

**Average Returning Teachers' Salaries**  
**2014-2015 ESTIMATED ACTUAL TO 2015-2016 BUDGETED, RANKED BY 2015-2016 SALARY\***

District	2015-2016 Rank	2014-2015 Average	2015-2016 Average	Difference	Change	Contract Hourly Rate	Avg Yrs Exp.
ACADEMY OF TRADES & TECHNOLOGY	138	\$52,789	\$53,414	\$625	1.18%	34.42	4.50
ACE LEADERSHIP HIGH SCHOOL	20	\$50,439	\$51,272	\$833	1.65%	36.08	10.28
ALAMOGORDO	124	\$44,486	\$44,760	\$274	0.62%	32.43	12.27
ALBUQUERQUE		\$46,797	\$47,226	\$429	0.92%	39.49	10.33
Albuquerque Charter Academy formerly SIATech		\$61,525	\$65,581	\$4,056	6.59%	37.26	12.00
Albuquerque Talent Development Secondary Charter		\$46,327	\$48,105	\$1,778	3.84%	34.96	9.00
Alice King Community School		\$47,414	\$48,774	\$1,360	2.87%	36.13	10.12
Bataan Military Academy		\$51,846	\$51,956	\$110	0.21%	41.36	40.66
Christine Duncan's Heritage Academy		\$46,902	\$48,943	\$2,041	4.35%	40.46	14.09
Corrales International School		\$47,153	\$47,274	\$121	0.26%	33.17	10.46
Digital Arts & Technology Academy		\$41,466	\$44,700	\$3,234	7.80%	34.33	7.82
East Mountain High School		\$47,634	\$48,735	\$1,101	2.31%	35.32	14.57
El Camino Real Academy		\$38,726	\$40,714	\$1,988	5.13%	29.50	6.75
Gordon Bernell Charter School		\$57,763	\$59,171	\$1,408	2.44%	40.42	18.93
La Academia de Esperanza		\$47,740	\$47,776	\$36	0.08%	36.69	13.01
Los Puentes Charter School		\$48,069	\$49,472	\$1,403	2.92%	33.95	9.70
Montessori of the Rio Grande		\$49,256	\$50,722	\$1,466	2.98%	38.65	12.82
Mountain Mahogany Community School		\$41,219	\$43,592	\$2,373	5.76%	33.30	6.67
Native American Community Academy		\$45,871	\$45,966	\$95	0.21%	36.45	10.03
Nuestros Valores Charter School		\$46,979	\$49,494	\$2,515	5.35%	38.22	7.44
Public Academy for Performing Arts (PAPA)		\$47,392	\$49,048	\$1,656	3.49%	39.14	12.16
Robert F. Kennedy Charter School		\$49,712	\$49,915	\$203	0.41%	32.16	14.24
South Valley Academy		\$47,208	\$48,090	\$882	1.87%	30.06	7.12
Twenty-First Century Public Academy		\$41,281	\$43,378	\$2,097	5.08%	30.81	14.07
ALBUQUERQUE W/CHARTERS <sup>1</sup>	80	\$46,822	\$47,296	\$474	1.01%	\$751.84	12.48
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	47	\$47,164	\$48,664	\$1,500	3.18%	31.85	6.28
ALBUQUERQUE SCHOOL OF EXCELLENCE	133	\$39,776	\$43,062	\$3,286	8.26%	27.99	5.76
ALBUQUERQUE SIGN LANGUAGE ACADEMY	15	\$51,511	\$52,869	\$1,358	2.64%	35.78	13.54
ALDO LEOPOLD	18	\$51,015	\$52,592	\$1,577	3.09%	28.74	13.57
