

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Instructional, Health, & Library Assistants 1711, 1712, 1713, 1714, 1213, and 1216				Principals 1112				Coordinators, Subject Matter Specialists 1211			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
ACADEMY OF TRADES & TECHNOLOGY	N/A	N/A	N/A	N/A	\$85,000	\$87,550	\$2,550	3.00%	N/A	N/A	N/A	N/A
ACE LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$84,000	\$86,520	\$2,520	3.00%
ALAMOGORDO	\$15,103	\$16,009	\$906	6.00%	\$67,764	\$69,797	\$2,033	3.00%	\$72,953	\$75,142	\$2,189	3.00%
ALBUQUERQUE	\$15,783	\$16,686	\$903	5.72%	\$67,497	\$69,522	\$2,025	3.00%	\$58,122	\$59,866	\$1,744	3.00%
Albuquerque Charter Academy (formerly SIA Tech)	\$35,693	\$37,866	\$2,174	6.09%	\$80,878	\$97,692	\$16,814	20.79%	\$82,735	\$85,217	\$2,482	3.00%
Albuquerque Talent Development Secondary Charter	\$22,445	\$23,119	\$674	3.00%	\$83,418	\$87,109	\$3,691	4.42%	\$28,946	\$32,380	\$3,433	11.86%
Alice King Community School	\$17,591	\$18,646	\$1,055	6.00%	\$64,800	\$85,000	\$20,200	31.17%	N/A	N/A	N/A	N/A
Bataan Military Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$60,000	\$60,000	\$0	0.00%
Christine Duncan's Heritage Academy	\$14,593	\$15,469	\$876	6.00%	\$81,600	\$84,048	\$2,448	3.00%	N/A	N/A	N/A	N/A
Corrales International School	\$23,499	\$24,582	\$1,083	4.61%	\$96,643	\$99,542	\$2,899	3.00%	N/A	N/A	N/A	N/A
Digital Arts & Technology Academy	\$20,419	\$21,644	\$1,225	6.00%	\$84,923	\$87,471	\$2,548	3.00%	\$45,252	\$46,610	\$1,358	3.00%
El Camino Real Academy	\$20,522	\$21,587	\$1,066	5.19%	\$95,000	\$97,850	\$2,850	3.00%	N/A	N/A	N/A	N/A
Gordon Bernell Charter School	\$32,270	\$34,207	\$1,937	6.00%	\$90,311	\$94,408	\$4,097	4.54%	\$51,739	\$53,395	\$1,657	3.20%
La Academia de Esperanza	\$20,813	\$22,001	\$1,188	5.71%	\$99,095	\$102,067	\$2,972	3.00%	N/A	N/A	N/A	N/A
Los Puentes Charter School	\$24,405	\$25,884	\$1,479	6.06%	N/A	N/A	N/A	N/A	\$75,000	\$77,250	\$2,250	3.00%
Montessori of the Rio Grande	\$16,804	\$17,813	\$1,008	6.00%	\$88,880	\$91,546	\$2,666	3.00%	N/A	N/A	N/A	N/A
Mountain Mahogany Community School	\$18,607	\$19,724	\$1,117	6.00%	\$70,701	\$72,822	\$2,121	3.00%	N/A	N/A	N/A	N/A
Native American Community Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$55,234	\$56,891	\$1,657	3.00%
Nuestros Valores Charter School	N/A	N/A	N/A	N/A	\$92,509	\$95,000	\$2,491	2.69%	N/A	N/A	N/A	N/A
Public Academy for Performing Arts (PAPA)	\$15,530	\$16,462	\$932	6.00%	\$79,764	\$83,775	\$4,011	5.03%	\$68,152	\$70,000	\$1,848	2.71%
Robert F. Kennedy Charter School	\$23,793	\$25,221	\$1,428	6.00%	\$119,738	\$123,330	\$3,592	3.00%	\$105,053	\$108,205	\$3,152	3.00%
South Valley Academy	\$25,155	\$25,910	\$755	3.00%	\$86,000	\$88,580	\$2,580	3.00%	N/A	N/A	N/A	N/A
Twenty-First Century Public Academy	\$27,214	\$29,616	\$2,402	8.83%	\$80,000	\$80,000	\$0	0.00%	N/A	N/A	N/A	N/A
ALBUQUERQUE W/CHARTERS ¹	\$15,948	\$16,861	\$913	5.72%	\$68,968	\$71,195	\$2,227	3.23%	\$58,574	\$60,355	\$1,781	3.04%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	\$32,960	\$34,938	\$1,978	6.00%	\$92,226	\$94,994	\$2,768	3.00%	\$65,000	\$66,950	\$1,950	3.00%
ALBUQUERQUE SCHOOL OF EXCELLENCE	N/A	N/A	N/A	N/A	\$80,000	\$82,400	\$2,400	3.00%	N/A	N/A	N/A	N/A
ALBUQUERQUE SIGN LANGUAGE ACADEMY	\$17,161	\$18,225	\$1,064	6.20%	\$72,333	\$77,550	\$5,218	7.21%	\$62,165	\$66,000	\$3,835	6.17%
ALDO LEOPOLD	\$15,285	\$16,202	\$917	6.00%	\$91,266	\$94,004	\$2,738	3.00%	\$50,222	\$51,729	\$1,507	3.00%
ALMA D' ARTE CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	\$83,830	\$92,000	\$8,170	9.75%	\$40,400	\$41,612	\$1,212	3.00%
AMY BIEHL CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$79,543	\$81,929	\$2,386	3.00%
ANIMAS ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANTHONY CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$101,227	\$104,264	\$3,037	3.00%	N/A	N/A	N/A	N/A
ARTESIA	\$19,313	\$20,453	\$1,140	5.90%	\$89,972	\$92,671	\$2,699	3.00%	\$93,954	\$96,772	\$2,819	3.00%
ASK ACADEMY (THE)	N/A	N/A	N/A	N/A	\$85,000	\$90,000	\$5,000	5.88%	\$66,950	\$68,959	\$2,009	3.00%
AZTEC	\$14,719	\$15,602	\$883	6.00%	\$68,017	\$70,738	\$2,721	4.00%	\$53,890	\$56,045	\$2,155	4.00%
