

**CERTIFIED PERSONNEL - AVERAGE SALARIES BY SCHOOL SIZE**  
**(Paid from the Operational Subfund)**  
**2012-2013**

|                             |  | 1411, 1412, 1413, 1414, 1415 & 1416 |          | 1711, 1712, 1713, 1714 & 1213           |          | 1112                  |          | 1211                                    |          | 1212                      |          | 1214                                |          |
|-----------------------------|--|-------------------------------------|----------|---|----------|-----------------------|----------|---|----------|---------------------------|----------|-------------------------------------|----------|
|                             |  | Teachers                            |          | Instructional/Library/ Media Assistants |          | Principals            |          | Coordinator/ Subject Matter Specialists |          | Library/Media Specialists |          | Guidance Counselors/ Social Workers |          |
|                             |  | Average Annual Salary               |          | Average Annual Salary                   |          | Average Annual Salary |          | Average Annual Salary                   |          | Average Annual Salary     |          | Average Annual Salary               |          |
| MEM                         | School District/Charter School                         | FTE                                 | Salary   | FTE                                     | Salary   | FTE                   | Salary   | FTE                                     | Salary   | FTE                       | Salary   | FTE                                 | Salary   |
| <b>Under 500 Membership</b> |  |                                     |          |   |          |                       |          |   |          |                           |          |                                     |          |
| 10.00                       | William W. & Josephine Dorn Charter Comm School        | 1.32                                | \$31,221 | 0.00                                    | \$0      | 0.10                  | \$60,000 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 23.50                       | JEMEZ MOUNTAIN: Lindriith Area Heritage Charter School | 1.63                                | \$47,816 | 1.10                                    | \$17,925 | 0.15                  | \$73,207 | 0.05                                    | \$44,000 | 0.00                      | \$0      | 0.00                                | \$0      |
| 38.00                       | Village Academy  | 2.08                                | \$48,339 | 0.67                                    | \$37,403 | 1.77                  | \$34,518 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 38.25                       | Roy  | 9.45                                | \$42,606 | 1.00                                    | \$15,194 | 0.00                  | \$0      | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 45.00                       | Coral Community Charter                                | 2.30                                | \$62,969 | 0.00                                    | \$0      | 0.70                  | \$80,000 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 47.75                       | Mosquero   | 7.86                                | \$43,398 | 1.00                                    | \$14,306 | 0.00                  | \$0      | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 52.50                       | QUESTA: Roots and Wings Community School               | 4.05                                | \$47,639 | 0.00                                    | \$0      | 1.00                  | \$62,223 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 62.50                       | Red River Valley Charter School                        | 5.50                                | \$43,904 | 0.00                                    | \$0      | 0.50                  | \$75,137 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 62.50                       | ROSWELL: Sidney Gutierrez Middle School                | 5.20                                | \$41,668 | 0.00                                    | \$0      | 0.80                  | \$71,794 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 63.00                       | Walatowa Charter High School                           | 2.55                                | \$51,168 | 0.00                                    | \$0      | 1.00                  | \$73,332 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 63.50                       | GALLUP: Middle College High School                     | 5.20                                | \$48,212 | 0.00                                    | \$0      | 0.80                  | \$90,120 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 66.00                       | La Resolana Leadership Academy                         | 4.32                                | \$36,055 | 0.00                                    | \$0      | 1.00                  | \$76,041 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 70.00                       | Wagon Mound  | 11.76                               | \$47,078 | 1.33                                    | \$14,312 | 0.25                  | \$85,399 | 1.00                                    | \$16,532 | 0.00                      | \$0      | 1.00                                | \$49,277 |
| 72.00                       | Albuquerque Sign Language Academy                      | 6.89                                | \$41,405 | 6.16                                    | \$16,379 | 1.74                  | \$70,782 | 0.21                                    | \$57,241 | 0.00                      | \$0      | 0.70                                | \$55,522 |
| 74.00                       | La Tierra Montessori School of the Arts & Sciences     | 3.00                                | \$38,499 | 3.00                                    | \$16,616 | 0.50                  | \$85,000 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 76.00                       | Corona   | 11.50                               | \$49,662 | 1.30                                    | \$10,950 | 0.55                  | \$80,000 | 0.00                                    | \$0      | 0.50                      | \$44,352 | 0.25                                | \$80,000 |
| 77.50                       | ALBUQUERQUE: Academia de Lengua y Cultura              | 6.33                                | \$42,450 | 0.00                                    | \$0      | 1.15                  | \$67,678 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 81.00                       | Des Moines   | 12.81                               | \$43,275 | 0.00                                    | \$0      | 0.07                  | \$52,382 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 83.50                       | GADSDEN: Anthony Charter School                        | 5.33                                | \$46,323 | 0.82                                    | \$20,442 | 1.00                  | \$94,605 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 86.00                       | CIMARRON: Moreno Valley High School                    | 10.58                               | \$40,703 | 0.00                                    | \$0      | 1.00                  | \$83,226 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 90.00                       | Maxwell  | 13.00                               | \$45,104 | 1.50                                    | \$18,350 | 0.00                  | \$0      | 0.00                                    | \$0      | 0.00                      | \$0      | 0.50                                | \$67,164 |
| 95.00                       | House  | 14.07                               | \$45,004 | 2.00                                    | \$18,463 | 0.00                  | \$0      | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 99.50                       | TAOS: Vista Grande High School                         | 10.00                               | \$38,240 | 0.43                                    | \$20,254 | 1.23                  | \$80,070 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 100.50                      | Grady  | 15.71                               | \$46,520 | 0.50                                    | \$13,231 | 0.57                  | \$67,362 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.11                                | \$54,545 |
| 101.00                      | Ralph J. Bunche Academy                                | 5.42                                | \$38,466 | 0.39                                    | \$16,734 | 1.00                  | \$70,000 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.50                                | \$38,119 |
| 101.50                      | JEMEZ VALLEY: San Diego Riverside Charter School       | 6.66                                | \$40,140 | 1.00                                    | \$19,149 | 0.80                  | \$70,183 | 0.85                                    | \$45,312 | 0.00                      | \$0      | 0.00                                | \$0      |
| 103.00                      | Uplift Community School                                | 5.79                                | \$35,400 | 3.70                                    | \$16,416 | 1.00                  | \$75,000 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 105.00                      | Southwest Primary Learning Center                      | 5.40                                | \$51,102 | 0.57                                    | \$15,742 | 0.35                  | \$95,524 | 0.50                                    | \$74,568 | 0.00                      | \$0      | 0.00                                | \$0      |
| 107.00                      | Mission Achievement and Success                        | 8.47                                | \$36,332 | 0.46                                    | \$24,091 | 1.00                  | \$94,900 | 1.00                                    | \$40,000 | 0.00                      | \$0      | 0.00                                | \$0      |
| 108.00                      | WEST LAS VEGAS: Rio Gallinas School                    | 7.41                                | \$37,092 | 2.10                                    | \$15,091 | 1.00                  | \$76,265 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 109.00                      | Aldo Leopold Charter School                            | 7.10                                | \$49,622 | 1.10                                    | \$16,536 | 1.00                  | \$86,920 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.96                                | \$54,971 |
| 111.50                      | ALBUQUERQUE: Nuestros Valores Charter School           | 10.57                               | \$38,328 | 0.00                                    | \$0      | 1.00                  | \$91,052 | 0.09                                    | \$55,556 | 0.00                      | \$0      | 0.00                                | \$0      |
| 111.50                      | Southwest Intermediate Learning Center                 | 4.46                                | \$36,512 | 0.70                                    | \$17,655 | 0.30                  | \$97,392 | 0.60                                    | \$83,227 | 0.00                      | \$0      | 0.00                                | \$0      |
| 111.50                      | TAOS: Anansi Charter School                            | 8.67                                | \$46,405 | 4.00                                    | \$21,203 | 1.00                  | \$66,776 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 114.00                      | New Mexico International School                        | 7.49                                | \$44,187 | 2.92                                    | \$17,908 | 1.20                  | \$80,018 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 116.00                      | San Jon  | 10.13                               | \$50,994 | 1.00                                    | \$14,621 | 0.00                  | \$0      | 0.00                                    | \$0      | 0.00                      | \$0      | 0.00                                | \$0      |
| 116.50                      | Vaughn   | 14.25                               | \$44,846 | 2.00                                    | \$20,394 | 0.75                  | \$70,000 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.75                                | \$50,003 |
| 117.50                      | Academy of Trades and Technology                       | 7.73                                | \$48,813 | 0.56                                    | \$45,803 | 1.00                  | \$90,267 | 0.00                                    | \$0      | 0.00                      | \$0      | 1.00                                | \$44,250 |
| 123.50                      | ALBUQUERQUE: Bataan Military Academy Charter           | 5.71                                | \$68,175 | 0.00                                    | \$0      | 1.00                  | \$80,000 | 0.21                                    | \$67,952 | 0.00                      | \$0      | 0.85                                | \$50,121 |
| 124.00                      | South Valley Preparatory School                        | 9.43                                | \$41,626 | 0.80                                    | \$17,163 | 1.00                  | \$73,860 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.62                                | \$37,039 |
| 125.00                      | LAS CRUCES: La Academia Dolores Huerta                 | 7.11                                | \$49,603 | 1.00                                    | \$34,402 | 1.00                  | \$70,000 | 0.00                                    | \$0      | 0.00                      | \$0      | 1.00                                | \$45,980 |
| 126.00                      | ALBUQUERQUE: Christine Duncan's Heritage Academy       | 9.01                                | \$44,334 | 1.54                                    | \$13,830 | 1.00                  | \$80,000 | 0.00                                    | \$0      | 0.00                      | \$0      | 0.09                                | \$47,506 |
| 127.50                      | Lake Arthur  | 15.00                               | \$44,737 | 0.00                                    | \$0      | 1.00                  | \$70,350 | 0.00                                    | \$0      | 0.00                      | \$0      | 1.00                                | \$38,364 |

