

**CENTRAL CONSOLIDATED SCHOOL DISTRICT**  
**Bargaining Unit A (Certified)**  
**Certified Staff and Nurses**  
**2019-2020 SY**

The salary schedule is a one-year document that reflects placement only. This salary schedule does not reflect future movement.

Returning staff work 185 days and 7.5 hours/day.

New staff work 187 days and 7.5 hours/day. This includes an additional paid two (2) days for New Staff Orientation.  
New Staff must attend New Staff Orientation.

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| Librarians work and receive compensation for an additional paid eight (8) days, 7.5 hours/day.                                   | (193 days) |
| District Academic Coaches work and receive compensation for an additional paid eight (8) days, 7.5 hours/day.                    | (193 days) |
| Early Interventionist Teachers (Lead PAT) work and receive compensation for an additional paid thirteen (13) days, 7.5 hours/day | (198 days) |
| Vocational Agriculture Teachers work and receive compensation for an additional paid thirty-eight (38) days, 7.5 hours/day.      | (223 days) |

Official transcripts and a copy of the New Mexico Educator License(s) must be on file with the Human Resources Department by October 1st of the current year. The New Mexico Educator License(s) must be applicable to the current contract assignment.

Employees hired after September 1st of the school year must have all official transcripts and New Mexico Educator License(s) submitted to the Human Resources Department within thirty (30) working days after employment.

Each employee is responsible to supply an accurate address and other required information for verification of out-of-district experience. Verification must be received from the previous employer/supervisor in the Human Resources Department within thirty (30) working days after employment.

Twenty (20) years of out-of-district experience is allowed. Experience includes teaching and administrative experience. Substitute teaching and student teaching is not recognized as teaching experience.

Completion of a minimum of fifty-one percent (51%) of a standard year contract is required to be counted for a full year of experience.

RN Nurses with an Associate's Degree receive 85% of the Level II BA column. RN Nurses with a Bachelor's Degree are placed at Level 2.

Stipends for Certified Teachers and Certified Librarians:

- \$2,500 - Newcomb or Naschitti
- \$1,000 - Newcomb or Naschitti, Transportation Stipend
- \$500 - Bilingual/TESOL endorsement on license
- \$1,000 - Bilingual/TESOL endorsed Language Arts instructor providing ESL and/or Home Language Instruction 100% of the day
- \$500 - Bilingual/TESOL endorsed Language Arts instructor providing ESL and/or Home Language Instruction less than 100% of the day
- TBD - National Board Teacher Certification (NBTC)-subject to change; amount determined by PED