ALMA D' ARTE CHARTER HIGH SCHOOL	13	\$49,484	\$53,137	\$3,653	7.38%	40.27	13.33
AMY BIEHL CHARTER HIGH SCHOOL	39	\$47,496	\$49,262	\$1,766	3.72%	30.04	10.97
ANIMAS	71	\$47,534	\$47,562	\$28	0.06%	38.61	13.36
ANTHONY CHARTER SCHOOL	145	\$36,156	\$37,588	\$1,432	3.96%	28.65	3.02
ARTESIA	56	\$47,003	\$48,310	\$1,307	2.78%	35.39	14.25
ASK ACADEMY (THE)	17	\$48,978	\$52,649	\$3,671	7.50%	40.74	11.54
AZTEC		\$45,199	\$45,985	\$786	1.74%	33.14	14.46
Mosaic Academy Charter		\$45,065	\$46,021	\$956	2.12%	32.10	11.91
AZTEC W/CHARTER <sup>1</sup>	108	\$45,192	\$45,987	\$795	1.76%	65.24	13.18
BELEN	83	\$45,415	\$47,158	\$1,743	3.84%	37.22	13.32
BERNALILLO	100	\$46,014	\$46,392	\$378	0.82%	36.41	12.77
BLOOMFIELD	116	\$44,868	\$45,250	\$382	0.85%	34.94	13.31
CAPITAN	29	\$48,799	\$49,853	\$1,054	2.16%	35.97	17.61
CARLSBAD		\$58,541	\$59,343	\$802	1.37%	46.33	14.11
Jefferson Montessori Academy		\$48,892	\$48,898	\$6	0.01%	35.63	10.73
CARLSBAD W/CHARTER <sup>1</sup>	5	\$58,265	\$59,045	\$780	1.34%	81.95	12.42
CARRIZOZO	92	\$45,913	\$46,893	\$980	2.13%	36.29	14.67

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CENTRAL	31	\$49,814	\$49,815	\$1	0.00%	35.90	14.76
CESAR CHAVEZ COMMUNITY SCHOOL	27	\$47,354	\$50,124	\$2,770	5.85%	33.22	8.29
CHAMA	72	\$46,806	\$47,524	\$718	1.53%	39.60	13.88
CIEN AGUAS INTERNATIONAL	49	\$46,720	\$48,610	\$1,890	4.05%	31.16	15.27
CIMARRON		\$47,116	\$48,115	\$999	2.12%	37.59	17.91
Moreno Valley High School		\$42,709	\$43,304	\$595	1.39%	31.29	10.45
CIMARRON W/CHARTER <sup>1</sup>	79	\$46,398	\$47,331	\$933	2.01%	68.88	14.18
CLAYTON	25	\$48,991	\$50,340	\$1,349	2.75%	36.88	16.59
CLOUDCROFT	73	\$47,433	\$47,511	\$78	0.16%	40.09	18.00
CLOVIS	109	\$45,059	\$45,894	\$835	1.85%	35.36	9.99
COBRE	88	\$46,800	\$47,057	\$257	0.55%	34.66	14.58
CORAL COMMUNITY CHARTER	78	\$46,348	\$47,337	\$989	2.13%	33.06	17.13
CORONA	26	\$48,614	\$50,234	\$1,620	3.33%	40.25	15.78
COTTONWOOD CLASSICAL PREPARATORY	126	\$42,179	\$44,400	\$2,221	5.27%	31.09	9.98
CREATIVE EDUCATION PREPARATORY INST. #1	113	\$45,308	\$45,686	\$378	0.83%	34.11	10.75
CUBA	30	\$48,282	\$49,849	\$1,567	3.25%	38.91	16.22
DEMING		\$44,309	\$45,610	\$1,301	2.94%	33.23	9.52
Deming Cesar Chavez Charter High		\$45,473	\$47,036	\$1,563	3.44%	32.30	6.80
DEMING W/CHARTER <sup>1</sup>	114	\$44,328	\$45,634	\$1,306	2.95%	65.54	8.16
DES MOINES	115	\$44,029	\$45,623	\$1,594	3.62%	33.61	12.07
