 179 DAY
LEVEL 1	\$ 21,483.00	\$ 24,809.40	\$ 5,611.00	\$ 19,439.40
LEVEL 2	\$ 22,762.30	\$ 26,286.15	\$ 5,735.00	\$ 19,869.00
LEVEL 3	\$ 24,040.50	\$ 27,762.90	\$ 5,890.00	\$ 20,406.00
LEVEL 4	\$ 25,319.80	\$ 29,239.65	\$ 6,200.00	\$ 21,480.00
LEVEL 5	\$ 26,598.00	\$ 30,716.40	\$ 6,900.60	\$ 23,907.24
CDL LEVEL 1	\$ -	\$ -	\$ -	\$ -
CDL LEVEL 2	\$ -	\$ -	\$ -	\$ -
PRE-K ROUTE	\$ -	\$ -	\$ -	\$ -
LEVEL 6			\$ 7,557.80	\$ 26,184.12

*District recognizes up to 6 years of experience upon hire*  
*Salaries based on work schedule of 6 hours per day for 179 day / 2 hrs. per day for 160 Day*  
*Placement and Additional Information can be found in HR or Payroll Office*

**Española Public Schools**  
**2023/2024 Salary Schedules**

<b>Cooks (NEA)</b>						
STEP	COOK 184D 6H	HC 1-3 Cooks 184D 6.5H	HC 4-6 Cooks 184D 6.5H	Multi-Site Cook 184D 7H	Multi-Site HC 1- 3 Cooks 184D 7.5H	Multi-Site HC 4- 6 Cooks 184D 7.5H
0	17,664	19,734	20,332	20,608	22,770	23,460
1	18,216	20,308	20,800	21,252	23,432	24,000
2	18,337	20,358	20,850	21,393	23,490	24,057
3	18,459	20,408	20,900	21,536	23,547	24,115
4	18,580	20,458	20,950	21,677	23,605	24,173
5	18,702	20,589	21,000	21,819	23,756	24,230
6	18,823	20,721	21,050	23,023	23,909	24,288
7	18,944	20,853	21,153	23,100	24,061	24,407
8	19,066	20,984	21,284	23,307	24,212	24,558
9	19,187	21,116	21,416	23,448	24,364	24,710
10	19,309	21,247	21,547	23,600	24,515	24,861
11	19,430	21,379	21,679	23,700	24,668	25,014
12	19,551	21,511	22,826	23,873	24,820	26,337
13	19,674	21,641	22,885	23,900	24,971	26,406
14	19,795	21,773	22,945	24,000	25,123	26,475
15	19,917	21,904	23,005	24,100	25,274	26,544
16	20,038	22,036	23,065	24,200	25,427	26,613
17	20,159	22,168	23,125	24,300	25,579	26,682
18	20,281	22,299	23,184	24,400	25,730	26,751
19	20,402	22,431	23,244	24,500	25,882	26,820
20	20,524	22,562	23,304	24,650	26,033	26,889
21	20,645	22,694	23,364	24,800	26,186	26,958
22	20,766	22,826	24,141	25,290	26,338	27,855
23	20,888	22,957	24,177	25,390	26,489	27,897
24	21,009	23,089	24,213	25,490	26,641	27,938
25	21,131	23,220	24,249	25,590	26,792	27,980
26	21,252	23,352	24,285	25,690	26,945	28,021
27	21,373	23,484	24,321	25,790	27,097	28,062
28	21,495	23,615	24,357	25,890	27,248	28,104
29	21,616	23,747	24,392	25,990	27,400	28,145
30	21,738	23,878	24,428	26,090	27,551	28,187