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|------------------|---|-------------------------------------|----------------|---|----------------|----------------|----------------|---|----------------|---------------------------|----------------|-------------------------------------|----------------|
|                  |   | Teachers                            |                | Instructional/Library/ Media Assistants |                | Principals     |                | Coordinator/ Subject Matter Specialists |                | Library/Media Specialists |                | Guidance Counselors/ Social Workers |                |
| 2012-2013 Funded |   | Average Annual                      | Average Annual | Average Annual                          | Average Annual | Average Annual | Average Annual | Average Annual                          | Average Annual | Average Annual            | Average Annual | Average Annual                      | Average Annual |
| MEM              | School District/Charter School                  | FTE                                 | Salary         | FTE                                     | Salary         | FTE            | Salary         | FTE                                     | Salary         | FTE                       | Salary         | FTE                                 | Salary         |
| 137.50           | Taos Integrated School of the Arts              | 8.50                                | \$34,862       | 3.15                                    | \$15,262       | 0.50           | \$85,000       | 0.70                                    | \$48,857       | 0.00                      | \$0            | 0.00                                | \$0            |
| 138.50           | MASTERS Program                                 | 7.40                                | \$48,696       | 0.00                                    | \$0            | 1.00           | \$87,816       | 0.80                                    | \$47,487       | 0.00                      | \$0            | 1.00                                | \$69,583       |
| 139.00           | ALBUQUERQUE: Albuquerque Talent Development     | 12.14                               | \$38,219       | 4.40                                    | \$17,683       | 1.75           | \$84,878       | 0.22                                    | \$63,777       | 0.18                      | \$50,150       | 0.45                                | \$47,956       |
| 139.00           | Elida   | 15.83                               | \$44,288       | 0.00                                    | \$0            | 1.00           | \$70,000       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.50                                | \$30,100       |
| 141.50           | Taos Academy                                    | 9.72                                | \$39,710       | 0.46                                    | \$25,011       | 0.75           | \$102,467      | 0.00                                    | \$0            | 0.00                      | \$0            | 1.00                                | \$50,600       |
| 145.50           | Carrizozo                                       | 16.17                               | \$46,222       | 0.59                                    | \$18,800       | 0.50           | \$103,500      | 0.00                                    | \$0            | 0.72                      | \$51,854       | 0.65                                | \$57,502       |
| 145.50           | Quemado   | 16.79                               | \$41,657       | 3.49                                    | \$12,850       | 0.87           | \$80,000       | 0.00                                    | \$0            | 0.13                      | \$54,038       | 0.25                                | \$61,200       |
| 149.00           | Sage Montessori Charter School                  | 5.96                                | \$36,715       | 5.65                                    | \$15,671       | 1.25           | \$46,000       | 1.00                                    | \$40,000       | 0.00                      | \$0            | 0.00                                | \$0            |
| 152.50           | DEMING: Deming Cesar Chavez Charter High School | 6.36                                | \$43,933       | 3.08                                    | \$16,751       | 2.00           | \$78,000       | 0.00                                    | \$0            | 0.00                      | \$0            | 1.00                                | \$38,550       |
| 153.75           | Reserve   | 19.73                               | \$41,392       | 2.00                                    | \$13,948       | 1.00           | \$81,600       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.00                                | \$0            |
| 158.50           | Hondo Valley                                    | 16.28                               | \$44,768       | 3.00                                    | \$14,287       | 0.00           | \$0            | 0.00                                    | \$0            | 0.00                      | \$0            | 1.00                                | \$49,234       |
| 165.50           | CARLSBAD: Jefferson Montessori Academy          | 12.72                               | \$50,759       | 7.65                                    | \$22,720       | 0.80           | \$88,065       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.00                                | \$0            |
| 170.00           | SOCORRO: Cottonwood Valley Charter School       | 12.38                               | \$40,337       | 3.20                                    | \$18,577       | 1.00           | \$80,325       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.00                                | \$0            |
| 173.00           | J. Paul Taylor                                  | 11.50                               | \$41,337       | 2.00                                    | \$20,100       | 1.00           | \$70,000       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.00                                | \$0            |
| 174.00           | Gilbert L. Sena Charter School                  | 9.13                                | \$57,737       | 0.96                                    | \$29,987       | 2.00           | \$75,500       | 0.00                                    | \$0            | 0.00                      | \$0            | 1.92                                | \$35,323       |
| 177.00           | New Mexico School for the Arts                  | 12.33                               | \$46,555       | 0.00                                    | \$0            | 1.25           | \$84,800       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.87                                | \$36,075       |
| 180.00           | AZTEC: Mosaic Academy Charter                   | 13.84                               | \$38,314       | 1.50                                    | \$15,969       | 0.92           | \$76,742       | 0.50                                    | \$68,400       | 0.00                      | \$0            | 0.00                                | \$0            |
| 180.50           | Creative Education Preparatory Institute #1     | 10.49                               | \$43,282       | 1.74                                    | \$26,693       | 1.00           | \$85,000       | 0.00                                    | \$0            | 0.00                      | \$0            | 1.00                                | \$71,704       |
| 184.00           | Learning Community Charter School               | 11.49                               | \$46,133       | 1.80                                    | \$19,756       | 1.18           | \$102,979      | 2.60                                    | \$37,379       | 0.00                      | \$0            | 1.07                                | \$39,329       |
| 186.50           | Alma D' Arte Charter High School                | 13.38                               | \$50,435       | 1.00                                    | \$24,299       | 1.00           | \$83,000       | 0.75                                    | \$53,333       | 0.00                      | \$0            | 0.00                                | \$0            |
| 186.50           | ASK Academy                                     | 13.01                               | \$36,858       | 0.92                                    | \$11,915       | 0.94           | \$85,745       | 1.38                                    | \$65,150       | 0.00                      | \$0            | 1.00                                | \$65,000       |
| 186.50           | Tierra Adentro                                  | 20.58                               | \$34,712       | 1.55                                    | \$13,516       | 1.48           | \$87,838       | 0.48                                    | \$83,333       | 0.00                      | \$0            | 0.00                                | \$0            |
| 188.00           | Cesar Chavez Community School                   | 9.54                                | \$56,288       | 1.28                                    | \$23,016       | 2.00           | \$75,740       | 0.00                                    | \$0            | 0.00                      | \$0            | 2.00                                | \$50,825       |
| 188.50           | Media Arts Collaborative Charter School         | 14.46                               | \$39,031       | 0.98                                    | \$21,827       | 1.00           | \$88,504       | 0.50                                    | \$33,835       | 0.00                      | \$0            | 1.05                                | \$45,978       |
| 190.00           | Springer  | 17.50                               | \$46,009       | 1.69                                    | \$13,103       | 2.00           | \$70,000       | 0.00                                    | \$0            | 0.00                      | \$0            | 2.00                                | \$47,216       |
| 196.50           | ALBUQUERQUE: Mountain Mahogany Community School | 12.05                               | \$40,988       | 4.00                                    | \$18,591       | 1.00           | \$70,001       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.00                                | \$0            |
| 199.00           | ALBUQUERQUE: Montessori of the Rio Grande       | 11.36                               | \$46,763       | 7.00                                    | \$16,850       | 1.00           | \$88,000       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.00                                | \$0            |
| 204.50           | ALBUQUERQUE: Corrales International School      | 16.60                               | \$44,066       | 4.10                                    | \$20,819       | 1.50           | \$94,354       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.50                                | \$79,062       |
| 204.50           | ALBUQUERQUE: Los Puentes Charter School         | 9.58                                | \$45,610       | 3.50                                    | \$24,354       | 1.00           | \$96,152       | 1.00                                    | \$70,801       | 0.00                      | \$0            | 3.00                                | \$45,080       |
| 204.50           | International School @ Mesa Del Sol             | 20.90                               | \$37,157       | 1.00                                    | \$16,920       | 2.00           | \$67,500       | 0.45                                    | \$66,089       | 0.00                      | \$0            | 0.00                                | \$0            |
| 208.50           | ACE   | 16.07                               | \$53,682       | 0.00                                    | \$0            | 0.00           | \$0            | 1.51                                    | \$58,793       | 0.00                      | \$0            | 2.00                                | \$50,925       |
| 213.00           | TAOS: Taos Municipal Charter School             | 13.20                               | \$42,670       | 1.00                                    | \$23,504       | 1.00           | \$70,001       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.00                                | \$0            |
| 214.50           | Animas  | 15.97                               | \$52,915       | 0.00                                    | \$0            | 0.00           | \$0            | 0.61                                    | \$76,475       | 0.00                      | \$0            | 0.91                                | \$63,412       |
| 215.00           | Melrose   | 18.33                               | \$44,346       | 1.42                                    | \$17,484       | 1.58           | \$79,126       | 1.00                                    | \$24,789       | 0.20                      | \$47,630       | 1.00                                | \$51,340       |
| 218.00           | Floyd   | 20.86                               | \$44,647       | 3.11                                    | \$14,898       | 0.50           | \$74,001       | 0.60                                    | \$71,844       | 1.00                      | \$45,955       | 0.75                                | \$41,517       |
| 224.00           | Cien Aguas International School                 | 13.85                               | \$44,348       | 3.96                                    | \$17,094       | 1.00           | \$88,552       | 1.70                                    | \$57,478       | 0.00                      | \$0            | 0.00                                | \$0            |
| 230.00           | The Great Academy                               | 5.54                                | \$37,625       | 2.59                                    | \$26,076       | 1.66           | \$78,900       | 0.54                                    | \$25,155       | 0.00                      | \$0            | 0.60                                | \$40,332       |
| 235.00           | New America School - Las Cruces                 | 7.38                                | \$39,822       | 0.00                                    | \$0            | 1.50           | \$70,150       | 0.00                                    | \$0            | 0.00                      | \$0            | 1.00                                | \$38,829       |
| 236.00           | SANTA FE: Tierra Encantada Charter School       | 17.00                               | \$40,002       | 1.00                                    | \$19,000       | 1.00           | \$87,113       | 2.00                                    | \$45,436       | 0.00                      | \$0            | 0.00                                | \$0            |
| 238.50           | ALBUQUERQUE: South Valley Academy               | 19.59                               | \$51,353       | 2.00                                    | \$27,915       | 1.00           | \$85,072       | 0.00                                    | \$0            | 0.00                      | \$0            | 2.54                                | \$46,608       |
| 239.75           | Dora  | 21.00                               | \$47,215       | 1.90                                    | \$15,000       | 1.00           | \$77,770       | 0.00                                    | \$0            | 1.00                      | \$57,348       | 0.00                                | \$0            |
| 240.00           | ALBUQUERQUE: Twenty-First Century Charter       | 19.78                               | \$44,189       | 0.00                                    | \$0            | 1.00           | \$80,000       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.00                                | \$0            |
| 250.50           | ESPANOLA: Carinos De Los Ninos                  | 13.79                               | \$42,033       | 2.16                                    | \$26,486       | 0.60           | \$89,011       | 0.00                                    | \$0            | 0.00                      | \$0            | 0.85                                | \$69,563       |