Mosaic Academy Charter	\$14,211	\$15,063	\$853	6.00%	N/A	N/A	N/A	N/A	\$69,426	\$71,508	\$2,082	3.00%
AZTEC W/CHARTER ¹	\$14,687	\$15,568	\$881	6.00%	\$68,017	\$70,738	\$2,721	4.00%	\$56,112	\$58,257	\$2,145	3.82%
BELEN	\$12,705	\$13,381	\$675	5.32%	\$68,401	\$70,453	\$2,052	3.00%	\$73,743	\$75,955	\$2,212	3.00%
BERNALILLO	\$20,540	\$21,652	\$1,112	5.41%	\$68,418	\$70,471	\$2,053	3.00%	\$65,287	\$67,246	\$1,959	3.00%
BLOOMFIELD	\$14,588	\$15,437	\$849	5.82%	\$72,237	\$74,405	\$2,167	3.00%	\$80,778	\$83,201	\$2,423	3.00%
CAPITAN	\$14,457	\$15,324	\$868	6.00%	\$73,695	\$75,906	\$2,211	3.00%	N/A	N/A	N/A	N/A
CARLSBAD	\$19,494	\$20,596	\$1,101	5.65%	\$90,329	\$92,777	\$2,448	2.71%	\$98,208	\$100,172	\$1,964	2.00%
Jefferson Montessori Academy	\$21,411	\$22,670	\$1,260	5.88%	\$80,000	\$82,400	\$2,400	3.00%	N/A	N/A	N/A	N/A
CARLSBAD W/CHARTER ¹	\$19,674	\$20,790	\$1,116	5.67%	\$89,966	\$92,413	\$2,446	2.72%	\$98,208	\$100,172	\$1,964	2.00%
CARRIZOZO ²	\$15,900	\$16,854	\$954	6.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CENTRAL	\$19,614	\$20,782	\$1,168	5.96%	\$73,993	\$75,160	\$1,167	1.58%	\$67,021	\$67,831	\$811	1.21%
CESAR CHAVEZ COMMUNITY SCHOOL	\$23,208	\$24,600	\$1,392	6.00%	\$95,000	\$97,850	\$2,850	3.00%	N/A	N/A	N/A	N/A
CHAMA	\$14,649	\$15,524	\$876	5.98%	\$75,006	\$77,256	\$2,249	3.00%	\$53,315	\$54,913	\$1,598	3.00%
CIEN AGUAS INTERNATIONAL	\$16,438	\$17,439	\$1,001	6.09%	\$89,438	\$97,041	\$7,603	8.50%	\$59,560	\$63,439	\$3,879	6.51%
CIMARRON	\$22,172	\$22,837	\$665	3.00%	\$75,380	\$77,641	\$2,261	3.00%	N/A	N/A	N/A	N/A
Moreno Valley High School	N/A	N/A	N/A	N/A	\$84,058	\$86,580	\$2,522	3.00%	N/A	N/A	N/A	N/A
CIMARRON W/CHARTER ¹	\$22,172	\$22,837	\$665	3.00%	\$77,549	\$79,876	\$2,326	3.00%	N/A	N/A	N/A	N/A
CLAYTON	\$19,090	\$20,235	\$1,145	6.00%	\$70,999	\$74,828	\$3,829	5.39%	\$40,240	\$41,447	\$1,207	3.00%
CLOUDCROFT	\$16,588	\$17,304	\$716	4.32%	\$79,916	\$82,314	\$2,397	3.00%	\$46,977	\$48,386	\$1,409	3.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Instructional, Health, & Library Assistants 1711, 1712, 1713, 1714, 1213, and 1216				Principals 1112				Coordinators, Subject Matter Specialists 1211			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
CLOVIS	\$15,018	\$15,919	\$901	6.00%	\$69,307	\$71,387	\$2,080	3.00%	\$64,100	\$66,024	\$1,924	3.00%
COBRE	\$14,183	\$15,033	\$851	6.00%	\$77,930	\$80,269	\$2,338	3.00%	N/A	N/A	N/A	N/A
CORAL COMMUNITY	\$16,163	\$17,147	\$984	6.09%	\$84,294	\$86,823	\$2,529	3.00%	N/A	N/A	N/A	N/A
CORONA	\$14,368	\$15,121	\$753	5.24%	\$80,800	\$83,224	\$2,424	3.00%	N/A	N/A	N/A	N/A
COTTONWOOD CLASSICAL PREPARATORY	\$23,998	\$24,718	\$720	3.00%	\$81,750	\$87,250	\$5,500	6.73%	N/A	N/A	N/A	N/A
CREATIVE EDUCATION PREPARATORY INST. #1	\$25,524	\$27,055	\$1,531	6.00%	\$85,850	\$88,425	\$2,575	3.00%	N/A	N/A	N/A	N/A
CUBA	\$17,433	\$18,174	\$742	4.26%	\$76,951	\$79,260	\$2,309	3.00%	\$75,000	\$77,250	\$2,250	3.00%
DEMING	\$17,566	\$18,515	\$950	5.41%	\$83,827	\$86,342	\$2,515	3.00%	\$90,258	\$92,965	\$2,708	3.00%
Deming Cesar Chavez Charter High	\$20,100	\$21,306	\$1,206	6.00%	\$80,338	\$82,748	\$2,411	3.00%	N/A	N/A	N/A	N/A
DEMING W/CHARTERS ¹	\$17,688	\$18,650	\$962	5.44%	\$83,328	\$85,828	\$2,500	3.00%	\$90,258	\$92,965	\$2,708	3.00%
DES MOINES ²	\$13,645	\$14,055	\$409	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEXTER	\$19,590	\$20,765	\$1,175	6.00%	\$79,534	\$81,920	\$2,386	3.00%	\$80,282	\$82,690	\$2,408	3.00%
DORA	\$15,756	\$16,814	\$1,057	6.71%	\$78,548	\$80,904	\$2,356	3.00%	N/A	N/A	N/A	N/A
DULCE	\$19,105	\$20,349	\$1,244	6.51%	\$84,200	\$86,750	\$2,550	3.03%	\$71,500	\$73,500	\$2,000	2.80%
EAST MOUNTAIN HIGH SCHOOL	\$18,967	\$20,105	\$1,138	6.00%	N/A	N/A	N/A	N/A	\$68,035	\$70,076	\$2,041	3.00%
ELIDA	N/A	N/A	N/A	N/A	\$70,700	\$72,821	\$2,121	3.00%	N/A	N/A	N/A	N/A
ESPAÑOLA	\$14,976	\$15,811	\$835	5.58%	\$70,152	\$72,256	\$2,104	3.00%	\$78,023	\$80,364	\$2,341	3.00%
Cariños Charter School	\$20,032	\$22,883	\$2,851	14.23%	\$89,901	\$92,598	\$2,697	3.00%	N/A	N/A	N/A	N/A
ESPAÑOLA W/CHARTERS ¹	\$15,289	\$16,249	\$960	6.28%	\$70,789	\$72,912	\$2,124	3.00%	\$78,023	\$80,364	\$2,341	3.00%
ESTANCIA	\$15,144	\$15,800	\$656	4.34%	\$69,957	\$72,055	\$2,099	3.00%	\$59,691	\$61,482	\$1,791	3.00%