*District recognizes up to 20 years of experience upon hire*

*Salaries based on work schedule of 184 Days*

*Placement and Additional Information can be found in HR or Payroll Office*

**Española Public Schools**  
**2023/2024 Salary Schedules**

**Custodians, Warehouse, Maintenance (CBA)**

	Custodian	Head Custodian/ <b>WAREHOUSE</b>	MAINTENANCE
0	\$33,800	\$35,360	\$40,000
1	\$34,320	\$35,776	\$40,186
2	\$34,549	\$36,192	\$40,435
3	\$34,778	\$36,608	\$40,685
4	\$35,006	\$36,816	\$40,934
5	\$35,235	\$37,024	\$41,184
6	\$35,464	\$37,232	\$41,434
7	\$35,693	\$37,336	\$41,683
8	\$35,922	\$37,440	\$41,933
9	\$36,150	\$37,544	\$42,182
10	\$36,379	\$37,648	\$42,432
11	\$36,608	\$37,752	\$42,682
12	\$36,837	\$37,981	\$42,931
13	\$37,066	\$38,210	\$43,181
14	\$37,294	\$38,438	\$43,430
15	\$37,523	\$38,667	\$43,680
16	\$37,752	\$38,896	\$43,930
17	\$37,981	\$39,125	\$44,179
18	\$38,210	\$39,354	\$44,429
19	\$38,438	\$39,582	\$44,678
20	\$38,667	\$39,811	\$44,928
21	\$38,896	\$40,040	\$45,178
22	\$39,125	\$40,269	\$45,427
23	\$39,354	\$40,498	\$45,677
24	\$39,582	\$40,726	\$45,926
25	\$39,811	\$40,955	\$46,176
26	\$40,040	\$41,558	\$46,426
27	\$40,269	\$41,662	\$46,675
28	\$40,498	\$41,766	\$46,925
29	\$40,726	\$41,870	\$47,174
30	\$40,955	\$41,974	\$47,424
31	\$41,184	\$42,078	\$47,674
32	\$41,413	\$42,182	\$47,923
33	\$41,642	\$42,286	\$48,173

*District recognizes up to 3 years of experience upon hire*

*Salaries based on work schedule of 184 Days / 7 hours per day*

*Placement and Additional Information can be found in HR or Payroll Office*

**Española Public Schools**  
**2023/2024 Salary Schedules**

<b>Educational Assistants</b>					
	TA 48cr/Parapro	TA 49-60 cr	SPED TA 48cr/Parapro	SPED TA 49-60cr	Library Assistants
STEP 0	25,000	25,500	26,000	26,500	26,500
STEP 1	25,100	25,600	26,100	26,600	26,600
STEP 2	25,200	25,700	26,200	26,700	26,700
STEP 3	25,300	25,800	26,300	26,800	26,800
STEP 4	25,400	25,900	26,400	26,900	26,900
STEP 5	25,500	26,000	26,500	27,000	27,000
STEP 6	25,600	26,100	26,600	27,100	27,100
STEP 7	25,700	26,200	26,700	27,200	27,200
STEP 8	25,800	26,300	26,800	27,300	27,300
STEP 9	25,900	26,400	26,900	27,400	27,400
STEP 10	26,000	26,500	27,000	27,500	27,500
STEP 11	26,100	26,600	27,100	27,600	27,600
STEP 12	26,200	26,700	27,200	27,700	27,700
STEP 13	26,300	26,800	27,300	27,800	27,800
STEP 14	26,400	26,900	27,400	27,900	27,900
STEP 15	26,500	27,000	27,500	28,000	28,000
STEP 16	26,600	27,100	27,600	28,100	28,100
STEP 17	26,700	27,200	27,700	28,200	28,200
STEP 18	26,800	27,300	27,800	28,300	28,300
STEP 19	26,900	27,400	27,900	28,400	28,400
STEP 20	27,000	27,500	28,000	28,500	28,500
STEP 21	27,100	27,600	28,100	28,600	28,600
STEP 22	27,200	27,700	28,200	28,700	28,700
STEP 23	27,300	27,800	28,300	28,800	28,800
STEP 24	27,400	27,900	28,400	28,900	28,900
STEP 25	27,500	28,000	28,500	29,000	29,000
STEP 26	27,600	28,100	28,600	29,100	29,100
STEP 27	27,700	28,200	28,700	29,200	29,200
STEP 28	27,800	28,300	28,800	29,300	29,300
STEP 29	27,900	28,400	28,900	29,400	29,400
STEP 30	28,000	28,500	29,000	29,500	29,500
STEP 31	28,100	28,600	29,100	29,600	29,600
STEP 32	28,200	28,700	29,200	29,700	29,700
STEP 33	28,300	28,800	29,300	29,800	29,800
STEP 34	28,400	28,900	29,400	29,900	29,900
STEP 35	28,500	29,000	29,500	30,000	30,000
STEP 36	28,600	29,100	29,600	30,100	30,100
STEP 37	28,700	29,200	29,700	30,200	30,200
STEP 38	28,800	29,300	29,800	30,300	30,300
STEP 39	28,900	29,400	29,900	30,400	30,400