DEXTER	57	\$47,356	\$48,283	\$927	1.96%	37.49	13.70
DORA	87	\$46,036	\$47,059	\$1,023	2.22%	34.60	13.85
DREAM DINE' CHARTER SCHOOL	4	\$59,538	\$59,538	\$0	0.00%	37.21	200.00
DULCE	28	\$48,723	\$50,071	\$1,348	2.77%	36.09	14.93
ELIDA	63	\$46,111	\$47,807	\$1,696	3.68%	38.31	16.18
ESPANOLA		\$45,287	\$46,292	\$1,005	2.22%	35.94	16.33
Cariños Charter School		\$46,830	\$47,230	\$400	0.85%	33.68	14.50
ESPANOLA W/CHARTER <sup>1</sup>	102	\$45,340	\$46,325	\$985	2.17%	69.62	15.41
ESTANCIA	42	\$48,567	\$49,175	\$608	1.25%	38.39	16.94
ESTANCIA VALLEY CLASSICAL ACADEMY	120	\$45,054	\$45,095	\$41	0.09%	35.79	9.09
EUNICE	67	\$47,329	\$47,635	\$306	0.65%	34.52	15.36
EXPLORE ACADEMY	40	\$48,970	\$49,257	\$287	0.59%	33.46	12.00
FARMINGTON		\$48,163	\$48,551	\$388	0.81%	34.99	12.29
New Mexico Virtual Academy		\$44,038	\$44,856	\$818	1.86%	28.18	7.78
FARMINGTON W/CHARTER <sup>1</sup>	52	\$48,110	\$48,503	\$393	0.82%	63.17	10.04
FLOYD	41	\$48,746	\$49,205	\$459	0.94%	38.68	16.37
FORT SUMNER	59	\$47,054	\$48,149	\$1,095	2.33%	34.59	17.17
GADSDEN	94	\$46,011	\$46,590	\$579	1.26%	36.37	12.52
GALLUP		\$46,374	\$46,866	\$492	1.06%	33.96	13.84
Middle College High School		\$51,468	\$55,005	\$3,537	6.87%	39.86	19.71
GALLUP W/CHARTER <sup>1</sup>	91	\$46,401	\$46,909	\$508	1.09%	73.82	16.77
GILBERT L. SENA CHARTER HIGH SCHOOL	14	\$52,495	\$53,066	\$571	1.09%	35.86	14.51
GRADY	123	\$44,156	\$44,876	\$720	1.63%	38.85	14.77
GRANTS	51	\$47,731	\$48,537	\$806	1.69%	35.17	14.70
GREAT ACADEMY (THE)	142	\$37,115	\$38,925	\$1,810	4.88%	28.62	2.00
HAGERMAN	61	\$46,473	\$48,077	\$1,604	3.45%	34.84	12.17

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HATCH	101	\$46,211	\$46,388	\$177	0.38%	31.69	9.41
HEALTH LEADERSHIP HIGH SCHOOL	3	\$58,562	\$60,106	\$1,544	2.64%	42.72	14.67
HOBBS	33	\$47,682	\$49,600	\$1,918	4.02%	38.93	10.35
HONDO	55	\$47,997	\$48,338	\$341	0.71%	43.84	17.13
HORIZON ACADEMY WEST	62	\$47,920	\$48,039	\$119	0.25%	40.80	13.09
HOUSE	43	\$48,651	\$49,121	\$470	0.97%	43.66	17.71
INTERNATIONAL SCHOOL at MESA DEL SOL (THE)	140	\$39,089	\$40,289	\$1,200	3.07%	25.21	5.76
J. PAUL TAYLOR	119	\$44,780	\$45,116	\$336	0.75%	32.93	15.74
JAL	68	\$46,361	\$47,598	\$1,237	2.67%	36.95	11.11
JEMEZ MOUNTAIN		\$49,914	\$50,552	\$638	1.28%	38.18	15.34
Lindrith Area Heritage Charter School		\$50,086	\$50,286	\$200	0.40%	37.33	33.15
JEMEZ MOUNTAIN W/CHARTER <sup>1</sup>	24	\$49,929	\$50,528	\$599	1.20%	75.51	24.24