ESTANCIA VALLEY CLASSICAL ACADEMY	\$16,000	\$16,480	\$480	3.00%	\$85,000	\$87,550	\$2,550	3.00%	\$65,650	\$67,620	\$1,970	3.00%
EUNICE	\$14,421	\$14,968	\$547	3.79%	\$74,958	\$77,957	\$2,998	4.00%	\$73,829	\$76,783	\$2,955	4.00%
FARMINGTON	\$15,241	\$16,156	\$914	6.00%	\$73,919	\$77,615	\$3,696	5.00%	\$79,791	\$83,781	\$3,990	5.00%
New Mexico Virtual Academy	N/A	N/A	N/A	N/A	\$80,000	\$82,400	\$2,400	3.00%	N/A	N/A	N/A	N/A
FARMINGTON W/CHARTERS ¹	\$15,241	\$16,156	\$914	6.00%	\$74,136	\$77,786	\$3,650	4.92%	\$79,791	\$83,781	\$3,990	5.00%
FLOYD	\$16,971	\$17,989	\$1,018	6.00%	\$74,742	\$76,984	\$2,242	3.00%	\$71,417	\$73,559	\$2,142	3.00%
FT. SUMNER	\$16,809	\$17,718	\$910	5.41%	\$74,040	\$76,261	\$2,221	3.00%	N/A	N/A	N/A	N/A
GADSDEN	\$16,433	\$17,387	\$954	5.80%	\$64,920	\$66,868	\$1,948	3.00%	\$73,231	\$75,428	\$2,197	3.00%
GALLUP	\$16,177	\$17,066	\$889	5.50%	\$68,222	\$70,269	\$2,047	3.00%	\$64,146	\$66,070	\$1,924	3.00%
Middle College High School ²	N/A	N/A	N/A	N/A	\$91,021	\$93,752	\$2,731	3.00%	\$54,128	\$55,752	\$1,624	3.00%
GALLUP W/CHARTER ¹	\$16,177	\$17,066	\$889	5.50%	\$68,639	\$70,698	\$2,059	3.00%	\$63,745	\$65,657	\$1,912	3.00%
GILBERT L. SENA CHARTER HIGH SCHOOL	\$24,807	\$26,296	\$1,488	6.00%	\$86,000	\$88,580	\$2,580	3.00%	N/A	N/A	N/A	N/A
GRADY	\$13,364	\$14,164	\$800	5.99%	\$72,952	\$75,141	\$2,188	3.00%	N/A	N/A	N/A	N/A
GRANTS	\$15,352	\$16,172	\$819	5.34%	\$79,369	\$81,750	\$2,381	3.00%	\$65,973	\$67,952	\$1,979	3.00%
GREAT ACADEMY (THE)	\$28,395	\$30,124	\$1,729	6.09%	\$110,000	\$120,000	\$10,000	9.09%	\$37,274	\$38,565	\$1,291	3.46%
HAGERMAN	\$20,612	\$21,849	\$1,237	6.00%	\$78,275	\$80,623	\$2,348	3.00%	N/A	N/A	N/A	N/A
HATCH	\$17,665	\$18,539	\$874	4.95%	\$73,266	\$75,464	\$2,198	3.00%	N/A	N/A	N/A	N/A
HEALTH LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$90,000	\$92,700	\$2,700	3.00%	\$70,000	\$72,100	\$2,100	3.00%
HOBBS	\$14,336	\$15,313	\$978	6.82%	\$76,553	\$79,582	\$3,029	3.96%	\$80,285	\$85,461	\$5,176	6.45%
HONDO ²	\$13,000	\$13,780	\$780	6.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HORIZON ACADEMY WEST	\$17,818	\$18,718	\$901	5.06%	\$80,800	\$83,224	\$2,424	3.00%	N/A	N/A	N/A	N/A
HOUSE ²	\$14,915	\$15,810	\$895	6.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
INTERNATIONAL SCHOOL at MESA DEL SOL (THE)	\$20,000	\$21,218	\$1,218	6.09%	\$72,808	\$76,709	\$3,901	5.36%	\$36,666	\$37,766	\$1,100	3.00%
J. PAUL TAYLOR	\$20,301	\$21,537	\$1,236	6.09%	\$70,700	\$72,821	\$2,121	3.00%	N/A	N/A	N/A	N/A
JAL	\$15,199	\$16,307	\$1,108	7.29%	\$85,760	\$86,868	\$1,108	1.29%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN	\$16,851	\$17,895	\$1,044	6.20%	\$58,551	\$60,107	\$1,556	2.66%	N/A	N/A	N/A	N/A
Lindrith Area Heritage Charter School	\$18,500	\$19,610	\$1,110	6.00%	\$72,578	\$74,756	\$2,178	3.00%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN W/CHARTER ¹	\$17,401	\$18,467	\$1,066	6.13%	\$58,960	\$60,534	\$1,574	2.67%	N/A	N/A	N/A	N/A
JEMEZ VALLEY	\$22,845	\$24,216	\$1,371	6.00%	\$79,377	\$81,759	\$2,381	3.00%	\$57,741	\$59,473	\$1,732	3.00%
San Diego Riverside	\$17,813	\$18,882	\$1,069	6.00%	\$70,000	\$72,100	\$2,100	3.00%	N/A	N/A	N/A	N/A
JEMEZ VALLEY W/CHARTERS ¹	\$22,375	\$23,718	\$1,343	6.00%	\$75,825	\$78,100	\$2,275	3.00%	\$57,741	\$59,473	\$1,732	3.00%
LA PROMESA EARLY LEARNING CENTER	\$22,061	\$23,279	\$1,218	5.52%	\$77,043	\$79,354	\$2,311	3.00%	N/A	N/A	N/A	N/A

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Instructional, Health, & Library Assistants 1711, 1712, 1713, 1714, 1213, and 1216				Principals 1112				Coordinators, Subject Matter Specialists 1211			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
LA RESOLANA LEADERSHIP ACADEMY	N/A	N/A	N/A	N/A	\$76,041	\$78,322	\$2,281	3.00%	N/A	N/A	N/A	N/A
LA TIERRA MONTESSORI	\$20,100	\$21,306	\$1,206	6.00%	\$65,000	\$70,000	\$5,000	7.69%	N/A	N/A	N/A	N/A
LAKE ARTHUR	\$13,692	\$14,513	\$822	6.00%	\$71,038	\$72,660	\$1,622	2.28%	N/A	N/A	N/A	N/A
LAS CRUCES	\$16,550	\$17,506	\$955	5.77%	\$71,522	\$74,347	\$2,826	3.95%	\$72,309	\$74,420	\$2,112	2.92%
La Academia Dolores Huerta	\$34,787	\$36,875	\$2,087	6.00%	\$76,000	\$80,000	\$4,000	5.26%	N/A	N/A	N/A	N/A