*District recognizes up to 3 years of experience upon hire*

*Salaries based on work schedule of 184 Days / 7 hours per day*

*Placement and Additional Information can be found in HR or Payroll Office*

**Española Public Schools  
2023/2024 Salary Schedules**

**Nurses (CBA)**

	HEALTH AIDE	LPN	LEVEL I W/ AA	LEVEL I W/ BA	LEVEL II W/ AA	LEVEL II W/ BA	LEVEL III W/ AA	LEVEL III W/ BA
0	\$35,000	\$40,000	\$45,000	\$50,000	\$55,000	\$60,000	\$65,000	\$71,000
1	\$37,100	\$42,400	\$47,700	\$53,000	\$58,300	\$63,600	\$68,900	\$75,260
2	\$37,206	\$42,506	\$47,806	\$53,106	\$58,406	\$63,706	\$69,006	\$75,366
3	\$37,312	\$42,612	\$47,912	\$53,212	\$58,512	\$63,812	\$69,112	\$75,472
4	\$37,418	\$42,718	\$48,018	\$53,318	\$58,618	\$63,918	\$69,218	\$75,578
5	\$37,524	\$42,824	\$48,124	\$53,424	\$58,724	\$64,024	\$69,324	\$75,684
6	\$37,630	\$42,930	\$48,230	\$53,530	\$58,830	\$64,130	\$69,430	\$75,790
7	\$37,736	\$43,036	\$48,336	\$53,636	\$58,936	\$64,236	\$69,536	\$75,896
8	\$37,842	\$43,142	\$48,442	\$53,742	\$59,042	\$64,342	\$69,642	\$76,002
9	\$37,948	\$43,248	\$48,548	\$53,848	\$59,148	\$64,448	\$69,748	\$76,108
10	\$38,054	\$43,354	\$48,654	\$53,954	\$59,254	\$64,554	\$69,854	\$76,214
11	\$38,160	\$43,460	\$48,760	\$54,060	\$59,360	\$64,660	\$69,960	\$76,320
12	\$38,266	\$43,566	\$48,866	\$54,166	\$59,466	\$64,766	\$70,066	\$76,426
13	\$38,372	\$43,672	\$48,972	\$54,272	\$59,572	\$64,872	\$70,172	\$76,532
14	\$38,478	\$43,778	\$49,078	\$54,378	\$59,678	\$64,978	\$70,278	\$76,638
15	\$38,584	\$43,884	\$49,184	\$54,484	\$59,784	\$65,084	\$70,384	\$76,744
16	\$38,690	\$43,990	\$49,290	\$54,590	\$59,890	\$65,190	\$70,490	\$76,850
17	\$38,796	\$44,096	\$49,396	\$54,696	\$59,996	\$65,296	\$70,596	\$76,956
18	\$38,902	\$44,202	\$49,502	\$54,802	\$60,102	\$65,402	\$70,702	\$77,062
19	\$39,008	\$44,308	\$49,608	\$54,908	\$60,208	\$65,508	\$70,808	\$77,168
20	\$39,114	\$44,414	\$49,714	\$55,014	\$60,314	\$65,614	\$70,914	\$77,274
21	\$39,220	\$44,520	\$49,820	\$55,120	\$60,420	\$65,720	\$71,020	\$77,380
22	\$39,326	\$44,626	\$49,926	\$55,226	\$60,526	\$65,826	\$71,126	\$77,486
23	\$39,432	\$44,732	\$50,032	\$55,332	\$60,632	\$65,932	\$71,232	\$77,592
24	\$39,538	\$44,838	\$50,138	\$55,438	\$60,738	\$66,038	\$71,338	\$77,698
25	\$39,644	\$44,944	\$50,244	\$55,544	\$60,844	\$66,144	\$71,444	\$77,804
26	\$39,750	\$45,050	\$50,350	\$55,650	\$60,950	\$66,250	\$71,550	\$77,910
27	\$39,856	\$45,156	\$50,456	\$55,756	\$61,056	\$66,356	\$71,656	\$78,016
28	\$39,962	\$45,262	\$50,562	\$55,862	\$61,162	\$66,462	\$71,762	\$78,122
29	\$40,068	\$45,368	\$50,668	\$55,968	\$61,268	\$66,568	\$71,868	\$78,228
30	\$40,174	\$45,474	\$50,774	\$56,074	\$61,374	\$66,674	\$71,974	\$78,334