JEMEZ VALLEY		\$46,085	\$47,345	\$1,260	2.73%	33.57	11.63
San Diego Riverside		\$39,462	\$40,472	\$1,010	2.56%	29.81	15.89
JEMEZ VALLEY W/CHARTER <sup>1</sup>	105	\$44,874	\$46,089	\$1,215	2.71%	63.38	13.76
LA ACADEMIA DOLORES HUERTA	110	\$45,218	\$45,890	\$672	1.49%	36.22	7.75
LA JICARITA COMMUNITY SCHOOL	147	\$32,051	\$34,350	\$2,299	7.17%	27.70	3.50
LA PROMESA EARLY LEARNING CENTER	118	\$43,927	\$45,150	\$1,223	2.78%	30.51	10.17
LA RESOLANA LEADERSHIP ACADEMY	138	\$40,523	\$41,894	\$1,371	3.38%	35.41	15.33
LA TIERRA MONTESSORI SCHOOL OF THE ARTS & SCIENCES	139	\$39,626	\$41,096	\$1,470	3.71%	27.04	6.67
LAKE ARTHUR	58	\$48,045	\$48,223	\$178	0.37%	31.89	12.00
LAS CRUCES <sup>2</sup>		\$46,858	\$46,538	(\$320)	-0.68%	34.47	12.21
Las Montanas Charter		\$45,766	\$46,358	\$592	1.29%	41.65	11.64
LAS CRUCES W/CHARTERS <sup>1,2</sup>	95	\$46,846	\$46,536	(\$310)	-0.66%	76.12	11.93
LAS VEGAS CITY	86	\$46,952	\$47,071	\$119	0.25%	34.30	14.94
LOGAN	60	\$47,776	\$48,092	\$316	0.66%	42.47	17.77
LORDSBURG	128	\$43,150	\$43,745	\$595	1.38%	33.78	9.72
LOS ALAMOS	19	\$50,584	\$51,344	\$760	1.50%	35.39	16.13
LOS LUNAS	112	\$45,325	\$45,829	\$504	1.11%	36.37	12.50
LOVING	50	\$47,372	\$48,548	\$1,176	2.48%	35.18	12.28
LOVINGTON	22	\$49,080	\$50,795	\$1,715	3.49%	35.85	14.15
MAGDALENA	65	\$46,614	\$47,709	\$1,095	2.35%	39.76	14.94
MASTERS PROGRAM (THE)	7	\$54,332	\$54,989	\$657	1.21%	38.40	12.98
MAXWELL	66	\$47,479	\$47,668	\$189	0.40%	38.38	17.63
McCURDY CHARTER SCHOOL	111	\$44,162	\$45,841	\$1,679	3.80%	30.48	14.75
MEDIA ARTS COLLABORATIVE CHARTER	130	\$43,089	\$43,551	\$462	1.07%	27.92	9.73
MELROSE	125	\$42,214	\$44,481	\$2,267	5.37%	38.35	14.95
MESA VISTA	64	\$47,228	\$47,772	\$544	1.15%	37.32	15.85
MISSION ACHIEVEMENT AND SUCCESS CHARTER	143	\$35,875	\$38,439	\$2,564	7.15%	26.02	5.42
MONTE DEL SOL CHARTER SCHOOL	23	\$50,282	\$50,541	\$259	0.52%	34.52	16.12
MONTESSORI ELEMENTARY SCHOOL	141	\$38,649	\$39,570	\$921	2.38%	26.88	6.48
MORA	117	\$44,903	\$45,157	\$254	0.57%	34.87	13.43
MORIARTY	46	\$47,522	\$48,785	\$1,263	2.66%	36.98	12.56
MOSQUERO	89	\$45,885	\$46,940	\$1,055	2.30%	41.72	19.55
MOUNTAINAIR	97	\$44,990	\$46,517	\$1,527	3.39%	33.71	14.25
NEW AMERICA SCHOOL	134	\$41,328	\$43,015	\$1,687	4.08%	34.73	7.73

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NEW AMERICA SCHOOL OF LAS CRUCES	93	\$42,821	\$46,823	\$4,002	9.35%	37.61	9.33