Las Montanas Charter	N/A	N/A	N/A	N/A	\$94,760	\$97,603	\$2,843	3.00%	N/A	N/A	N/A	N/A
LAS CRUCES W/CHARTERS ¹	\$16,618	\$17,578	\$959	5.77%	\$71,811	\$74,649	\$2,838	3.95%	\$72,309	\$74,420	\$2,112	2.92%
LAS VEGAS CITY	\$16,954	\$17,971	\$1,017	6.00%	\$72,802	\$72,802	\$0	0.00%	\$69,419	\$69,419	\$0	0.00%
LOGAN	\$14,670	\$15,550	\$880	6.00%	\$80,500	\$84,000	\$3,500	4.35%	N/A	N/A	N/A	N/A
LORDSBURG	\$15,879	\$16,822	\$943	5.94%	\$73,513	\$75,718	\$2,206	3.00%	\$58,744	\$60,503	\$1,759	2.99%
LOS ALAMOS	\$15,316	\$16,223	\$908	5.93%	\$76,397	\$78,688	\$2,292	3.00%	\$81,883	\$84,339	\$2,456	3.00%
LOS LUNAS	\$15,745	\$16,618	\$873	5.54%	\$69,309	\$71,389	\$2,079	3.00%	\$71,900	\$74,057	\$2,157	3.00%
LOVING	\$16,006	\$16,966	\$960	6.00%	\$74,664	\$76,904	\$2,240	3.00%	\$54,063	\$55,686	\$1,623	3.00%
LOVINGTON	\$15,263	\$16,185	\$923	6.05%	\$79,989	\$82,388	\$2,399	3.00%	\$82,404	\$84,877	\$2,473	3.00%
MAGDALENA ²	\$20,104	\$21,310	\$1,206	6.00%	N/A	N/A	N/A	N/A	\$50,500	\$52,015	\$1,515	3.00%
MASTERS PROGRAM (THE)	N/A	N/A	N/A	N/A	\$88,377	\$91,715	\$3,338	3.78%	\$52,307	\$53,877	\$1,570	3.00%
MAXWELL	\$17,467	\$18,462	\$995	5.70%	\$67,536	\$68,364	\$828	1.23%	\$67,536	\$68,362	\$826	1.22%
MCCURDY CHARTER	\$15,370	\$16,292	\$922	6.00%	\$76,667	\$78,967	\$2,300	3.00%	N/A	N/A	N/A	N/A
MEDIA ARTS COLLABORATIVE CHARTER	N/A	N/A	N/A	N/A	\$89,390	\$97,000	\$7,610	8.51%	\$34,683	\$36,249	\$1,566	4.52%
MELROSE	\$13,640	\$14,459	\$818	6.00%	\$77,044	\$79,355	\$2,311	3.00%	\$25,037	\$25,788	\$751	3.00%
MESA VISTA	\$19,158	\$19,967	\$809	4.22%	\$69,858	\$71,256	\$1,397	2.00%	N/A	N/A	N/A	N/A
MISSION ACHIEVEMENT AND SUCCESS	N/A	N/A	N/A	N/A	\$106,600	\$109,798	\$3,198	3.00%	\$42,000	\$43,260	\$1,260	3.00%
MONTESSORI ELEMENTARY SCHOOL	\$16,015	\$16,976	\$961	6.00%	\$98,250	\$101,198	\$2,948	3.00%	N/A	N/A	N/A	N/A
MORA	\$12,722	\$13,486	\$764	6.00%	\$73,275	\$75,473	\$2,198	3.00%	\$60,000	\$61,800	\$1,800	3.00%
MORIARTY	\$14,924	\$15,404	\$480	3.21%	\$68,819	\$70,883	\$2,065	3.00%	\$44,913	\$46,261	\$1,348	3.00%
MOSQUERO ²	\$15,021	\$15,923	\$902	6.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MOUNTAINAIR	\$16,536	\$17,493	\$957	5.78%	\$68,500	\$70,555	\$2,055	3.00%	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL	N/A	N/A	N/A	N/A	\$86,750	\$92,625	\$5,875	6.77%	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL-LAS CRUCES	N/A	N/A	N/A	N/A	\$83,250	\$88,808	\$5,558	6.68%	N/A	N/A	N/A	N/A
NEW MEXICO CONNECTIONS ACADEMY	N/A	N/A	N/A	N/A	\$84,000	\$86,520	\$2,520	3.00%	\$65,000	\$66,950	\$1,950	3.00%
NEW MEXICO INTERNATIONAL SCHOOL	\$17,640	\$18,698	\$1,058	6.00%	\$80,880	\$83,305	\$2,425	3.00%	N/A	N/A	N/A	N/A
NEW MEXICO SCHOOL FOR THE ARTS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NORTH VALLEY ACADEMY	\$19,350	\$20,511	\$1,161	6.00%	\$95,282	\$98,140	\$2,858	3.00%	\$53,732	\$55,343	\$1,611	3.00%
PECOS	\$22,901	\$24,074	\$1,173	5.12%	\$66,300	\$71,645	\$5,345	8.06%	N/A	N/A	N/A	N/A
PENASCO	\$13,526	\$14,350	\$824	6.09%	\$80,757	\$83,987	\$3,230	4.00%	\$40,069	\$41,672	\$1,603	4.00%
POJOAQUE	\$16,574	\$17,404	\$830	5.01%	\$71,053	\$73,185	\$2,132	3.00%	\$69,121	\$71,195	\$2,074	3.00%
PORTALES	\$16,021	\$16,981	\$960	5.99%	\$68,989	\$71,061	\$2,071	3.00%	N/A	N/A	N/A	N/A
QUEMADO	\$13,281	\$14,077	\$797	6.00%	\$80,665	\$83,085	\$2,420	3.00%	N/A	N/A	N/A	N/A
QUESTA	\$20,869	\$21,817	\$948	4.54%	\$70,401	\$72,513	\$2,112	3.00%	\$64,862	\$66,806	\$1,944	3.00%
Roots & Wings Community School	\$14,000	\$14,840	\$840	6.00%	\$65,006	\$66,957	\$1,951	3.00%	N/A	N/A	N/A	N/A
QUESTA W/CHARTERS ¹	\$18,907	\$19,824	\$917	4.85%	\$69,322	\$71,402	\$2,080	3.00%	\$64,862	\$66,806	\$1,944	3.00%
RATON	\$13,996	\$14,835	\$840	6.00%	\$75,747	\$78,019	\$2,272	3.00%	N/A	N/A	N/A	N/A
RED RIVER VALLEY CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$75,889	\$78,165	\$2,277	3.00%	N/A	N/A	N/A	N/A
RESERVE	\$14,039	\$14,741	\$702	5.00%	\$82,416	\$84,888	\$2,472	3.00%	N/A	N/A	N/A	N/A
RIO RANCHO	\$14,911	\$15,760	\$850	5.70%	\$71,591	\$73,739	\$2,148	3.00%	N/A	N/A	N/A	N/A
ROSWELL	\$15,387	\$16,320	\$932	6.06%	\$71,990	\$74,150	\$2,160	3.00%	\$53,811	\$55,425	\$1,614	3.00%