District recognizes up to 20 years of experience upon hire

Salaries based on work schedule of 184 Days / 7 hours per day

Placement and Additional Information can be found in HR or Payroll Office



*Española Public Schools*  
*2023/2024 Salary Schedules*

***Off Schedule (CBA)***

Position	Amount
ADMIN ASST III- 220 DAYS, ROW 10	35,633
FED PRGM ADMIN	59,460
PSYCHOLOGIST - 205 day, 7.7 hr	101,485
JROTC INSTR - 260 day	77,887
JROCT INSTR- 220 day, 8hr	62,370

**Española Public Schools**  
**2023/2024 Salary Schedules**

<b>Security (CBA)</b>		
	184 DAY SECURITY OFFICER	184 DAY HEAD OF SECURITY
0	24,288	27,232
1	25,025	27,306
2	25,199	27,696
3	25,434	28,086
4	25,667	28,476
5	25,901	28,866
6	27,431	29,256
7	27,617	29,646
8	27,867	30,036
9	28,102	30,426
10	28,195	30,816
11	28,429	31,206
12	28,569	31,596
13	28,678	31,987
14	28,803	32,377
15	28,928	32,767
16	29,038	33,157
17	29,506	33,547
18	29,537	33,937
19	29,568	34,327
20	29,599	34,717
21	29,646	35,107
22	29,880	35,497
23	30,115	35,887
24	30,348	36,277
25	30,999	36,668
26	31,000	37,058
27	31,001	37,448

*District recognizes up to 20 years of experience upon hire*  
*Salaries based on work schedule of 184 Days / 8 hours per day*  
*Placement and Additional Information can be found in HR or Payroll Office*