NEW MEXICO CONNECTIONS ACADEMY	32	\$47,588	\$49,669	\$2,081	4.37%	41.60	15.05
NEW MEXICO INTERNATIONAL SCHOOL	85	\$45,896	\$47,082	\$1,186	2.58%	30.98	10.73
NEW MEXICO SCHOOL FOR THE ARTS	8	\$51,387	\$53,992	\$2,605	5.07%	37.69	15.27
NORTH VALLEY ACADEMY	127	\$42,636	\$43,893	\$1,257	2.95%	31.81	10.22
PECOS	104	\$45,452	\$46,130	\$678	1.49%	33.25	12.34
PENASCO	36	\$47,027	\$49,421	\$2,394	5.09%	38.37	14.53
POJOAQUE	54	\$46,999	\$48,393	\$1,394	2.97%	37.78	13.71
PORTALES	48	\$48,061	\$48,632	\$571	1.19%	35.43	13.96
QUEMADO	135	\$42,197	\$42,869	\$672	1.59%	34.35	15.15
QUESTA		\$45,058	\$46,467	\$1,409	3.13%	36.01	17.52
Roots & Wings Community School		\$42,546	\$42,680	\$134	0.31%	31.65	12.53
QUESTA W/CHARTER <sup>1</sup>	107	\$44,759	\$46,017	\$1,258	2.81%	67.66	15.03
RATON	81	\$46,536	\$47,227	\$691	1.48%	35.60	14.84
RED RIVER VALLEY CHARTER SCHOOL	129	\$42,997	\$43,577	\$580	1.35%	30.26	9.82
RESERVE	53	\$47,998	\$48,447	\$449	0.94%	40.11	17.86
RIO RANCHO	76	\$46,273	47,416	\$1,143	2.47%	\$37.22	12.14
ROSWELL		\$46,492	\$46,492	\$0	0.00%	34.85	11.95
Sidney Gutierrez Middle School		\$46,289	\$51,770	\$5,481	11.84%	40.19	10.25
ROSWELL W/CHARTER <sup>1</sup>	96	\$46,491	\$46,529	\$38	0.08%	75.05	11.10
ROY	44	\$48,523	\$49,080	\$557	1.15%	40.63	12.17
RUIDOSO	82	\$45,518	\$47,212	\$1,694	3.72%	33.29	13.20
SAGE MONTESSORI CHARTER SCHOOL	144	\$36,883	\$37,884	\$1,001	2.71%	33.23	18.00
SAN JON	11	\$51,836	\$53,361	\$1,525	2.94%	43.88	20.56
SANTA FE		\$46,685	\$47,424	\$739	1.58%	37.22	12.40
Academy for Tech. and the Classics		\$52,908	\$53,895	\$987	1.87%	37.02	9.24
SANTA FE W/CHARTERS <sup>1</sup>	70	\$46,823	\$47,567	\$744	1.59%	74.24	10.82
SANTA ROSA	90	\$44,872	\$46,935	\$2,063	4.60%	38.10	11.44
SCHOOL OF DREAMS ACADEMY	121	\$43,709	\$45,078	\$1,369	3.13%	32.84	13.72
SILVER CITY	34	\$49,502	\$49,503	\$1	0.00%	36.07	15.62
SOCORRO		\$44,443	\$44,760	\$317	0.71%	34.53	13.22
Cottonwood Valley Charter School		\$44,806	\$45,920	\$1,114	2.49%	33.10	11.36
SOCORRO W/CHARTER <sup>1</sup>	122	\$44,491	\$44,914	\$423	0.95%	67.62	12.29
SOUTH VALLEY PREPARATORY SCHOOL	75	\$45,019	\$47,472	\$2,453	5.45%	32.08	12.24
SOUTHWEST AERONAUTICS, MATHEMATICS, & SCIENCE ACADEMY	132	\$42,289	\$43,200	\$911	2.15%	29.03	8.93
SOUTHWEST INTERMEDIATE LEARNING CENTER	137	\$39,492	\$42,687	\$3,195	8.09%	30.60	8.40
SOUTHWEST PRIMARY LEARNING CENTER	84	\$44,825	\$47,157	\$2,332	5.20%	33.80	24.90