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| MEM              | School District/Charter School                                 |                                     |                       |   |                       |            |                       |   |                       |                           |                       |                                     |                       |
| 251.50           | La Promesa Early Learning Center                               | 14.95                               | \$40,605              | 4.00                                    | \$11,689              | 1.92       | \$70,384              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 263.50           | ALBUQUERQUE: Robert F. Kennedy Charter School                  | 12.70                               | \$40,614              | 5.11                                    | \$24,359              | 0.56       | \$127,021             | 0.60                                    | \$104,015             | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 276.00           | SW Aeronautics, Mathematics and Science Academy                | 7.97                                | \$38,818              | 1.00                                    | \$17,578              | 0.30       | \$90,854              | 3.50                                    | \$45,648              | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 282.00           | Jemez Mountain   | 19.77                               | \$44,629              | 2.00                                    | \$17,795              | 0.92       | \$88,084              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 1.00                                | \$51,776              |
| 283.50           | Southwest Secondary Learning Center                            | 7.60                                | \$47,868              | 2.25                                    | \$21,141              | 0.55       | \$97,392              | 4.00                                    | \$40,639              | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 283.75           | Mountainair  | 24.04                               | \$41,632              | 4.11                                    | \$23,045              | 2.00       | \$75,876              | 0.25                                    | \$51,612              | 1.40                      | \$34,161              | 0.44                                | \$52,859              |
| 284.50           | ALBUQUERQUE: SIA Tech (School for Integrated Academics & Tech) | 9.55                                | \$60,486              | 3.12                                    | \$31,453              | 2.00       | \$89,220              | 1.34                                    | \$79,637              | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 287.50           | LAS CRUCES: Las Montañas Charter School                        | 18.65                               | \$49,816              | 0.00                                    | \$0                   | 1.00       | \$94,912              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 1.00                                | \$50,771              |
| 289.00           | Amy Biehl Charter High School                                  | 21.11                               | \$45,271              | 2.85                                    | \$19,277              | 0.50       | \$82,000              | 1.52                                    | \$67,663              | 0.00                      | \$0                   | 2.00                                | \$52,670              |
| 290.00           | Albuquerque School of Excellence                               | 16.61                               | \$40,478              | 0.00                                    | \$0                   | 1.00       | \$95,000              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 293.00           | Estancia Valley Classical Academy                              | 20.61                               | \$34,853              | 2.92                                    | \$13,286              | 1.00       | \$87,225              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 295.00           | AIMS @ UNM   | 18.73                               | \$46,953              | 1.00                                    | \$32,000              | 2.00       | \$89,540              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 301.00           | Logan  | 22.50                               | \$46,156              | 2.00                                    | \$13,614              | 1.00       | \$80,000              | 0.00                                    | \$0                   | 0.50                      | \$58,618              | 0.00                                | \$0                   |
| 309.25           | Fort Sumner  | 27.28                               | \$47,657              | 3.64                                    | \$18,562              | 2.00       | \$74,373              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 0.14                                | \$51,507              |
| 315.50           | ALBUQUERQUE: Digital Arts and Technology Academy               | 16.42                               | \$43,089              | 0.00                                    | \$0                   | 2.00       | \$74,172              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 1.00                                | \$54,006              |
| 317.00           | Tatum  | 25.36                               | \$54,995              | 5.00                                    | \$23,713              | 1.10       | \$82,377              | 0.94                                    | \$49,515              | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 321.00           | ALBUQUERQUE: La Academia de Esperanza                          | 27.78                               | \$47,448              | 8.53                                    | \$16,519              | 1.00       | \$99,095              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 4.37                                | \$27,547              |
| 323.00           | ALBUQUERQUE: Alice King Community School                       | 19.91                               | \$42,517              | 14.88                                   | \$12,806              | 2.00       | \$71,000              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 324.50           | Cimarron   | 33.50                               | \$44,685              | 3.48                                    | \$21,210              | 2.50       | \$75,060              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 1.00                                | \$61,921              |
| 350.00           | ALBUQUERQUE: Public Academy for Performing Arts                | 27.58                               | \$42,895              | 0.56                                    | \$16,158              | 1.96       | \$78,869              | 0.56                                    | \$75,342              | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 352.00           | SANTA FE: Monte Del Sol Charter School                         | 25.23                               | \$51,816              | 3.09                                    | \$18,628              | 3.20       | \$52,708              | 0.84                                    | \$75,479              | 0.00                      | \$0                   | 1.25                                | \$49,329              |
| 353.25           | Jemez Valley   | 23.63                               | \$44,265              | 6.95                                    | \$21,944              | 1.93       | \$66,170              | 0.25                                    | \$58,669              | 0.00                      | \$0                   | 2.00                                | \$52,945              |
| 353.50           | School of Dreams Academy                                       | 21.49                               | \$48,735              | 6.00                                    | \$13,402              | 1.00       | \$86,200              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 356.00           | Montessori Elementary School                                   | 16.79                               | \$34,867              | 11.40                                   | \$11,442              | 0.85       | \$86,209              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 357.00           | SANTA FE: Academy for Technology and the Classics              | 25.27                               | \$48,212              | 0.00                                    | \$0                   | 2.00       | \$79,412              | 1.00                                    | \$25,110              | 0.00                      | \$0                   | 0.84                                | \$52,446              |
| 365.50           | East Mountain High School                                      | 22.00                               | \$44,522              | 0.20                                    | \$18,685              | 0.88       | \$103,000             | 0.88                                    | \$55,252              | 0.66                      | \$45,433              | 1.00                                | \$51,795              |
| 371.75           | Jal  | 29.11                               | \$48,934              | 3.83                                    | \$14,928              | 2.00       | \$64,967              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 1.00                                | \$63,364              |
| 374.00           | Chama Valley   | 32.05                               | \$42,172              | 7.38                                    | \$14,811              | 2.70       | \$77,531              | 2.22                                    | \$44,784              | 0.00                      | \$0                   | 1.06                                | \$56,120              |
| 375.00           | New America School   | 14.24                               | \$36,400              | 0.00                                    | \$0                   | 2.69       | \$58,543              | 0.05                                    | \$61,334              | 0.00                      | \$0                   | 1.01                                | \$47,597              |
| 379.50           | Magdalena  | 34.00                               | \$44,902              | 1.00                                    | \$25,000              | 1.00       | \$77,917              | 1.00                                    | \$50,000              | 1.00                      | \$30,010              | 1.00                                | \$54,929              |
| 389.00           | Cloudcroft   | 30.10                               | \$45,956              | 4.80                                    | \$16,147              | 2.00       | \$79,125              | 2.00                                    | \$36,543              | 0.00                      | \$0                   | 1.00                                | \$58,900              |
| 389.50           | ALBUQUERQUE: Native American Community Academy                 | 33.00                               | \$33,822              | 0.00                                    | \$0                   | 0.02       | \$80,000              | 1.95                                    | \$40,384              | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 393.00           | Mesa Vista   | 27.30                               | \$44,113              | 3.00                                    | \$19,406              | 2.00       | \$70,500              | 0.75                                    | \$72,250              | 1.00                      | \$40,001              | 1.00                                | \$44,000              |
| 393.75           | Questa   | 30.35                               | \$42,707              | 2.50                                    | \$20,634              | 2.00       | \$70,001              | 0.37                                    | \$62,581              | 1.00                      | \$51,304              | 1.63                                | \$66,117              |
| 415.50           | ALBUQUERQUE: El Camino Real Academy                            | 27.36                               | \$38,681              | 1.50                                    | \$18,594              | 2.00       | \$74,952              | 0.09                                    | \$38,520              | 0.00                      | \$0                   | 1.00                                | \$60,001              |
| 430.50           | Horizon Academy West   | 24.00                               | \$46,073              | 4.00                                    | \$15,096              | 1.00       | \$80,000              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 431.50           | ALBUQUERQUE: Gordon Bernell Charter School                     | 29.46                               | \$53,371              | 1.00                                    | \$40,000              | 3.00       | \$77,667              | 1.00                                    | \$40,000              | 0.00                      | \$0                   | 2.87                                | \$35,860              |
| 441.25           | Hagerman   | 34.90                               | \$43,581              | 1.76                                    | \$17,963              | 2.00       | \$77,500              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 444.00           | Cottonwood Classical Preparatory School                        | 34.62                               | \$42,671              | 0.94                                    | \$17,264              | 1.00       | \$90,000              | 0.25                                    | \$60,000              | 0.00                      | \$0                   | 0.35                                | \$66,190              |
| 448.75           | Penasco  | 32.00                               | \$49,114              | 4.17                                    | \$14,937              | 2.00       | \$74,951              | 0.00                                    | \$0                   | 0.00                      | \$0                   | 2.00                                | \$51,016              |
| 463.00           | SANTA FE: Turquoise Trail Elementary                           | 30.52                               | \$46,022              | 5.47                                    | \$17,276              | 1.96       | \$78,909              | 0.00                                    | \$0                   | 0.78                      | \$38,744              | 1.40                                | \$53,564              |
| 488.50           | North Valley Academy   | 24.53                               | \$45,551              | 5.00                                    | \$20,207              | 1.00       | \$94,339              | 0.99                                    | \$65,473              | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 489.00           | FARMINGTON: New Mexico Virtual Academy                         | 11.58                               | \$36,355              | 0.00                                    | \$0                   | 1.19       | \$60,050              | 1.00                                    | \$48,932              | 0.00                      | \$0                   | 0.00                                | \$0                   |
| 496.50           | Capitan  | 37.00                               | \$47,728              | 2.60                                    | \$13,715              | 2.00       | \$69,366              | 0.50                                    | \$49,515              | 1.00                      | \$51,461              | 1.00                                | \$42,008              |
| 27,530.25        | <b>SUBTOTAL</b>  | 1,961.48                            | \$44,479              | 278.52                                  | \$18,003              | 147.54     | \$77,664              | 50.70                                   | \$51,136              | 11.07                     | \$45,032              | 71.60                               | \$49,053              |