<b>Teachers, Counselors and Social Workers (NEA)</b>																		
LEVEL 1							LEVEL 2						LEVEL 3					
	BA+00	BA+15	BA+45/MA+00	MA+15	MA+45	Edd, PHD	BA+00	BA+15	BA+45/MA+0	MA+15	MA+45	EDD, PHD	NB or MA	MA+15	MA+45	MA+MA,EDS	EDD, PHD	
STEP 0	\$ 52,500	\$ 52,800	\$ 53,342	\$ 53,500	\$ 53,754	\$ 54,002	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
STEP 1	\$ 53,000	\$ 53,206	\$ 53,442	\$ 53,600	\$ 53,854	\$ 54,102	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
STEP 2	\$ 53,106	\$ 53,406	\$ 53,542	\$ 53,700	\$ 53,954	\$ 54,202	\$ 60,000	\$ 60,001	\$ 60,002	\$ 60,003	\$ 60,004	\$ 60,005	\$ -	\$ -	\$ -	\$ -	\$ -	
STEP 3	\$ 53,212	\$ 53,506	\$ 53,642	\$ 53,800	\$ 54,000	\$ 54,302	\$ 60,500	\$ 60,750	\$ 64,024	\$ 64,225	\$ 64,230	\$ 65,000	\$ -	\$ -	\$ -	\$ -	\$ -	
STEP 4	\$ 53,318	\$ 53,606	\$ 53,742	\$ 53,900	\$ 54,100	\$ 54,402	\$ 62,000	\$ 62,150	\$ 64,100	\$ 64,325	\$ 64,525	\$ 65,025	\$ -	\$ -	\$ -	\$ -	\$ -	
STEP 5	\$ 53,424	\$ 53,636	\$ 53,842	\$ 54,000	\$ 54,200	\$ 54,502	\$ 63,812	\$ 63,850	\$ 64,200	\$ 64,425	\$ 64,625	\$ 65,125	\$ -	\$ -	\$ -	\$ -	\$ -	
STEP 6	\$ 53,530	\$ 53,736	\$ 53,942	\$ 54,100	\$ 54,300	\$ 54,602	\$ 63,918	\$ 63,950	\$ 64,342	\$ 64,525	\$ 64,725	\$ 65,225	\$ 71,000	\$ 71,200	\$ 71,400	\$ 73,000	\$ 75,000	
STEP 7	\$ 53,636	\$ 53,836	\$ 54,042	\$ 54,200	\$ 54,400	\$ 54,702	\$ 64,024	\$ 64,236	\$ 64,448	\$ 64,625	\$ 64,825	\$ 65,325	\$ 73,000	\$ 75,472	\$ 75,672	\$ 75,972	\$ 76,272	
STEP 8	\$ 53,742	\$ 53,936	\$ 54,142	\$ 54,300	\$ 54,500	\$ 54,802	\$ 64,130	\$ 64,300	\$ 64,554	\$ 64,725	\$ 64,925	\$ 65,425	\$ 75,366	\$ 75,566	\$ 75,766	\$ 76,066	\$ 76,366	
STEP 9	\$ 53,842	\$ 54,036	\$ 54,242	\$ 54,400	\$ 54,600	\$ 54,902	\$ 64,236	\$ 64,400	\$ 64,660	\$ 64,825	\$ 65,025	\$ 65,525	\$ 75,472	\$ 75,672	\$ 75,872	\$ 76,172	\$ 76,472	
STEP 10	\$ 53,942	\$ 54,136	\$ 54,342	\$ 54,500	\$ 54,700	\$ 55,014	\$ 64,342	\$ 64,500	\$ 64,766	\$ 64,925	\$ 65,125	\$ 65,625	\$ 75,578	\$ 75,778	\$ 75,978	\$ 76,278	\$ 76,578	
STEP 11	\$ 54,042	\$ 54,236	\$ 54,442	\$ 54,600	\$ 54,800	\$ 55,100	\$ 64,448	\$ 64,660	\$ 64,800	\$ 65,025	\$ 65,225	\$ 65,725	\$ 75,684	\$ 75,884	\$ 76,084	\$ 76,384	\$ 76,684	
STEP12	\$ 54,166	\$ 54,336	\$ 54,542	\$ 54,700	\$ 54,900	\$ 55,200	\$ 64,554	\$ 64,700	\$ 64,978	\$ 65,125	\$ 65,325	\$ 65,825	\$ 75,790	\$ 75,990	\$ 76,190	\$ 76,490	\$ 76,790	
STEP 13	\$ 54,266	\$ 54,436	\$ 54,642	\$ 54,800	\$ 55,000	\$ 55,300	\$ 64,660	\$ 64,900	\$ 65,084	\$ 65,225	\$ 65,425	\$ 65,925	\$ 75,850	\$ 76,050	\$ 76,320	\$ 76,620	\$ 76,920	
STEP 14	\$ 54,366	\$ 54,536	\$ 54,742	\$ 54,900	\$ 55,100	\$ 55,400	\$ 64,766	\$ 64,978	\$ 65,190	\$ 65,325	\$ 65,525	\$ 66,025	\$ 76,002	\$ 76,202	\$ 76,426	\$ 76,726	\$ 77,026	
STEP 15	\$ 54,466	\$ 54,636	\$ 54,842	\$ 55,000	\$ 55,200	\$ 55,500	\$ 64,800	\$ 65,000	\$ 65,296	\$ 65,425	\$ 65,625	\$ 66,125	\$ 76,100	\$ 76,300	\$ 76,500	\$ 76,800	\$ 77,100	