Sidney Gutierrez Middle School	N/A	N/A	N/A	N/A	\$75,920	\$78,198	\$2,278	3.00%	N/A	N/A	N/A	N/A
ROSWELL W/CHARTER ¹	\$15,387	\$16,320	\$932	6.06%	\$72,136	\$74,300	\$2,164	3.00%	\$53,811	\$55,425	\$1,614	3.00%
ROY ²	\$15,312	\$16,231	\$919	6.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RUIDOSO	\$19,054	\$20,096	\$1,042	5.47%	\$79,585	\$81,973	\$2,388	3.00%	\$57,515	\$59,240	\$1,725	3.00%
SAGE MONTESSORI	\$15,009	\$15,909	\$900	6.00%	N/A	N/A	N/A	N/A	\$55,000	\$56,650	\$1,650	3.00%
SAN JON ²	\$14,768	\$15,655	\$887	6.01%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SANTA FE	\$15,229	\$16,398	\$1,169	7.68%	\$67,805	\$71,873	\$4,069	6.00%	\$57,404	\$59,127	\$1,723	3.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Instructional, Health, & Library Assistants 1711, 1712, 1713, 1714, 1213, and 1216				Principals 1112				Coordinators, Subject Matter Specialists 1211			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
Academy for Tech. and the Classics	\$15,303	\$16,221	\$918	6.00%	\$79,884	\$82,281	\$2,397	3.00%	N/A	N/A	N/A	N/A
Monte del Sol Charter School	\$18,281	\$19,378	\$1,097	6.00%	\$79,871	\$82,630	\$2,759	3.45%	\$61,098	\$63,214	\$2,116	3.46%
Tierra Encantada Charter School	\$21,091	\$22,499	\$1,408	6.68%	\$87,113	\$93,379	\$6,266	7.19%	N/A	N/A	N/A	N/A
Turquoise Trail Charter School	\$17,796	\$18,864	\$1,068	6.00%	\$79,131	\$81,505	\$2,374	3.00%	N/A	N/A	N/A	N/A
SANTA FE W/CHARTERS ¹	\$15,392	\$16,559	\$1,167	7.58%	\$69,320	\$73,287	\$3,967	5.72%	\$57,841	\$59,610	\$1,769	3.06%
SANTA ROSA	\$17,285	\$17,913	\$628	3.64%	\$76,667	\$78,967	\$2,300	3.00%	N/A	N/A	N/A	N/A
SCHOOL OF DREAMS ACADEMY	\$18,072	\$19,157	\$1,085	6.00%	\$87,650	\$90,280	\$2,630	3.00%	N/A	N/A	N/A	N/A
SILVER CITY	\$15,876	\$16,971	\$1,095	6.90%	\$82,743	\$85,226	\$2,483	3.00%	\$82,416	\$84,888	\$2,472	3.00%
SOCORRO	\$16,180	\$17,114	\$934	5.77%	\$74,935	\$77,183	\$2,248	3.00%	\$58,310	\$60,060	\$1,749	3.00%
Cottonwood Valley Charter School	\$20,094	\$21,300	\$1,206	6.00%	N/A	N/A	N/A	N/A	\$81,932	\$84,390	\$2,458	3.00%
SOCORRO W/CHARTER ¹	\$16,524	\$17,482	\$958	5.80%	\$74,935	\$77,183	\$2,248	3.00%	\$64,216	\$66,142	\$1,926	3.00%
SOUTH VALLEY PREPARATORY SCHOOL	\$26,000	\$27,490	\$1,490	5.73%	\$74,599	\$80,752	\$6,153	8.25%	N/A	N/A	N/A	N/A
SOUTHWEST AERONAUTICS, MATHEMATICS ACADEMY ⁴	\$17,130	\$18,157	\$1,028	6.00%	\$107,868	\$111,104	\$3,236	3.00%	\$59,498	\$61,283	\$1,785	3.00%
SOUTHWEST INTERMEDIATE LEARNING CENTER ⁴	\$17,328	\$18,367	\$1,040	6.00%	\$89,900	\$92,597	\$2,697	3.00%	\$85,745	\$88,317	\$2,572	3.00%
SOUTHWEST PRIMARY LEARNING CENTER ⁴	\$16,257	\$17,233	\$975	6.00%	\$90,539	\$93,255	\$2,716	3.00%	\$84,916	\$87,463	\$2,547	3.00%
SOUTHWEST SECONDARY LEARNING CENTER ⁴	\$18,459	\$19,566	\$1,108	6.00%	N/A	N/A	N/A	N/A	\$79,737	\$82,129	\$2,392	3.00%
SPRINGER	\$13,569	\$14,383	\$814	6.00%	\$72,500	\$74,675	\$2,175	3.00%	N/A	N/A	N/A	N/A
TAOS	\$16,245	\$17,220	\$975	6.00%	\$66,449	\$68,443	\$1,994	3.00%	N/A	N/A	N/A	N/A
Anansi Charter School	\$18,673	\$19,794	\$1,121	6.00%	\$67,444	\$69,467	\$2,023	3.00%	N/A	N/A	N/A	N/A
Taos Municipal Charter School	\$14,537	\$15,319	\$782	5.38%	\$70,773	\$72,896	\$2,123	3.00%	N/A	N/A	N/A	N/A
Vista Grande High School	N/A	N/A	N/A	N/A	\$80,000	\$86,981	\$6,981	8.73%	N/A	N/A	N/A	N/A
TAOS W/CHARTERS ¹	\$16,305	\$17,279	\$974	5.97%	\$68,165	\$70,626	\$2,462	3.61%	N/A	N/A	N/A	N/A
TAOS ACADEMY	N/A	N/A	N/A	N/A	\$108,958	\$121,760	\$12,802	11.75%	N/A	N/A	N/A	N/A
TAOS INTEGRATED SCHOOL OF THE ARTS	\$14,000	\$14,840	\$840	6.00%	\$70,000	\$75,000	\$5,000	7.14%	N/A	N/A	N/A	N/A
TATUM	\$25,030	\$26,696	\$1,667	6.66%	\$85,984	\$89,248	\$3,264	3.80%	\$59,125	\$62,417	\$3,292	5.57%
TEXICO	\$15,873	\$16,825	\$952	6.00%	\$75,131	\$77,385	\$2,254	3.00%	\$71,293	\$73,433	\$2,139	3.00%
TIERRA ADENTRO	\$17,891	\$18,428	\$537	3.00%	\$85,850	\$88,426	\$2,576	3.00%	N/A	N/A	N/A	N/A
TRUTH OR CONSEQUENCES	\$19,354	\$20,612	\$1,258	6.50%	\$75,646	\$78,294	\$2,648	3.50%	N/A	N/A	N/A	N/A
TUCUMCARI	\$17,339	\$18,354	\$1,015	5.85%	\$73,687	\$75,898	\$2,210	3.00%	\$50,781	\$52,360	\$1,579	3.11%
TULAROSA	\$18,318	\$19,457	\$1,139	6.22%	\$71,205	\$73,342	\$2,136	3.00%	\$58,000	\$59,740	\$1,740	3.00%