**CERTIFIED PERSONNEL - AVERAGE SALARIES BY SCHOOL SIZE**  
(Paid from the Operational Subfund)  
2012-2013

| 2012-2013<br>Funded<br>MEM          | School District/Charter School | 1411, 1412, 1413, 1414, 1415<br>& 1416 |                             | 1711, 1712, 1713, 1714 &<br>1213           |                             | 1112       |                             | 1211                                       |                             | 1212                      |                             | 1214                                   |                             |
|-------------------------------------|--------------------------------|--|-----------------------------|--|-----------------------------|------------|-----------------------------|--|-----------------------------|---------------------------|-----------------------------|--|-----------------------------|
|                                     |                                | Teachers                               |                             | Instructional/Library/ Media<br>Assistants |                             | Principals |                             | Coordinator/ Subject Matter<br>Specialists |                             | Library/Media Specialists |                             | Guidance Counselors/<br>Social Workers |                             |
|                                     |                                | FTE                                    | Average<br>Annual<br>Salary | FTE  | Average<br>Annual<br>Salary | FTE        | Average<br>Annual<br>Salary | FTE  | Average<br>Annual<br>Salary | FTE                       | Average<br>Annual<br>Salary | FTE                                    | Average<br>Annual<br>Salary |
| <b>Over 500 to 1,000 Membership</b> |                                |  |                             |  |                             |            |                             |  |                             |                           |                             |  |                             |
| 501.25                              | Mora                           | 35.77                                  | \$42,478                    | 2.00                                       | \$13,001                    | 3.00       | \$71,667                    | 0.00                                       | \$0                         | 0.25                      | \$45,215                    | 3.00                                   | \$40,190                    |
| 503.00                              | McCurdy Charter School         | 36.35                                  | \$33,496                    | 6.72                                       | \$6,387                     | 1.79       | \$113,520                   | 0.00                                       | \$0                         | 0.00                      | \$0                         | 0.00                                   | \$0                         |
| 529.50                              | Lordsburg                      | 38.10                                  | \$40,626                    | 11.40                                      | \$14,040                    | 3.86       | \$71,891                    | 2.31                                       | \$55,983                    | 1.03                      | \$53,749                    | 2.22                                   | \$51,641                    |
| 538.00                              | Texico                         | 35.70                                  | \$58,403                    | 4.62                                       | \$15,273                    | 2.42       | \$80,834                    | 0.38                                       | \$63,881                    | 0.00                      | \$0                         | 0.42                                   | \$78,684                    |
| 539.50                              | Clayton                        | 40.06                                  | \$46,664                    | 3.81                                       | \$11,877                    | 4.00       | \$73,722                    | 0.00                                       | \$0                         | 0.25                      | \$82,883                    | 1.05                                   | \$54,989                    |
| 550.50                              | Cuba                           | 41.00                                  | \$45,914                    | 5.00                                       | \$18,253                    | 3.00       | \$77,069                    | 0.25                                       | \$85,002                    | 1.00                      | \$34,945                    | 3.50                                   | \$43,360                    |
| 568.50                              | Loving                         | 38.70                                  | \$45,553                    | 4.90                                       | \$14,388                    | 3.00       | \$73,200                    | 0.50                                       | \$53,003                    | 1.00                      | \$65,212                    | 2.00                                   | \$44,860                    |
| 593.25                              | Pecos                          | 35.00                                  | \$40,887                    | 7.00                                       | \$21,155                    | 5.00       | \$68,287                    | 0.12                                       | \$68,150                    | 0.00                      | \$0                         | 4.14                                   | \$52,316                    |
| 607.25                              | Eunice                         | 43.93                                  | \$44,486                    | 12.00                                      | \$14,044                    | 2.58       | \$73,488                    | 0.00                                       | \$0                         | 0.00                      | \$0                         | 1.20                                   | \$43,745                    |
| 623.25                              | Santa Rosa                     | 53.50                                  | \$38,506                    | 5.13                                       | \$14,294                    | 3.00       | \$96,766                    | 0.00                                       | \$0                         | 0.00                      | \$0                         | 3.00                                   | \$31,910                    |
| 702.75                              | Dulce                          | 52.10                                  | \$45,794                    | 0.00                                       | \$0                         | 3.00       | \$78,833                    | 1.00                                       | \$32,246                    | 2.00                      | \$53,250                    | 1.00                                   | \$64,000                    |
| 839.50                              | Estancia                       | 60.68                                  | \$45,742                    | 7.11                                       | \$15,598                    | 3.00       | \$71,443                    | 3.99                                       | \$60,399                    | 0.00                      | \$0                         | 1.68                                   | \$61,740                    |
| 896.25                              | Tularosa                       | 57.45                                  | \$48,987                    | 3.00                                       | \$19,600                    | 5.00       | \$70,088                    | 0.00                                       | \$0                         | 1.50                      | \$49,021                    | 3.00                                   | \$59,068                    |
| 993.75                              | Dexter                         | 65.74                                  | \$44,526                    | 7.00                                       | \$17,202                    | 3.00       | \$77,524                    | 0.15                                       | \$73,547                    | 1.08                      | \$54,131                    | 3.12                                   | \$54,582                    |
| 8,986.25                            | <b>SUBTOTAL</b>                | 634.08                                 | \$44,526                    | 79.69                                      | \$14,890                    | 45.65      | \$76,499                    | 8.70                                       | \$56,758                    | 8.11                      | \$52,532                    | 29.33                                  | \$49,353                    |
| <b>1,001 to 2,500 Membership</b>    |                                |  |                             |  |                             |            |                             |  |                             |                           |                             |  |                             |
| 1,037.50                            | Tucumcari                      | 66.16                                  | \$45,561                    | 17.34                                      | \$17,151                    | 3.00       | \$72,958                    | 2.00                                       | \$51,575                    | 1.00                      | \$54,207                    | 1.00                                   | \$50,185                    |
| 1,193.25                            | Raton                          | 86.58                                  | \$43,897                    | 22.51                                      | \$13,361                    | 5.00       | \$76,320                    | 0.00                                       | \$0                         | 1.00                      | \$40,701                    | 2.11                                   | \$52,484                    |
| 1,268.75                            | Cobre                          | 93.30                                  | \$46,492                    | 13.00                                      | \$14,008                    | 6.00       | \$78,167                    | 0.00                                       | \$0                         | 2.00                      | \$51,295                    | 7.00                                   | \$45,174                    |
| 1,269.25                            | Zuni                           | 92.60                                  | \$39,402                    | 9.00                                       | \$20,853                    | 5.50       | \$75,496                    | 1.00                                       | \$62,120                    | 1.50                      | \$51,725                    | 5.75                                   | \$58,128                    |
| 1,300.25                            | Hatch                          | 72.00                                  | \$43,753                    | 16.00                                      | \$16,583                    | 5.75       | \$71,692                    | 0.00                                       | \$0                         | 1.00                      | \$51,377                    | 3.00                                   | \$54,911                    |
| 1,314.00                            | Truth or Consequences          | 92.21                                  | \$45,007                    | 15.50                                      | \$18,277                    | 4.98       | \$73,218                    | 0.00                                       | \$0                         | 0.00                      | \$0                         | 3.50                                   | \$46,290                    |
| 1,561.25                            | West Las Vegas                 | 100.68                                 | \$42,137                    | 10.59                                      | \$17,036                    | 7.09       | \$71,851                    | 3.00                                       | \$45,053                    | 3.00                      | \$47,170                    | 8.44                                   | \$54,103                    |
| 1,686.25                            | Socorro                        | 109.58                                 | \$39,451                    | 32.82                                      | \$14,959                    | 9.00       | \$58,411                    | 4.00                                       | \$41,948                    | 3.00                      | \$32,900                    | 1.35                                   | \$48,821                    |
| 1,786.75                            | Las Vegas City                 | 123.00                                 | \$44,885                    | 12.58                                      | \$19,292                    | 8.50       | \$68,142                    | 3.25                                       | \$71,516                    | 2.00                      | \$49,369                    | 9.00                                   | \$51,702                    |
| 2,004.00                            | Pojoaque Valley                | 117.50                                 | \$45,460                    | 17.00                                      | \$15,653                    | 7.00       | \$70,501                    | 3.68                                       | \$73,717                    | 1.00                      | \$49,543                    | 10.58                                  | \$57,468                    |
| 2,101.00                            | Ruidoso                        | 116.48                                 | \$50,889                    | 18.00                                      | \$19,350                    | 6.17       | \$80,421                    | 0.85                                       | \$57,515                    | 1.00                      | \$61,442                    | 4.00                                   | \$61,146                    |
| 2,439.25                            | Taos                           | 166.24                                 | \$43,241                    | 35.25                                      | \$17,316                    | 7.00       | \$67,411                    | 1.10                                       | \$56,581                    | 2.00                      | \$38,254                    | 13.30                                  | \$47,146                    |
| 18,961.50                           | <b>SUBTOTAL</b>                | 1,236.33                               | \$44,200                    | 219.59                                     | \$16,647                    | 74.99      | \$71,176                    | 18.88                                      | \$57,365                    | 18.50                     | \$46,103                    | 69.03                                  | \$52,232                    |
| <b>2,501 to 5,000 Membership</b>    |                                |  |                             |  |                             |            |                             |  |                             |                           |                             |  |                             |
| 2,973.75                            | Portales                       | 193.13                                 | \$46,315                    | 45.46                                      | \$15,901                    | 10.00      | \$70,394                    | 0.50                                       | \$87,558                    | 1.05                      | \$59,812                    | 8.91                                   | \$50,341                    |
| 3,008.75                            | Silver City                    | 186.20                                 | \$47,504                    | 33.75                                      | \$14,009                    | 12.55      | \$68,765                    | 2.30                                       | \$49,520                    | 1.00                      | \$50,347                    | 18.50                                  | \$52,193                    |
| 3,014.75                            | Bloomfield                     | 185.03                                 | \$43,832                    | 26.44                                      | \$14,298                    | 11.65      | \$70,526                    | 1.73                                       | \$81,072                    | 3.55                      | \$57,035                    | 10.00                                  | \$47,089                    |
| 3,055.75                            | Bernalillo                     | 175.75                                 | \$51,222                    | 37.75                                      | \$22,712                    | 12.00      | \$65,148                    | 1.00                                       | \$69,940                    | 2.00                      | \$55,151                    | 8.00                                   | \$65,510                    |
| 3,185.25                            | Aztec                          | 230.04                                 | \$37,780                    | 40.91                                      | \$12,181                    | 9.00       | \$67,705                    | 2.56                                       | \$71,183                    | 3.00                      | \$50,809                    | 10.41                                  | \$49,315                    |
| 3,194.50                            | Moriarty                       | 186.01                                 | \$49,305                    | 40.90                                      | \$15,917                    | 10.00      | \$66,331                    | 0.00                                       | \$0                         | 1.10                      | \$55,902                    | 11.44                                  | \$47,966                    |
| 3,322.25                            | Lovington                      | 201.50                                 | \$48,062                    | 70.91                                      | \$14,298                    | 12.25      | \$68,550                    | 2.90                                       | \$62,212                    | 1.00                      | \$54,670                    | 10.00                                  | \$52,232                    |
| 3,492.00                            | Los Alamos                     | 267.55                                 | \$48,743                    | 83.72                                      | \$15,570                    | 11.00      | \$77,542                    | 1.42                                       | \$48,265                    | 6.00                      | \$51,096                    | 13.60                                  | \$52,992                    |
| 3,537.00                            | Grants/Cibola                  | 225.63                                 | \$42,970                    | 46.50                                      | \$13,947                    | 11.40      | \$72,807                    | 2.75                                       | \$64,454                    | 4.00                      | \$30,226                    | 6.38                                   | \$56,691                    |
| 3,611.75                            | Artesia                        | 229.01                                 | \$47,790                    | 35.35                                      | \$19,668                    | 13.00      | \$86,977                    | 1.86                                       | \$96,092                    | 1.00                      | \$49,731                    | 11.30                                  | \$47,918                    |
| 4,085.75                            | Espanola                       | 248.00                                 | \$46,308                    | 49.01                                      | \$14,810                    | 13.50      | \$70,071                    | 1.00                                       | \$77,251                    | 6.00                      | \$46,126                    | 17.00                                  | \$46,575                    |