STEP 16	\$ 54,566	\$ 54,736	\$ 54,942	\$ 55,100	\$ 55,300	\$ 55,600	\$ 64,978	\$ 65,150	\$ 65,402	\$ 65,525	\$ 65,725	\$ 66,135	\$ 76,214	\$ 76,414	\$ 76,614	\$ 76,914	\$ 77,214	
STEP 17	\$ 54,696	\$ 54,836	\$ 55,042	\$ 55,200	\$ 55,400	\$ 55,700	\$ 65,084	\$ 65,296	\$ 65,508	\$ 65,720	\$ 65,920	\$ 66,145	\$ 76,320	\$ 76,532	\$ 76,732	\$ 77,032	\$ 77,250	
STEP 18							\$ 65,190	\$ 65,400	\$ 65,600	\$ 65,800	\$ 66,000	\$ 66,250	\$ 76,426	\$ 76,626	\$ 76,826	\$ 77,126	\$ 77,274	
STEP 19							\$ 65,296	\$ 65,500	\$ 65,720	\$ 65,920	\$ 66,120	\$ 66,350	\$ 76,532	\$ 76,732	\$ 76,956	\$ 77,256	\$ 77,300	
STEP 20							\$ 65,402	\$ 65,614	\$ 65,800	\$ 66,000	\$ 66,200	\$ 66,465	\$ 76,638	\$ 76,838	\$ 77,038	\$ 77,338	\$ 77,450	
STEP 21							\$ 65,508	\$ 65,720	\$ 65,932	\$ 66,132	\$ 66,332	\$ 66,832	\$ 76,744	\$ 76,956	\$ 77,156	\$ 77,380	\$ 77,592	
STEP 22							\$ 65,614	\$ 65,800	\$ 66,000	\$ 66,200	\$ 66,400	\$ 66,900	\$ 76,850	\$ 77,050	\$ 77,250	\$ 77,680	\$ 77,700	
STEP 23							\$ 65,720	\$ 65,900	\$ 66,144	\$ 66,344	\$ 66,568	\$ 67,068	\$ 76,956	\$ 77,156	\$ 77,380	\$ 77,705	\$ 77,800	
STEP 24							\$ 65,826	\$ 66,038	\$ 66,200	\$ 66,400	\$ 66,600	\$ 67,100	\$ 77,062	\$ 77,274	\$ 77,486	\$ 77,811	\$ 77,900	
STEP 25							\$ 65,932	\$ 66,144	\$ 66,356	\$ 66,556	\$ 66,756	\$ 67,256	\$ 77,150	\$ 77,380	\$ 77,592	\$ 77,917	\$ 78,016	
STEP 26							\$ 66,038	\$ 66,200	\$ 66,462	\$ 66,662	\$ 66,862	\$ 67,362	\$ 77,274	\$ 77,486	\$ 77,750	\$ 78,075	\$ 78,200	
STEP 27							\$ 66,088	\$ 66,356	\$ 66,568	\$ 66,768	\$ 66,968	\$ 67,468	\$ 77,380	\$ 77,530	\$ 77,804	\$ 78,129	\$ 78,300	
STEP 28							\$ 66,138	\$ 66,400	\$ 66,674	\$ 66,874	\$ 67,074	\$ 67,574	\$ 77,486	\$ 77,636	\$ 77,836	\$ 78,161	\$ 78,400	
STEP 29							\$ 66,188	\$ 66,500	\$ 66,700	\$ 66,900	\$ 67,100	\$ 67,600	\$ 77,592	\$ 77,742	\$ 77,942	\$ 78,267	\$ 78,500	
STEP 30							\$ 66,238	\$ 66,600	\$ 66,800	\$ 67,000	\$ 67,200	\$ 67,700	\$ 77,698	\$ 77,848	\$ 78,048	\$ 78,373	\$ 78,600	
STEP 31							\$ 66,288	\$ 66,780	\$ 66,900	\$ 67,100	\$ 67,300	\$ 67,800	\$ 77,804	\$ 77,954	\$ 78,154	\$ 78,479	\$ 78,700	
STEP 32							\$ 66,338	\$ 66,800	\$ 67,000	\$ 67,200	\$ 67,400	\$ 67,900	\$ 77,904	\$ 78,054	\$ 78,254	\$ 78,546	\$ 78,750	
STEP 33							\$ 66,388	\$ 66,900	\$ 67,100	\$ 67,300	\$ 67,500	\$ 68,000	\$ 78,004	\$ 78,154	\$ 78,354	\$ 78,679	\$ 78,864	
STEP 34							\$ 66,438	\$ 67,000	\$ 67,200	\$ 67,400	\$ 67,600	\$ 68,100	\$ 78,104	\$ 78,254	\$ 78,454	\$ 78,779	\$ 78,900	
STEP 35							\$ 66,488	\$ 67,100	\$ 67,300	\$ 67,500	\$ 67,700	\$ 68,200	\$ 78,204	\$ 78,354	\$ 78,554	\$ 78,879	\$ 79,000	
STEP 36							\$ 66,538	\$ 67,200	\$ 67,400	\$ 67,600	\$ 67,800	\$ 68,300	\$ 78,304	\$ 78,454	\$ 78,654	\$ 78,979	\$ 79,100	
STEP 37							\$ 66,588	\$ 67,300	\$ 67,628	\$ 67,828	\$ 68,028	\$ 68,528	\$ 78,404	\$ 78,554	\$ 78,754	\$ 79,079	\$ 79,200	
STEP 38													\$ 78,405	\$ 78,758	\$ 78,958	\$ 79,283	\$ 79,300	