UPLIFT COMMUNITY	\$17,960	\$19,054	\$1,094	6.09%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
VAUGHN ²	\$20,598	\$21,834	\$1,236	6.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WAGON MOUND	\$14,456	\$15,289	\$833	5.76%	\$86,254	\$88,842	\$2,588	3.00%	\$16,698	\$17,199	\$501	3.00%
WALATOWA HIGH CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$74,065	\$76,287	\$2,222	3.00%	N/A	N/A	N/A	N/A
WEST LAS VEGAS	\$18,950	\$20,021	\$1,071	5.65%	\$72,777	\$74,960	\$2,184	3.00%	\$55,560	\$58,079	\$2,519	4.53%
Rio Gallinas School	\$13,386	\$14,202	\$816	6.09%	\$82,000	\$85,280	\$3,280	4.00%	N/A	N/A	N/A	N/A
WEST LAS VEGAS W/CHARTER ¹	\$17,593	\$18,602	\$1,009	5.73%	\$74,094	\$76,434	\$2,340	3.16%	\$55,560	\$58,079	\$2,519	4.53%
WILLIAM W. & JOSEPHINE DORN	N/A	N/A	N/A	N/A	\$60,000	\$61,800	\$1,800	3.00%	N/A	N/A	N/A	N/A
ZUNI	\$22,165	\$23,441	\$1,276	5.76%	\$74,617	\$75,219	\$602	0.81%	\$69,585	\$70,288	\$703	1.01%
STATEWIDE	\$16,111	\$17,053	\$942	5.85%	\$72,383	\$74,836	\$2,453	3.39%	\$63,589	\$65,615	\$2,026	3.19%

¹The subtotal for districts with charter schools is a weighted average of the school districts' and charter schools' data.

²Utilizes the Superintendent or a head teacher as the Administrator/Principal.

³Negative amounts due to salary reduction.

⁴Upon approval of Southwest, Aeronautics, Mathematics Academy (SAMS) by the PEC (September 16, 2011), the PEC's approval includes job class 1113 - Administrative Associate position does not carry a salary, other than \$1, due to the positions job sharing at three schools which are Southwest Intermediate, Southwest Primary, and Southwest Secondary Learning Centers.

*The salary data presented in this table was provided by the school districts with their 2014-2015 Operating Budgets. The 2014-2015 salaries were estimated since operating budgets were due before 06/30/14.

NOTE: District average salaries and the statewide average salary are weighted averages.

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Library, Media Specialists 1212				Guidance 1214				Registered Nurses 1215			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
ACADEMY OF TRADES & TECHNOLOGY	N/A	N/A	N/A	N/A	\$49,440	\$50,923	\$1,483	3.00%	N/A	N/A	N/A	N/A
ACE LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$51,664	\$53,449	\$1,785	3.46%	N/A	N/A	N/A	N/A
ALAMOGORDO	\$48,041	\$49,483	\$1,441	3.00%	\$46,356	\$47,746	\$1,391	3.00%	\$46,447	\$47,840	\$1,393	3.00%
ALBUQUERQUE	\$46,864	\$48,270	\$1,406	3.00%	\$48,843	\$50,308	\$1,465	3.00%	\$45,175	\$46,531	\$1,355	3.00%
Albuquerque Charter Academy (ABQ Charter Academy)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Albuquerque Talent Development Secondary Charter	\$45,590	\$54,930	\$9,340	20.49%	\$58,127	\$59,871	\$1,744	3.00%	N/A	N/A	N/A	N/A
Alice King Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bataan Military Academy	N/A	N/A	N/A	N/A	\$43,030	\$45,000	\$1,970	4.58%	N/A	N/A	N/A	N/A
Christine Duncan's Heritage Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Corrales International School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Digital Arts & Technology Academy	N/A	N/A	N/A	N/A	\$52,556	\$54,133	\$1,577	3.00%	N/A	N/A	N/A	N/A
El Camino Real Academy	N/A	N/A	N/A	N/A	\$60,600	\$62,418	\$1,818	3.00%	N/A	N/A	N/A	N/A
Gordon Bernell Charter School	N/A	N/A	N/A	N/A	\$62,344	\$64,084	\$1,741	2.79%	N/A	N/A	N/A	N/A
La Academia de Esperanza	N/A	N/A	N/A	N/A	\$61,000	\$62,830	\$1,830	3.00%	N/A	N/A	N/A	N/A
Los Puentes Charter School	N/A	N/A	N/A	N/A	\$47,366	\$52,710	\$5,344	11.28%	N/A	N/A	N/A	N/A
Montessori of the Rio Grande	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mountain Mahogany Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Native American Community Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Nuestros Valores Charter School	N/A	N/A	N/A	N/A	\$51,644	\$52,806	\$1,162	2.25%	N/A	N/A	N/A	N/A
Public Academy for Performing Arts (PAPA)	N/A	N/A	N/A	N/A	\$55,483	\$57,264	\$1,781	3.21%	N/A	N/A	N/A	N/A
Robert F. Kennedy Charter School	N/A	N/A	N/A	N/A	\$50,667	\$52,187	\$1,520	3.00%	N/A	N/A	N/A	N/A
South Valley Academy	N/A	N/A	N/A	N/A	\$51,500	\$53,045	\$1,545	3.00%	N/A	N/A	N/A	N/A
