

**CENTRAL CONSOLIDATED SCHOOL DISTRICT**  
**Bargaining Unit A (Certified)**  
**Certified Staff and Nurses**  
**2026-2027 SY**

	520	Level 1		Level 2		Level 3	
Step		BA	MA	BA	MA		Step
0	\$55,500	\$55,500	\$56,500	\$65,500	\$68,500	\$77,500	0
1	\$56,055	\$56,055	\$57,065	\$66,155	\$69,185	\$78,275	1
2	\$56,722	\$56,722	\$58,350	\$68,276	\$71,427	\$80,881	2
3	\$58,423	\$58,423	\$60,101	\$70,324	\$73,570	\$83,308	3
4	\$58,451	\$58,451	\$60,127	\$71,244	\$74,112	\$83,767	4
5	\$58,478	\$58,478	\$60,155	\$71,839	\$74,436	\$83,957	5
6	\$58,505	\$58,505	\$60,182	\$72,434	\$75,193	\$84,146	6
7	\$58,532	\$58,532	\$60,209	\$72,976	\$75,896	\$84,336	7
8	\$58,559	\$58,559	\$60,236	\$73,192	\$76,113	\$84,525	8
9	\$58,586	\$58,586	\$60,263	\$73,408	\$76,330	\$84,714	9
10	\$58,613	\$58,613	\$60,290	\$73,570	\$76,491	\$84,904	10
11	\$58,641	\$58,641	\$60,317	\$73,787	\$76,708	\$85,093	11
12	\$58,667	\$58,667	\$60,344	\$74,004	\$76,925	\$85,282	12
13	\$58,694	\$58,694	\$60,371	\$74,220	\$77,141	\$85,471	13
14	\$58,721	\$58,721	\$60,398	\$74,381	\$77,303	\$85,661	14
15	\$58,749	\$58,749	\$60,425	\$74,599	\$77,520	\$85,850	15
16	\$58,775	\$58,775	\$60,453	\$74,815	\$77,736	\$86,040	16
17	\$58,802	\$58,802	\$60,480	\$75,031	\$77,952	\$86,229	17
18	\$58,829	\$58,829	\$60,506	\$75,247	\$78,169	\$86,419	18
19	\$58,857	\$58,857	\$60,533	\$75,410	\$78,331	\$86,608	19
20	\$58,884	\$58,884	\$60,561	\$75,626	\$78,548	\$86,797	20
21	\$58,910	\$58,910	\$60,588	\$75,843	\$78,764	\$86,986	21
22	\$58,938	\$58,938	\$60,614	\$76,059	\$78,980	\$87,202	22
23	\$58,965	\$58,965	\$60,641	\$76,438	\$79,467	\$87,419	23
24	\$58,992	\$58,992	\$60,669	\$77,600	\$80,440	\$87,636	24
25	\$59,018	\$59,018	\$60,696	\$77,736	\$80,603	\$87,852	25
26				\$77,844	\$80,711	\$88,068	26
27				\$77,898	\$80,766	\$88,284	27
28				\$77,952	\$80,819	\$88,501	28
29				\$78,006	\$80,874	\$88,717	29
30				\$78,061	\$80,927	\$88,934	30

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Certified staff work 185 days and 7.5 hours/day.

Librarians work 195 days and 7.5 hours/day. Librarians receive compensation for additional days.

District Academic Coaches work 195 days and 7.5 hours/day. District Coaches receive compensation for additional days.

Gifted Academic Coaches work 215 days and 7.5 hours/day. Gifted Coaches receive compensation for additional days.

Vocational Agriculture Teachers work 223 days and 7.5 hours/day. Vo-Ag Teachers receive compensation for additional days.

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

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.

Stipends for Certified Staff: (payments in conjunction with position)

\$1,500 - TESOL endorsement on license	As of July 1, 2026, TESOL stipend is \$1,200 for new employees.
\$1,500 - Bilingual endorsement on license	As of July 1, 2026, Bilingual stipend is \$1,200 for new employees.
\$1,500 - Reading endorsement on license	As of July 1, 2026, Reading stipend is \$1,200 for new employees.
\$2,500 - Newcomb or Naschitti	
\$1,000 - Newcomb or Naschitti, Transportation Stipend	As of July 1, 2026, Transportation stipend is \$750 for new employees.
TBD - National Board Teacher Certification (NBTC)- amount determined annually by PED	