CERTIFIED PERSONNEL - AVERAGE SALARIES BY SCHOOL SIZE  
(Paid from the Operational Subfund)  
2012-2013

|                                    |                                | 1411, 1412, 1413, 1414, 1415 & 1416 |          | 1711, 1712, 1713, 1714 & 1213           |          | 1112           |          | 1211                                    |          | 1212                      |          | 1214                                |          |
|------------------------------------|--------------------------------|-------------------------------------|----------|---|----------|----------------|----------|---|----------|---------------------------|----------|-------------------------------------|----------|
|                                    |                                | Teachers                            |          | Instructional/Library/ Media Assistants |          | Principals     |          | Coordinator/ Subject Matter Specialists |          | Library/Media Specialists |          | Guidance Counselors/ Social Workers |          |
|                                    |                                | Average Annual                      |          | Average Annual                          |          | Average Annual |          | Average Annual                          |          | Average Annual            |          | Average Annual                      |          |
| MEM                                | School District/Charter School | FTE                                 | Salary   | FTE                                     | Salary   | FTE            | Salary   | FTE                                     | Salary   | FTE                       | Salary   | FTE                                 | Salary   |
| 4,460.25                           | Belen                          | 285.90                              | \$45,037 | 38.50                                   | \$14,585 | 14.00          | \$70,184 | 1.00                                    | \$47,749 | 2.00                      | \$47,627 | 7.50                                | \$50,154 |
| 40,941.75                          | <b>SUBTOTAL</b>                | 2,613.75                            | \$46,099 | 549.20                                  | \$15,530 | 140.35         | \$71,428 | 19.02                                   | \$67,299 | 31.70                     | \$48,698 | 133.04                              | \$51,002 |
| <b>5,001 to 10,000 Membership</b>  |                                |                                     |          |   |          |                |          |   |          |                           |          |                                     |          |
| 5,193.50                           | Deming                         | 272.90                              | \$44,302 | 93.50                                   | \$17,789 | 14.20          | \$82,371 | 0.48                                    | \$82,663 | 2.00                      | \$34,563 | 18.63                               | \$46,735 |
| 5,848.25                           | Carlsbad                       | 338.40                              | \$58,070 | 49.20                                   | \$19,325 | 18.00          | \$91,906 | 5.25                                    | \$89,861 | 3.10                      | \$66,488 | 14.35                               | \$61,360 |
| 6,173.00                           | Alamogordo                     | 374.96                              | \$43,918 | 92.01                                   | \$14,827 | 16.75          | \$67,947 | 1.25                                    | \$76,351 | 4.05                      | \$47,656 | 14.57                               | \$46,121 |
| 6,206.00                           | Central                        | 393.20                              | \$47,327 | 37.64                                   | \$19,331 | 21.42          | \$73,319 | 2.00                                    | \$75,725 | 3.00                      | \$51,199 | 19.00                               | \$54,382 |
| 8,271.25                           | Los Lunas                      | 442.25                              | \$44,706 | 92.80                                   | \$15,900 | 24.00          | \$69,154 | 4.25                                    | \$68,181 | 4.00                      | \$48,302 | 22.85                               | \$47,555 |
| 8,495.75                           | Clovis                         | 511.57                              | \$44,539 | 119.87                                  | \$15,132 | 26.00          | \$69,096 | 5.00                                    | \$73,841 | 4.03                      | \$54,514 | 11.00                               | \$60,406 |
| 8,583.00                           | Hobbs                          | 477.00                              | \$44,686 | 121.00                                  | \$13,058 | 23.40          | \$74,644 | 3.12                                    | \$62,377 | 3.00                      | \$45,944 | 15.63                               | \$49,352 |
| 9,829.75                           | Roswell                        | 579.85                              | \$44,459 | 148.93                                  | \$15,350 | 27.00          | \$71,023 | 13.75                                   | \$56,398 | 6.00                      | \$50,680 | 12.50                               | \$50,527 |
| 58,600.50                          | <b>SUBTOTAL</b>                | 3,390.13                            | \$46,154 | 754.95                                  | \$15,711 | 170.77         | \$74,094 | 35.10                                   | \$68,017 | 29.18                     | \$50,605 | 128.53                              | \$51,432 |
| <b>10,001 to 15,000 Membership</b> |                                |                                     |          |   |          |                |          |   |          |                           |          |                                     |          |
| 10,569.00                          | Farmington                     | 632.52                              | \$46,912 | 139.76                                  | \$15,495 | 26.00          | \$75,567 | 10.00                                   | \$76,653 | 6.54                      | \$51,579 | 29.08                               | \$49,018 |
| 11,549.75                          | Gallup                         | 730.56                              | \$43,452 | 189.00                                  | \$15,684 | 42.00          | \$70,849 | 5.75                                    | \$63,212 | 20.00                     | \$54,536 | 0.00                                | \$0      |
| 12,555.50                          | Santa Fe                       | 866.54                              | \$45,338 | 233.78                                  | \$15,230 | 42.00          | \$67,714 | 16.40                                   | \$51,713 | 9.40                      | \$42,355 | 39.43                               | \$50,275 |
| 13,885.50                          | Gadsden                        | 864.08                              | \$44,985 | 231.00                                  | \$16,360 | 55.00          | \$63,892 | 7.05                                    | \$74,352 | 7.14                      | \$50,677 | 44.86                               | \$50,306 |
| 48,559.75                          | <b>SUBTOTAL</b>                | 3,093.70                            | \$45,116 | 793.54                                  | \$15,714 | 165.00         | \$68,476 | 39.20                                   | \$63,834 | 43.08                     | \$50,790 | 113.37                              | \$49,965 |
| <b>Over 15,000 Membership</b>      |                                |                                     |          |   |          |                |          |   |          |                           |          |                                     |          |
| 16,604.25                          | Rio Rancho                     | 989.00                              | \$46,343 | 297.50                                  | \$14,788 | 41.64          | \$71,881 | 0.00                                    | \$0      | 17.00                     | \$46,593 | 60.00                               | \$47,668 |
| 24,095.50                          | Las Cruces                     | 1,758.27                            | \$45,962 | 445.30                                  | \$14,541 | 110.64         | \$69,957 | 23.15                                   | \$72,611 | 15.80                     | \$51,155 | 85.00                               | \$49,293 |
| 87,085.25                          | Albuquerque                    | 5,638.50                            | \$43,898 | 1,598.63                                | \$15,727 | 218.70         | \$68,326 | 86.60                                   | \$58,503 | 90.85                     | \$47,372 | 290.83                              | \$48,693 |
| 127,785.00                         | <b>SUBTOTAL</b>                | 8,385.77                            | \$44,619 | 2,341.43                                | \$15,382 | 370.98         | \$69,212 | 109.75                                  | \$61,479 | 123.65                    | \$47,748 | 435.83                              | \$48,669 |
| 331,365.00                         | <b>STATEWIDE</b>               | 21,315.24                           | \$45,077 | 5,016.92                                | \$15,693 | 1,115.28       | \$71,678 | 281.35                                  | \$60,730 | 265.29                    | \$48,588 | 980.73                              | \$49,796 |

CERTIFIED PERSONNEL - AVERAGE SALARIES BY SCHOOL SIZE  
(Paid from the Operational Subfund)  
2012-2013

| MEM                         | School District/Charter School                        | 1311, 1312, 1313,<br>1314,1315,1316, 1317 &<br>1318 |                             | 1215              |                             | 1111            |                             | 1113                      |                             | 1114                      |                             | 1115  |                             |
|-----------------------------|---|---|-----------------------------|-------------------|-----------------------------|-----------------|-----------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|---|-----------------------------|
|                             |   | Special Ed. Support                                 |                             | Registered Nurses |                             | Superintendents |                             | Administrative Associates |                             | Administrative Assistants |                             | Assoc. Superintendents<br>Finance/Business Managers |                             |
|                             |   | FTE   | Average<br>Annual<br>Salary | FTE               | Average<br>Annual<br>Salary | FTE             | Average<br>Annual<br>Salary | FTE                       | Average<br>Annual<br>Salary | FTE                       | Average<br>Annual<br>Salary | FTE   | Average<br>Annual<br>Salary |
| <b>Under 500 Membership</b> |   |   |                             |                   |                             |                 |                             |                           |                             |                           |                             |   |                             |
| 10.00                       | William W. & Josephine Dorn Charter Comm School       | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 23.50                       | JEMEZ MOUNTAIN: Lindrith Area Heritage Charter School | 0.05  | \$46,629                    | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.55  | \$44,000                    |
| 38.00                       | Village Academy                                       | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 38.25                       | Roy   | 0.00  | \$0                         | 0.00              | \$0                         | 1.00            | \$82,000                    | 0.00                      | \$0                         | 0.00                      | \$0                         | 1.00  | \$34,958                    |
| 45.00                       | Coral Community Charter                               | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 47.75                       | Mosquero  | 0.00  | \$0                         | 0.12              | \$43,708                    | 1.00            | \$93,840                    | 0.00                      | \$0                         | 0.00                      | \$0                         | 1.00  | \$37,500                    |
| 52.50                       | QUESTA: Roots and Wings Community School              | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 62.50                       | Red River Valley Charter School                       | 0.00  | \$0                         | 0.25              | \$23,084                    | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 62.50                       | ROSWELL: Sidney Gutierrez Middle School               | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 63.00                       | Walatowa Charter High School                          | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 1.00  | \$50,517                    |
| 63.50                       | GALLUP: Middle College High School                    | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 66.00                       | La Resolana Leadership Academy                        | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 70.00                       | Wagon Mound   | 0.00  | \$0                         | 0.29              | \$42,057                    | 0.75            | \$85,399                    | 0.00                      | \$0                         | 0.00                      | \$0                         | 1.00  | \$33,025                    |
| 72.00                       | Albuquerque Sign Language Academy                     | 2.15  | \$47,432                    | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.40  | \$92,500                    |
| 74.00                       | La Tierra Montessori School of the Arts & Sciences    | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 76.00                       | Corona  | 0.00  | \$0                         | 0.00              | \$0                         | 0.90            | \$90,000                    | 0.20                      | \$80,000                    | 0.00                      | \$0                         | 0.75  | \$46,669                    |
| 77.50                       | ALBUQUERQUE: Academia de Lengua y Cultura             | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 81.00                       | Des Moines  | 0.00  | \$0                         | 0.23              | \$37,133                    | 0.90            | \$92,000                    | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.65  | \$48,651                    |
| 83.50                       | GADSDEN: Anthony Charter School                       | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.50  | \$60,000                    |
| 86.00                       | CIMARRON: Moreno Valley High School                   | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 90.00                       | Maxwell   | 0.00  | \$0                         | 0.50              | \$25,396                    | 1.00            | \$75,000                    | 0.75                      | \$36,521                    | 0.00                      | \$0                         | 0.90  | \$46,874                    |
| 95.00                       | House   | 1.00  | \$45,003                    | 0.00              | \$0                         | 1.00            | \$87,751                    | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.95  | \$50,556                    |
| 99.50                       | TAOS: Vista Grande High School                        | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 100.50                      | Grady   | 0.25  | \$52,808                    | 0.00              | \$0                         | 1.00            | \$90,004                    | 0.00                      | \$0                         | 0.00                      | \$0                         | 1.00  | \$45,004                    |
| 101.00                      | Ralph J. Bunche Academy                               | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 101.50                      | JEMEZ VALLEY: San Diego Riverside Charter School      | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 103.00                      | Uplift Community School                               | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 105.00                      | Southwest Primary Learning Center                     | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.50                      | \$177,045                   | 0.00                      | \$0                         | 0.00  | \$0                         |
| 107.00                      | Mission Achievement and Success                       | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 1.00  | \$40,000                    |
| 108.00                      | WEST LAS VEGAS: Rio Gallinas School                   | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 109.00                      | Aldo Leopold Charter School                           | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.80  | \$62,199                    |
| 111.50                      | ALBUQUERQUE: Nuestros Valores Charter School          | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.99                      | \$29,472                    | 0.00  | \$0                         |
| 111.50                      | Southwest Intermediate Learning Center                | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.40                      | \$194,221                   | 0.00                      | \$0                         | 0.00  | \$0                         |
| 111.50                      | TAOS: Anansi Charter School                           | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 114.00                      | New Mexico International School                       | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 116.00                      | San Jon   | 0.00  | \$0                         | 0.50              | \$29,200                    | 0.95            | \$95,000                    | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.90  | \$56,606                    |
| 116.50                      | Vaughn  | 0.00  | \$0                         | 0.00              | \$0                         | 1.00            | \$90,000                    | 0.00                      | \$0                         | 0.00                      | \$0                         | 1.00  | \$50,000                    |
| 117.50                      | Academy of Trades and Technology                      | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 1.00  | \$81,105                    |
| 123.50                      | ALBUQUERQUE: Bataan Military Academy Charter          | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 124.00                      | South Valley Preparatory School                       | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.00  | \$0                         |
| 125.00                      | LAS CRUCES: La Academia Dolores Huerta                | 0.00  | \$0                         | 0.17              | \$54,640                    | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 1.00  | \$54,578                    |
| 126.00                      | ALBUQUERQUE: Christine Duncan's Heritage Academy      | 0.00  | \$0                         | 0.00              | \$0                         | 0.00            | \$0                         | 0.00                      | \$0                         | 0.00                      | \$0                         | 1.00  | \$58,000                    |
| 127.50                      | Lake Arthur   | 0.00  | \$0                         | 1.00              | \$38,992                    | 0.88            | \$84,949                    | 0.00                      | \$0                         | 0.00                      | \$0                         | 0.88  | \$40,092                    |