Twenty-First Century Public Academy	N/A	N/A	N/A	N/A	\$40,404	\$41,212	\$808	2.00%	N/A	N/A	N/A	N/A
ALBUQUERQUE W/CHARTERS ¹	\$46,861	\$48,285	\$1,423	3.04%	\$49,045	\$50,552	\$1,507	3.07%	\$45,175	\$46,531	\$1,355	3.00%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE SCHOOL OF EXCELLENCE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE SIGN LANGUAGE ACADEMY	N/A	N/A	N/A	N/A	\$44,002	\$47,655	\$3,653	8.30%	N/A	N/A	N/A	N/A
ALDO LEOPOLD	N/A	N/A	N/A	N/A	\$56,536	\$58,232	\$1,696	3.00%	N/A	N/A	N/A	N/A
ALMA D' ARTE CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMY BIEHL CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	\$53,197	\$54,793	\$1,596	3.00%	N/A	N/A	N/A	N/A
ANIMAS ²	N/A	N/A	N/A	N/A	\$58,479	\$60,285	\$1,806	3.09%	N/A	N/A	N/A	N/A
ANTHONY CHARTER SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ARTESIA	\$64,241	\$66,168	\$1,927	3.00%	\$46,869	\$49,571	\$2,702	5.77%	\$40,690	\$41,910	\$1,221	3.00%
ASK ACADEMY (THE)	N/A	N/A	N/A	N/A	\$66,950	\$68,959	\$2,009	3.00%	N/A	N/A	N/A	N/A
AZTEC	\$47,638	\$49,544	\$1,905	4.00%	\$47,121	\$49,006	\$1,885	4.00%	\$44,916	\$46,712	\$1,797	4.00%
Mosaic Academy Charter	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AZTEC W/CHARTER ¹	\$47,638	\$49,544	\$1,905	4.00%	\$47,121	\$49,006	\$1,885	4.00%	\$44,916	\$46,712	\$1,797	4.00%
BELEN	\$48,103	\$49,546	\$1,443	3.00%	\$52,631	\$54,209	\$1,579	3.00%	\$46,931	\$48,339	\$1,408	3.00%
BERNALILLO	\$56,565	\$58,262	\$1,697	3.00%	\$51,691	\$53,242	\$1,551	3.00%	\$43,866	\$45,182	\$1,316	3.00%
BLOOMFIELD	\$56,163	\$57,848	\$1,685	3.00%	\$45,660	\$47,030	\$1,370	3.00%	\$49,509	\$50,994	\$1,485	3.00%
CAPITAN	N/A	N/A	N/A	N/A	\$42,848	\$44,134	\$1,286	3.00%	\$40,985	\$42,215	\$1,230	3.00%
CARLSBAD	\$62,057	\$65,625	\$3,568	5.75%	\$59,120	\$61,638	\$2,517	4.26%	\$52,719	\$54,804	\$2,084	3.95%
Jefferson Montessori Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$92,000	\$94,760	\$2,760	3.00%
CARLSBAD W/CHARTER ¹	\$62,057	\$65,625	\$3,568	5.75%	\$59,120	\$61,638	\$2,517	4.26%	\$53,811	\$55,914	\$2,103	3.91%
CARRIZOZO ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CENTRAL	\$52,898	\$54,485	\$1,587	3.00%	\$59,434	\$61,217	\$1,783	3.00%	N/A	N/A	N/A	N/A
CESAR CHAVEZ COMMUNITY SCHOOL	N/A	N/A	N/A	N/A	\$52,459	\$54,032	\$1,574	3.00%	N/A	N/A	N/A	N/A
CHAMA	N/A	N/A	N/A	N/A	\$59,577	\$61,364	\$1,787	3.00%	N/A	N/A	N/A	N/A
CIEN AGUAS INTERNATIONAL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CIMARRON	N/A	N/A	N/A	N/A	\$62,540	\$64,416	\$1,876	3.00%	\$46,765	\$48,168	\$1,403	3.00%
Moreno Valley High School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CIMARRON W/CHARTER ¹	N/A	N/A	N/A	N/A	\$62,540	\$64,416	\$1,876	3.00%	\$46,765	\$48,168	\$1,403	3.00%
CLAYTON	N/A	N/A	N/A	N/A	\$51,008	\$52,538	\$1,530	3.00%	\$38,676	\$39,836	\$1,160	3.00%
CLOUDCROFT	N/A	N/A	N/A	N/A	\$59,489	\$61,274	\$1,785	3.00%	\$36,966	\$38,075	\$1,109	3.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Library, Media Specialists 1212				Guidance 1214				Registered Nurses 1215			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
CLOVIS	\$51,419	\$52,962	\$1,543	3.00%	\$64,200	\$66,127	\$1,926	3.00%	\$45,957	\$47,337	\$1,379	3.00%
COBRE	\$51,808	\$53,362	\$1,554	3.00%	\$49,298	\$50,777	\$1,479	3.00%	\$35,953	\$37,032	\$1,079	3.00%
CORAL COMMUNITY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CORONA	\$45,260	\$46,620	\$1,360	3.00%	\$80,800	\$83,224	\$2,424	3.00%	N/A	N/A	N/A	N/A
COTTONWOOD CLASSICAL PREPARATORY	N/A	N/A	N/A	N/A	\$55,850	\$57,526	\$1,676	3.00%	N/A	N/A	N/A	N/A
CREATIVE EDUCATION PREPARATORY INST. #1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUBA	\$38,083	\$39,225	\$1,142	3.00%	\$61,509	\$63,354	\$1,845	3.00%	\$36,512	\$37,607	\$1,095	3.00%
DEMING	\$42,677	\$43,957	\$1,280	3.00%	\$44,974	\$46,324	\$1,349	3.00%	\$36,857	\$37,963	\$1,106	3.00%
Deming Cesar Chavez Charter High	N/A	N/A	N/A	N/A	\$39,321	\$40,501	\$1,180	3.00%	N/A	N/A	N/A	N/A
DEMING W/CHARTERS ¹	\$42,677	\$43,957	\$1,280	3.00%	\$44,671	\$46,011	\$1,340	3.00%	\$36,857	\$37,963	\$1,106	3.00%
DES MOINES ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEXTER	\$54,673	\$56,321	\$1,648	3.01%	\$52,634	\$54,215	\$1,581	3.00%	\$46,417	\$47,809	\$1,392	3.00%