Teachers & Social Workers- 184 days  
 Counselors- 194 days  
 District recognizes up to 20 years of experience upon hire  
 Salaries based on work schedule of 184 Days / 7 hours per day  
 Placement and Additional Information can be found in HR or Payroll Office

**Española Public Schools**  
**2023/2024 Salary Schedules**

<b>Trades - Licensed (NEA)</b>					
	LEVEL I	LEVEL II	LEVEL III	LEVEL IV	
0	52,000	57,200	62,400	68,640	
1	53,167	58,167	63,167	68,656	
2	53,217	58,217	63,217	68,706	
3	53,267	58,267	63,267	68,756	
4	53,317	58,317	63,317	68,806	
5	53,367	58,367	63,367	68,856	
6	53,417	58,417	63,417	68,906	
7	53,467	58,467	63,467	68,956	
8	53,517	58,517	63,517	69,006	
9	53,567	58,567	63,567	69,056	
10	53,617	58,655	63,617	69,106	
11	53,667	59,076	63,667	69,156	
12	53,717	59,361	63,717	69,206	
13	53,767	59,682	63,767	69,256	
14	53,817	60,003	63,817	69,306	
15	53,867	60,323	63,867	69,356	
16	53,917	60,523	63,917	69,406	
17	53,967	60,573	63,967	69,456	
18	54,017	60,623	64,017	69,506	
19	54,067	60,673	64,067	69,556	
20	54,117	60,723	64,117	69,606	