CERTIFIED PERSONNEL - AVERAGE SALARIES BY SCHOOL SIZE  
(Paid from the Operational Subfund)  
2012-2013

|                     |   | 1311, 1312, 1313,<br>1314,1315,1316, 1317 &<br>1318<br><br>Special Ed. Support |                   | 1215<br><br>Registered Nurses |                   | 1111<br><br>Superintendents |                   | 1113<br><br>Administrative Associates |                   | 1114<br><br>Administrative Assistants |                   | 1115<br><br>Assoc. Superintendents<br>Finance/Business Managers |                   |
|---------------------|---|--|-------------------|-------------------------------|-------------------|-----------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|-------------------|---|-------------------|
| 2012-2013<br>Funded |   | Average<br>Annual  | Average<br>Annual | Average<br>Annual             | Average<br>Annual | Average<br>Annual           | Average<br>Annual | Average<br>Annual                     | Average<br>Annual | Average<br>Annual                     | Average<br>Annual | Average<br>Annual   | Average<br>Annual |
| MEM                 | School District/Charter School                  | FTE  | Salary            | FTE                           | Salary            | FTE                         | Salary            | FTE                                   | Salary            | FTE                                   | Salary            | FTE   | Salary            |
| 137.50              | Taos Integrated School of the Arts              | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 138.50              | MASTERS Program                                 | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$59,249          |
| 139.00              | ALBUQUERQUE: Albuquerque Talent Development     | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 139.00              | Elida   | 0.67   | \$22,357          | 0.25                          | \$32,950          | 0.90                        | \$84,660          | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.94  | \$40,698          |
| 141.50              | Taos Academy                                    | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 145.50              | Carrizozo                                       | 0.00   | \$0               | 0.00                          | \$0               | 0.44                        | \$103,500         | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.66  | \$40,000          |
| 145.50              | Quemado   | 0.00   | \$0               | 0.00                          | \$0               | 0.46                        | \$119,565         | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$55,000          |
| 149.00              | Sage Montessori Charter School                  | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 152.50              | DEMING: Deming Cesar Chavez Charter High School | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.50  | \$32,940          |
| 153.75              | Reserve   | 1.00   | \$5,243           | 0.00                          | \$0               | 0.42                        | \$157,664         | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$55,896          |
| 158.50              | Hondo Valley                                    | 0.00   | \$0               | 0.00                          | \$0               | 1.00                        | \$78,000          | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$39,303          |
| 165.50              | CARLSBAD: Jefferson Montessori Academy          | 0.00   | \$0               | 0.20                          | \$88,065          | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 170.00              | SOCORRO: Cottonwood Valley Charter School       | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$51,500          |
| 173.00              | J. Paul Taylor                                  | 0.00   | \$0               | 0.50                          | \$72,486          | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.75  | \$66,667          |
| 174.00              | Gilbert L. Sena Charter School                  | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 177.00              | New Mexico School for the Arts                  | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.45  | \$69,828          |
| 180.00              | AZTEC: Mosaic Academy Charter                   | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 180.50              | Creative Education Preparatory Institute #1     | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$65,000          |
| 184.00              | Learning Community Charter School               | 0.00   | \$0               | 0.40                          | \$21,600          | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$62,000          |
| 186.50              | Alma D' Arte Charter High School                | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$50,000          |
| 186.50              | ASK Academy                                     | 0.00   | \$0               | 0.10                          | \$68,050          | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 186.50              | Tierra Adentro                                  | 0.54   | \$64,861          | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 188.00              | Cesar Chavez Community School                   | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.50  | \$69,788          |
| 188.50              | Media Arts Collaborative Charter School         | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.75  | \$62,504          |
| 190.00              | Springer  | 1.00   | \$59,314          | 0.50                          | \$24,717          | 1.00                        | \$92,000          | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.85  | \$38,250          |
| 196.50              | ALBUQUERQUE: Mountain Mahogany Community School | 0.20   | \$51,052          | 0.00                          | \$0               | 0.00                        | \$0               | 1.00                                  | \$54,674          | 0.00                                  | \$0               | 0.80  | \$61,558          |
| 199.00              | ALBUQUERQUE: Montessori of the Rio Grande       | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$62,500          |
| 204.50              | ALBUQUERQUE: Corrales International School      | 0.01   | \$136,500         | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$65,000          |
| 204.50              | ALBUQUERQUE: Los Puentes Charter School         | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.50  | \$62,418          |
| 204.50              | International School @ Mesa Del Sol             | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.50  | \$70,001          |
| 208.50              | ACE   | 1.00   | \$52,000          | 0.00                          | \$0               | 0.00                        | \$0               | 5.50                                  | \$56,101          | 0.00                                  | \$0               | 1.00  | \$67,291          |
| 213.00              | TAOS: Taos Municipal Charter School             | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 214.50              | Animas  | 0.15   | \$60,000          | 0.00                          | \$0               | 0.47                        | \$92,661          | 0.00                                  | \$0               | 0.75                                  | \$30,207          | 0.75  | \$60,000          |
| 215.00              | Melrose   | 0.80   | \$52,484          | 0.00                          | \$0               | 1.00                        | \$88,002          | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$48,907          |
| 218.00              | Floyd   | 0.25   | \$53,964          | 0.00                          | \$0               | 0.75                        | \$87,651          | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 224.00              | Cien Aguas International School                 | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 230.00              | The Great Academy                               | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.44                                  | \$80,420          | 0.00                                  | \$0               | 0.75  | \$34,752          |
| 235.00              | New America School - Las Cruces                 | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |
| 236.00              | SANTA FE: Tierra Encantada Charter School       | 0.00   | \$0               | 0.20                          | \$54,655          | 0.00                        | \$0               | 1.00                                  | \$87,113          | 0.00                                  | \$0               | 1.00  | \$73,542          |
| 238.50              | ALBUQUERQUE: South Valley Academy               | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 1.00  | \$58,700          |
| 239.75              | Dora  | 1.00   | \$57,871          | 0.00                          | \$0               | 1.00                        | \$97,058          | 0.50                                  | \$23,314          | 0.00                                  | \$0               | 1.00  | \$68,377          |
| 240.00              | ALBUQUERQUE: Twenty-First Century Charter       | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 1.00                                  | \$52,607          | 0.40  | \$87,510          |
| 250.50              | ESPANOLA: Carinos De Los Ninos                  | 0.00   | \$0               | 0.00                          | \$0               | 0.00                        | \$0               | 0.00                                  | \$0               | 0.00                                  | \$0               | 0.00  | \$0               |

CERTIFIED PERSONNEL - AVERAGE SALARIES BY SCHOOL SIZE  
(Paid from the Operational Subfund)  
2012-2013