SOUTHWEST SECONDARY LEARNING CENTER	37	\$48,845	\$49,405	\$560	1.15%	35.42	25.77
SPRINGER	77	\$45,303	\$47,345	\$2,042	4.51%	38.93	16.54
TAOS		\$45,514	\$46,216	\$702	1.54%	39.07	12.12
Anansi Charter School		\$43,501	\$43,814	\$313	0.72%	29.45	11.98
Taos Municipal Charter School		\$43,842	\$49,374	\$5,532	12.62%	34.29	13.36
Vista Grande High School		\$38,676	\$41,403	\$2,727	7.05%	27.68	6.00
TAOS W/CHARTERS <sup>1</sup>	103	\$45,048	\$46,154	\$1,106	2.46%	130.47	10.86
TAOS ACADEMY	12	\$51,341	\$53,214	\$1,873	3.65%	40.07	23.09
TAOS INTEGRATED SCHOOL OF THE ARTS	131	\$39,408	\$43,281	\$3,873	9.83%	28.47	6.83

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TAOS INTERNATIONAL CHARTER SCHOOL	6	\$55,504	\$56,560	\$1,056	1.90%	47.04	17.00
TATUM	1	\$63,323	\$63,835	\$512	0.81%	10.57	22.13
TEXICO	2	\$59,321	\$60,229	\$908	1.53%	47.35	18.45
TIERRA ADENTRO	136	\$38,881	\$42,778	\$3,897	10.02%	36.97	3.81
TIERRA ENCANTADA CHARTER SCHOOL	106	\$44,839	\$46,028	\$1,189	2.65%	33.54	7.44
TRUTH OR CONSEQUENCES	45	\$48,641	\$49,056	\$415	0.85%	35.74	14.15
TUCUMCARI	38	\$47,864	\$49,357	\$1,493	3.12%	39.80	16.73
TULAROSA	16	\$49,100	\$52,855	\$3,755	7.65%	41.26	13.98
TURQUOISE TRIAL CHARTER SCHOOL	74	\$46,965	\$47,489	\$524	1.12%	34.79	13.23
UPLIFT COMMUNITY SCHOOL	35	\$47,950	\$49,439	\$1,489	3.11%	36.14	10.50
VAUGHN	99	\$44,856	\$46,452	\$1,596	3.56%	34.16	16.02
WAGON MOUND	21	\$48,716	\$50,973	\$2,257	4.63%	42.76	20.27
WALATOWA HIGH CHARTER SCHOOL	9	\$49,921	\$53,512	\$3,591	7.19%	39.42	12.00
WEST LAS VEGAS		\$45,743	\$46,798	\$1,055	2.31%	38.23	15.73
Rio Gallinas School		\$37,899	\$38,932	\$1,033	2.73%	31.18	7.75
WEST LAS VEGAS W/CHARTER <sup>1</sup>	98	\$45,435	\$46,489	\$1,054	2.32%	69.41	11.74
WILLIAM W. & JOSEPHINE DORN	146	\$32,716	\$35,105	\$2,389	7.30%	28.43	1.67
ZUNI	69	\$46,294	\$47,589	\$1,295	2.80%	33.75	13.24
<b>STATEWIDE</b>		<b>\$46,913</b>	<b>\$47,552</b>	<b>\$639</b>	<b>1.36%</b>	<b>\$41.96</b>	<b>14.00</b>

\*The salary data presented in this table was provided by the school districts with their 2015-2016 Operating Budgets. Average salaries based on estimated contracts.

<sup>1</sup>The subtotal for districts with charter schools is a weighted average of the school districts' and charter schools' data. For ranking purposes, the subtotal for districts with charter schools was used.

<sup>2</sup>Las Cruces self imposed three (3) furlough days.