| MEM       | School District/Charter School                                 | 1311, 1312, 1313,<br>1314,1315,1316, 1317 &<br>1318<br><br>Special Ed. Support |          | 1215<br><br>Registered Nurses |          | 1111<br><br>Superintendents |           | 1113<br><br>Administrative Associates |           | 1114<br><br>Administrative Assistants |          | 1115<br><br>Assoc. Superintendents<br>Finance/Business Managers |          |
|-----------|--|--|----------|-------------------------------|----------|-----------------------------|-----------|---------------------------------------|-----------|---------------------------------------|----------|---|----------|
|           |  | Average<br>Annual  |          | Average<br>Annual             |          | Average<br>Annual           |           | Average<br>Annual                     |           | Average<br>Annual                     |          | Average<br>Annual   |          |
|           |  | FTE  | Salary   | FTE                           | Salary   | FTE                         | Salary    | FTE                                   | Salary    | FTE                                   | Salary   | FTE   | Salary   |
| 251.50    | La Promesa Early Learning Center                               | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 263.50    | ALBUQUERQUE: Robert F. Kennedy Charter School                  | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.20  | \$56,650 |
| 276.00    | SW Aeronautics, Mathematics and Science Academy                | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 282.00    | Jemez Mountain   | 0.00   | \$0      | 1.00                          | \$47,869 | 1.00                        | \$103,000 | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 283.50    | Southwest Secondary Learning Center                            | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.40                                  | \$194,221 | 0.00                                  | \$0      | 0.25  | \$50,000 |
| 283.75    | Mountainair  | 0.00   | \$0      | 0.39                          | \$60,133 | 0.89                        | \$106,926 | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$44,148 |
| 284.50    | ALBUQUERQUE: SIA Tech (School for Integrated Academics & Tech) | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$91,113 |
| 287.50    | LAS CRUCES: Las Montañas Charter School                        | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 289.00    | Amy Biehl Charter High School                                  | 1.00   | \$60,544 | 0.00                          | \$0      | 0.00                        | \$0       | 0.25                                  | \$151,328 | 0.96                                  | \$60,097 | 1.00  | \$64,300 |
| 290.00    | Albuquerque School of Excellence                               | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 293.00    | Estancia Valley Classical Academy                              | 0.00   | \$0      | 0.97                          | \$46,392 | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 295.00    | AIMS @ UNM   | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.50  | \$88,000 |
| 301.00    | Logan  | 2.00   | \$23,339 | 0.00                          | \$0      | 1.00                        | \$95,000  | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$60,000 |
| 309.25    | Fort Sumner  | 1.00   | \$49,816 | 1.00                          | \$42,754 | 0.67                        | \$94,491  | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$55,000 |
| 315.50    | ALBUQUERQUE: Digital Arts and Technology Academy               | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 1.00                                  | \$73,028  | 0.00                                  | \$0      | 0.00  | \$0      |
| 317.00    | Tatum  | 0.00   | \$0      | 1.00                          | \$36,888 | 0.81                        | \$103,449 | 2.60                                  | \$39,073  | 0.00                                  | \$0      | 1.00  | \$58,191 |
| 321.00    | ALBUQUERQUE: La Academia de Esperanza                          | 0.60   | \$67,830 | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.92                                  | \$29,253 | 0.00  | \$0      |
| 323.00    | ALBUQUERQUE: Alice King Community School                       | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 324.50    | Cimarron   | 0.00   | \$0      | 0.82                          | \$46,272 | 0.85                        | \$91,800  | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.76  | \$35,552 |
| 350.00    | ALBUQUERQUE: Public Academy for Performing Arts                | 0.92   | \$58,537 | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 352.00    | SANTA FE: Monte Del Sol Charter School                         | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 2.00  | \$26,871 |
| 353.25    | Jemez Valley   | 0.00   | \$0      | 0.00                          | \$0      | 0.75                        | \$114,000 | 1.45                                  | \$54,895  | 0.00                                  | \$0      | 0.35  | \$69,998 |
| 353.50    | School of Dreams Academy                                       | 2.25   | \$41,057 | 0.80                          | \$43,949 | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 356.00    | Montessori Elementary School                                   | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.65  | \$93,742 |
| 357.00    | SANTA FE: Academy for Technology and the Classics              | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 365.50    | East Mountain High School                                      | 0.00   | \$0      | 0.75                          | \$46,976 | 0.00                        | \$0       | 0.88                                  | \$53,892  | 0.00                                  | \$0      | 1.00  | \$60,000 |
| 371.75    | Jal  | 0.00   | \$0      | 0.50                          | \$43,684 | 0.81                        | \$102,500 | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.83  | \$49,428 |
| 374.00    | Chama Valley   | 2.50   | \$67,808 | 0.00                          | \$0      | 0.90                        | \$99,002  | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$51,003 |
| 375.00    | New America School   | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 379.50    | Magdalena  | 0.00   | \$0      | 0.50                          | \$58,261 | 0.70                        | \$106,265 | 1.00                                  | \$47,000  | 1.25                                  | \$41,814 | 1.00  | \$70,000 |
| 389.00    | Cloudcroft   | 0.00   | \$0      | 1.00                          | \$36,625 | 1.00                        | \$93,000  | 0.75                                  | \$47,000  | 0.75                                  | \$37,736 | 1.00  | \$45,784 |
| 389.50    | ALBUQUERQUE: Native American Community Academy                 | 0.20   | \$45,787 | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.10  | \$52,885 |
| 393.00    | Mesa Vista   | 0.00   | \$0      | 0.58                          | \$30,045 | 0.90                        | \$92,000  | 0.50                                  | \$70,654  | 1.25                                  | \$36,251 | 1.00  | \$55,000 |
| 393.75    | Questa   | 0.00   | \$0      | 1.00                          | \$47,132 | 1.00                        | \$92,165  | 0.00                                  | \$0       | 1.00                                  | \$39,517 | 1.00  | \$60,168 |
| 415.50    | ALBUQUERQUE: El Camino Real Academy                            | 1.35   | \$81,852 | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 1.00                                  | \$46,226 | 1.00  | \$65,908 |
| 430.50    | Horizon Academy West   | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.42                                  | \$100,919 | 0.00                                  | \$0      | 0.88  | \$74,574 |
| 431.50    | ALBUQUERQUE: Gordon Bernell Charter School                     | 1.00   | \$95,475 | 0.00                          | \$0      | 0.00                        | \$0       | 1.00                                  | \$104,250 | 3.00                                  | \$56,667 | 0.00  | \$0      |
| 441.25    | Hagerman   | 1.00   | \$70,665 | 0.93                          | \$47,728 | 1.00                        | \$105,441 | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$49,532 |
| 444.00    | Cottonwood Classical Preparatory School                        | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 2.00  | \$55,000 |
| 448.75    | Penasco  | 0.00   | \$0      | 0.80                          | \$66,491 | 1.00                        | \$95,000  | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$56,136 |
| 463.00    | SANTA FE: Turquoise Trail Elementary                           | 0.00   | \$0      | 0.60                          | \$46,011 | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$63,593 |
| 488.50    | North Valley Academy   | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.50  | \$80,000 |
| 489.00    | FARMINGTON: New Mexico Virtual Academy                         | 0.00   | \$0      | 0.00                          | \$0      | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.00  | \$0      |
| 496.50    | Capitan  | 0.00   | \$0      | 1.00                          | \$40,182 | 1.00                        | \$95,738  | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$47,268 |
| 27,530.25 | <b>SUBTOTAL</b>  | 23.89  | \$52,837 | 18.85                         | \$44,031 | 32.10                       | \$94,492  | 20.54                                 | \$67,593  | 12.87                                 | \$44,341 | 69.40   | \$55,406 |



**CERTIFIED PERSONNEL - AVERAGE SALARIES BY SCHOOL SIZE**  
(Paid from the Operational Subfund)  
2012-2013

| 2012-2013<br>Funded<br>MEM          | School District/Charter School | 1311, 1312, 1313,<br>1314,1315,1316, 1317 &<br>1318<br><br>Special Ed. Support |          | 1215<br><br>Registered Nurses |          | 1111<br><br>Superintendents |           | 1113<br><br>Administrative Associates |           | 1114<br><br>Administrative Assistants |          | 1115<br><br>Assoc. Superintendents<br>Finance/Business Managers |           |
|-------------------------------------|--------------------------------|--|----------|-------------------------------|----------|-----------------------------|-----------|---------------------------------------|-----------|---------------------------------------|----------|---|-----------|
|                                     |                                | Average<br>Annual<br>Salary  |          | Average<br>Annual<br>Salary   |          | Average<br>Annual<br>Salary |           | Average<br>Annual<br>Salary           |           | Average<br>Annual<br>Salary           |          | Average<br>Annual<br>Salary                                     |           |
|                                     |                                | FTE  | Salary   | FTE                           | Salary   | FTE                         | Salary    | FTE                                   | Salary    | FTE                                   | Salary   | FTE   | Salary    |
| <b>Over 500 to 1,000 Membership</b> |                                |  |          |                               |          |                             |           |                                       |           |                                       |          |   |           |
| 501.25                              | Mora                           | 0.23   | \$78,261 | 1.00                          | \$50,811 | 2.35                        | \$42,553  | 0.00                                  | \$0       | 1.00                                  | \$45,000 | 0.88  | \$88,699  |
| 503.00                              | McCurdy Charter School         | 0.00   | \$0      | 0.00                          | \$0      | 1.00                        | \$26,154  | 1.00                                  | \$62,298  | 0.00                                  | \$0      | 1.00  | \$30,420  |
| 529.50                              | Lordsburg                      | 0.80   | \$40,939 | 0.25                          | \$41,328 | 1.00                        | \$111,250 | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.50  | \$64,173  |
| 538.00                              | Texico                         | 1.50   | \$58,568 | 1.06                          | \$66,056 | 1.00                        | \$112,953 | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$66,051  |
| 539.50                              | Clayton                        | 0.64   | \$56,544 | 0.81                          | \$38,105 | 1.00                        | \$100,000 | 1.00                                  | \$45,046  | 1.89                                  | \$62,742 | 0.00  | \$0       |
| 550.50                              | Cuba                           | 1.00   | \$61,724 | 1.00                          | \$36,150 | 1.00                        | \$105,000 | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$69,500  |
| 568.50                              | Loving                         | 0.16   | \$46,766 | 1.00                          | \$51,525 | 1.00                        | \$106,557 | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$55,000  |
| 593.25                              | Pecos                          | 1.95   | \$47,607 | 0.39                          | \$30,262 | 1.00                        | \$104,194 | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$70,569  |
| 607.25                              | Eunice                         | 0.00   | \$0      | 1.00                          | \$38,000 | 1.00                        | \$95,000  | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$43,782  |
| 623.25                              | Santa Rosa                     | 0.60   | \$45,588 | 1.00                          | \$35,875 | 1.00                        | \$100,003 | 1.00                                  | \$43,427  | 0.00                                  | \$0      | 1.00  | \$42,674  |
| 702.75                              | Dulce                          | 2.00   | \$69,967 | 0.80                          | \$49,000 | 1.00                        | \$105,000 | 0.00                                  | \$0       | 0.25                                  | \$82,059 | 1.00  | \$78,500  |
| 839.50                              | Estancia                       | 0.00   | \$0      | 0.50                          | \$43,477 | 1.00                        | \$110,000 | 0.00                                  | \$0       | 0.00                                  | \$0      | 0.80  | \$72,000  |
| 896.25                              | Tularosa                       | 1.00   | \$51,509 | 1.00                          | \$48,920 | 1.00                        | \$114,764 | 1.00                                  | \$44,030  | 0.00                                  | \$0      | 1.00  | \$72,102  |
| 993.75                              | Dexter                         | 2.66   | \$60,005 | 1.00                          | \$45,930 | 1.00                        | \$102,251 | 0.76                                  | \$75,619  | 0.00                                  | \$0      | 1.00  | \$59,201  |
| 8,986.25                            | <b>SUBTOTAL</b>                | 12.54  | \$57,037 | 10.81                         | \$45,436 | 15.35                       | \$90,757  | 4.76                                  | \$52,998  | 3.14                                  | \$58,630 | 12.18   | \$62,031  |
| <b>1,001 to 2,500 Membership</b>    |                                |  |          |                               |          |                             |           |                                       |           |                                       |          |   |           |
| 1,037.50                            | Tucumcari                      | 3.00   | \$50,782 | 1.00                          | \$32,200 | 1.00                        | \$109,200 | 0.10                                  | \$85,001  | 2.00                                  | \$38,420 | 1.00  | \$55,500  |
| 1,193.25                            | Raton                          | 2.02   | \$52,854 | 0.00                          | \$0      | 1.00                        | \$101,000 | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$56,250  |
| 1,268.75                            | Cobre                          | 9.00   | \$49,115 | 2.00                          | \$37,058 | 1.00                        | \$115,000 | 0.50                                  | \$87,720  | 1.00                                  | \$51,280 | 1.00  | \$76,443  |
| 1,269.25                            | Zuni                           | 2.00   | \$64,318 | 1.00                          | \$50,920 | 1.00                        | \$118,622 | 3.00                                  | \$75,061  | 1.00                                  | \$47,712 | 1.00  | \$105,483 |
| 1,300.25                            | Hatch                          | 2.00   | \$43,411 | 0.50                          | \$45,233 | 0.00                        | \$0       | 2.35                                  | \$70,942  | 0.00                                  | \$0      | 0.00  | \$0       |
| 1,314.00                            | Truth or Consequences          | 3.54   | \$51,177 | 2.00                          | \$45,087 | 1.00                        | \$116,000 | 1.00                                  | \$101,500 | 0.50                                  | \$63,714 | 1.00  | \$60,000  |
| 1,561.25                            | West Las Vegas                 | 4.89   | \$53,366 | 1.00                          | \$47,191 | 1.00                        | \$96,249  | 2.42                                  | \$62,175  | 2.00                                  | \$56,913 | 1.00  | \$65,002  |
| 1,686.25                            | Socorro                        | 1.00   | \$50,343 | 3.22                          | \$45,577 | 1.00                        | \$110,000 | 3.67                                  | \$48,654  | 0.00                                  | \$0      | 1.00  | \$73,776  |
| 1,786.75                            | Las Vegas City                 | 6.50   | \$62,095 | 2.00                          | \$41,183 | 1.00                        | \$100,000 | 3.00                                  | \$90,084  | 3.00                                  | \$31,028 | 1.00  | \$69,250  |
| 2,004.00                            | Pojoaque Valley                | 6.00   | \$61,158 | 3.00                          | \$37,999 | 1.00                        | \$105,780 | 2.81                                  | \$65,923  | 0.00                                  | \$0      | 1.00  | \$79,526  |
| 2,101.00                            | Ruidoso                        | 3.00   | \$47,441 | 2.00                          | \$45,585 | 1.00                        | \$56,969  | 2.00                                  | \$67,418  | 0.00                                  | \$0      | 1.00  | \$90,881  |
| 2,439.25                            | Taos                           | 7.02   | \$49,994 | 6.00                          | \$44,516 | 1.00                        | \$111,045 | 1.90                                  | \$62,116  | 0.00                                  | \$0      | 1.00  | \$68,688  |
| 18,961.50                           | <b>SUBTOTAL</b>                | 49.97  | \$53,490 | 23.72                         | \$42,943 | 11.00                       | \$103,624 | 22.75                                 | \$69,588  | 9.50                                  | \$43,642 | 11.00   | \$72,800  |
| <b>2,501 to 5,000 Membership</b>    |                                |  |          |                               |          |                             |           |                                       |           |                                       |          |   |           |
| 2,973.75                            | Portales                       | 18.42  | \$44,309 | 6.21                          | \$44,491 | 1.00                        | \$120,272 | 4.00                                  | \$67,732  | 0.00                                  | \$0      | 1.00  | \$70,875  |
| 3,008.75                            | Silver City                    | 16.00  | \$58,791 | 3.00                          | \$46,386 | 1.00                        | \$125,000 | 2.75                                  | \$84,611  | 1.00                                  | \$47,296 | 1.00  | \$100,192 |
| 3,014.75                            | Bloomfield                     | 7.79   | \$59,343 | 1.53                          | \$46,167 | 0.94                        | \$105,319 | 2.00                                  | \$85,070  | 1.00                                  | \$60,692 | 0.94  | \$91,915  |
| 3,055.75                            | Bernalillo                     | 15.60  | \$56,908 | 3.00                          | \$34,179 | 1.00                        | \$106,000 | 4.00                                  | \$73,881  | 1.00                                  | \$72,253 | 1.00  | \$82,146  |
| 3,185.25                            | Aztec                          | 4.76   | \$51,074 | 4.00                          | \$26,361 | 1.00                        | \$112,372 | 2.00                                  | \$80,572  | 0.10                                  | \$4      | 1.00  | \$78,619  |
| 3,194.50                            | Moriarty                       | 12.10  | \$56,670 | 1.14                          | \$35,881 | 1.00                        | \$127,272 | 1.35                                  | \$80,763  | 1.09                                  | \$64,054 | 0.78  | \$92,308  |
| 3,322.25                            | Lovington                      | 11.61  | \$54,060 | 2.00                          | \$49,191 | 0.00                        | \$0       | 0.00                                  | \$0       | 0.00                                  | \$0      | 1.00  | \$82,399  |
| 3,492.00                            | Los Alamos                     | 13.60  | \$60,160 | 7.50                          | \$48,684 | 1.00                        | \$142,000 | 5.00                                  | \$84,962  | 2.00                                  | \$73,987 | 0.80  | \$100,858 |
| 3,537.00                            | Grants/Cibola                  | 4.00   | \$64,078 | 2.00                          | \$57,247 | 1.00                        | \$112,410 | 0.34                                  | \$96,667  | 7.25                                  | \$65,890 | 0.00  | \$0       |
| 3,611.75                            | Artesia                        | 11.90  | \$47,842 | 2.00                          | \$50,370 | 1.00                        | \$135,000 | 2.50                                  | \$93,357  | 0.00                                  | \$0      | 1.25  | \$84,437  |
| 4,085.75                            | Espanola                       | 2.20   | \$65,785 | 7.50                          | \$36,565 | 1.00                        | \$120,001 | 2.35                                  | \$82,868  | 2.25                                  | \$68,682 | 1.00  | \$77,126  |

CERTIFIED PERSONNEL - AVERAGE SALARIES BY SCHOOL SIZE  
(Paid from the Operational Subfund)  
2012-2013

|                                    |                                | 1311, 1312, 1313,<br>1314,1315,1316, 1317 &<br>1318<br><br>Special Ed. Support |                   | 1215<br><br>Registered Nurses |                   | 1111<br><br>Superintendents |                   | 1113<br><br>Administrative Associates |                   | 1114<br><br>Administrative Assistants |                   | 1115<br><br>Assoc. Superintendents<br>Finance/Business Managers |                   |
|------------------------------------|--------------------------------|--|-------------------|-------------------------------|-------------------|-----------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|-------------------|---|-------------------|
| 2012-2013<br>Funded                |                                | Average<br>Annual  | Average<br>Annual | Average<br>Annual             | Average<br>Annual | Average<br>Annual           | Average<br>Annual | Average<br>Annual                     | Average<br>Annual | Average<br>Annual                     | Average<br>Annual | Average<br>Annual   | Average<br>Annual |
| MEM                                | School District/Charter School | FTE  | Salary            | FTE                           | Salary            | FTE                         | Salary            | FTE                                   | Salary            | FTE                                   | Salary            | FTE   | Salary            |
| 4,460.25                           | Belen                          | 0.00   | \$0               | 6.66                          | \$36,849          | 1.00                        | \$105,000         | 2.51                                  | \$87,629          | 7.00                                  | \$64,338          | 1.00  | \$85,000          |
| 40,941.75                          | <b>SUBTOTAL</b>                | 117.98   | \$54,686          | 46.54                         | \$41,542          | 10.94                       | \$119,226         | 28.80                                 | \$81,431          | 22.69                                 | \$65,255          | 10.77   | \$85,514          |
| <b>5,001 to 10,000 Membership</b>  |                                |  |                   |                               |                   |                             |                   |                                       |                   |                                       |                   |   |                   |
| 5,193.50                           | Deming                         | 4.00   | \$43,408          | 6.00                          | \$36,346          | 1.00                        | \$125,511         | 3.33                                  | \$99,720          | 4.75                                  | \$81,041          | 2.00  | \$94,748          |
| 5,848.25                           | Carlsbad                       | 23.01  | \$68,011          | 3.60                          | \$56,332          | 1.00                        | \$130,020         | 2.00                                  | \$112,821         | 2.00                                  | \$59,586          | 1.00  | \$109,374         |
| 6,173.00                           | Alamogordo                     | 11.30  | \$54,843          | 12.15                         | \$48,874          | 1.00                        | \$130,000         | 5.50                                  | \$75,862          | 2.50                                  | \$42,364          | 1.00  | \$84,562          |
| 6,206.00                           | Central                        | 10.00  | \$68,223          | 0.00                          | \$0               | 1.00                        | \$110,000         | 4.00                                  | \$91,317          | 2.00                                  | \$66,237          | 1.00  | \$94,525          |
| 8,271.25                           | Los Lunas                      | 9.00   | \$61,098          | 9.00                          | \$43,995          | 1.00                        | \$155,000         | 1.00                                  | \$94,672          | 9.50                                  | \$61,773          | 0.85  | \$89,869          |
| 8,495.75                           | Clovis                         | 45.13  | \$52,174          | 9.00                          | \$41,097          | 1.00                        | \$151,000         | 3.00                                  | \$100,516         | 3.50                                  | \$75,828          | 1.00  | \$106,846         |
| 8,583.00                           | Hobbs                          | 23.74  | \$61,086          | 8.00                          | \$44,791          | 1.00                        | \$125,324         | 4.80                                  | \$80,333          | 1.00                                  | \$86,291          | 1.00  | \$86,832          |
| 9,829.75                           | Roswell                        | 39.26  | \$55,744          | 7.00                          | \$38,640          | 1.00                        | \$144,100         | 4.30                                  | \$95,855          | 3.75                                  | \$75,649          | 1.00  | \$100,188         |
| 58,600.50                          | <b>SUBTOTAL</b>                | 165.44   | \$57,929          | 54.75                         | \$44,006          | 8.00                        | \$133,869         | 27.93                                 | \$90,734          | 29.00                                 | \$67,749          | 8.85  | \$95,843          |
| <b>10,001 to 15,000 Membership</b> |                                |  |                   |                               |                   |                             |                   |                                       |                   |                                       |                   |   |                   |
| 10,569.00                          | Farmington                     | 22.10  | \$51,511          | 4.80                          | \$56,949          | 1.00                        | \$137,018         | 4.00                                  | \$78,369          | 2.00                                  | \$38,060          | 0.80  | \$101,826         |
| 11,549.75                          | Gallup                         | 26.03  | \$59,951          | 6.00                          | \$45,217          | 1.00                        | \$132,114         | 3.00                                  | \$93,938          | 4.80                                  | \$77,306          | 1.00  | \$92,567          |
| 12,555.50                          | Santa Fe                       | 19.10  | \$51,573          | 14.70                         | \$43,548          | 1.00                        | \$171,000         | 3.85                                  | \$104,106         | 1.20                                  | \$95,609          | 1.00  | \$105,099         |
| 13,885.50                          | Gadsden                        | 52.08  | \$46,873          | 19.10                         | \$45,254          | 1.00                        | \$133,915         | 2.10                                  | \$98,947          | 4.00                                  | \$59,772          | 0.50  | \$115,211         |
| 48,559.75                          | <b>SUBTOTAL</b>                | 119.31   | \$51,338          | 44.60                         | \$45,945          | 4.00                        | \$143,512         | 12.95                                 | \$92,965          | 12.00                                 | \$66,750          | 3.30  | \$102,040         |
| <b>Over 15,000 Membership</b>      |                                |  |                   |                               |                   |                             |                   |                                       |                   |                                       |                   |   |                   |
| 16,604.25                          | Rio Rancho                     | 90.28  | \$46,419          | 14.00                         | \$41,050          | 1.00                        | \$158,708         | 11.00                                 | \$94,907          | 6.00                                  | \$69,703          | 1.00  | \$93,624          |
| 24,095.50                          | Las Cruces                     | 142.39   | \$54,067          | 34.80                         | \$49,008          | 1.00                        | \$168,759         | 4.00                                  | \$102,582         | 16.00                                 | \$75,727          | 1.00  | \$102,046         |
| 87,085.25                          | Albuquerque                    | 396.60   | \$56,491          | 55.91                         | \$46,193          | 1.00                        | \$256,000         | 9.00                                  | \$119,648         | 42.85                                 | \$57,529          | 12.00   | \$73,201          |
| 127,785.00                         | <b>SUBTOTAL</b>                | 629.27   | \$54,497          | 104.71                        | \$46,441          | 3.00                        | \$194,489         | 24.00                                 | \$105,464         | 64.85                                 | \$63,145          | 14.00   | \$76,720          |
| 331,365.00                         | <b>STATEWIDE</b>               | 1,118.40   | \$54,636          | 303.98                        | \$44,722          | 84.39                       | \$107,821         | 141.73                                | \$83,526          | 154.05                                | \$61,738          | 129.50  | \$66,267          |