DORA	\$57,921	\$59,659	\$1,738	3.00%	\$50,704	\$52,226	\$1,522	3.00%	N/A	N/A	N/A	N/A
DULCE	\$46,700	\$48,500	\$1,800	3.85%	\$61,500	\$63,375	\$1,875	3.05%	\$49,250	\$50,750	\$1,500	3.05%
EAST MOUNTAIN HIGH SCHOOL	\$45,790	\$47,163	\$1,373	3.00%	\$52,572	\$54,149	\$1,577	3.00%	\$47,680	\$49,111	\$1,431	3.00%
ELIDA	N/A	N/A	N/A	N/A	\$30,200	\$31,107	\$907	3.00%	N/A	N/A	N/A	N/A
ESPANOLA	\$50,589	\$52,107	\$1,518	3.00%	\$48,229	\$54,004	\$5,775	11.97%	\$39,353	\$40,533	\$1,180	3.00%
Cariños Charter School	N/A	N/A	N/A	N/A	\$89,901	\$92,598	\$2,697	3.00%	N/A	N/A	N/A	N/A
ESPANOLA W/CHARTERS ¹	\$50,589	\$52,107	\$1,518	3.00%	\$49,649	\$55,320	\$5,670	11.42%	\$39,353	\$40,533	\$1,180	3.00%
ESTANCIA	N/A	N/A	N/A	N/A	\$61,494	\$63,338	\$1,845	3.00%	\$43,912	\$45,229	\$1,317	3.00%
ESTANCIA VALLEY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$50,000	\$51,500	\$1,500	3.00%
EUNICE	N/A	N/A	N/A	N/A	\$45,418	\$47,234	\$1,817	4.00%	\$38,500	\$40,810	\$2,310	6.00%
FARMINGTON	\$57,531	\$60,407	\$2,877	5.00%	\$50,714	\$53,250	\$2,536	5.00%	\$49,668	\$52,152	\$2,484	5.00%
New Mexico Virtual Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FARMINGTON W/CHARTERS ¹	\$57,531	\$60,407	\$2,877	5.00%	\$50,714	\$53,250	\$2,536	5.00%	\$49,668	\$52,152	\$2,484	5.00%
FLOYD	\$46,415	\$47,807	\$1,392	3.00%	\$41,932	\$45,905	\$3,973	9.47%	N/A	N/A	N/A	N/A
FT. SUMNER	N/A	N/A	N/A	N/A	\$40,801	\$42,025	\$1,224	3.00%	\$46,079	\$47,461	\$1,382	3.00%
GADSDEN	\$49,821	\$51,316	\$1,495	3.00%	\$48,818	\$50,283	\$1,465	3.00%	\$45,576	\$46,943	\$1,367	3.00%
GALLUP	\$49,170	\$50,645	\$1,475	3.00%	N/A	N/A	N/A	N/A	\$44,263	\$45,591	\$1,328	3.00%
Middle College High School ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GALLUP W/CHARTER ¹	\$49,170	\$50,645	\$1,475	3.00%	N/A	N/A	N/A	N/A	\$44,263	\$45,591	\$1,328	3.00%
GILBERT L. SENA CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	\$65,181	\$67,136	\$1,955	3.00%	N/A	N/A	N/A	N/A
GRADY	N/A	N/A	N/A	N/A	\$55,091	\$56,745	\$1,655	3.00%	N/A	N/A	N/A	N/A
GRANTS	\$50,032	\$51,534	\$1,501	3.00%	\$56,257	\$58,452	\$2,195	3.90%	\$58,392	\$60,144	\$1,752	3.00%
GREAT ACADEMY (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HAGERMAN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$48,278	\$49,726	\$1,448	3.00%
HATCH	\$52,371	\$53,942	\$1,571	3.00%	\$51,341	\$52,881	\$1,540	3.00%	\$45,768	\$47,141	\$1,373	3.00%
HEALTH LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$50,602	\$52,326	\$1,724	3.41%	N/A	N/A	N/A	N/A
HOBBS	\$48,573	\$50,729	\$2,156	4.44%	\$49,692	\$51,397	\$1,705	3.43%	\$47,266	\$49,184	\$1,917	4.06%
HONDO ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HORIZON ACADEMY WEST	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOUSE ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
INTERNATIONAL SCHOOL at MESA DEL SOL (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
J. PAUL TAYLOR	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JAL	N/A	N/A	N/A	N/A	\$41,000	\$42,108	\$1,108	2.70%	\$45,505	\$47,880	\$2,375	5.22%
JEMEZ MOUNTAIN	N/A	N/A	N/A	N/A	\$51,071	\$52,150	\$1,079	2.11%	\$48,348	\$50,100	\$1,752	3.62%
Lindrith Area Heritage Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN W/CHARTER ¹	N/A	N/A	N/A	N/A	\$51,071	\$52,150	\$1,079	2.11%	\$48,348	\$50,100	\$1,752	3.62%
JEMEZ VALLEY	N/A	N/A	N/A	N/A	\$48,623	\$50,081	\$1,459	3.00%	N/A	N/A	N/A	N/A
San Diego Riverside	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JEMEZ VALLEY W/CHARTERS ¹	N/A	N/A	N/A	N/A	\$48,623	\$50,081	\$1,459	3.00%	N/A	N/A	N/A	N/A
LA PROMESA EARLY LEARNING CENTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Library, Media Specialists 1212				Guidance 1214				Registered Nurses 1215			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
LA RESOLANA LEADERSHIP ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LA TIERRA MONTESSORI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAKE ARTHUR	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$39,382	\$40,050	\$668	1.70%
LAS CRUCES	\$49,556	\$51,156	\$1,600	3.23%	\$51,543	\$53,109	\$1,566	3.04%	\$46,633	\$48,313	\$1,680	3.60%
La Academia Dolores Huerta	N/A	N/A	N/A	N/A	\$55,147	\$56,811	\$1,664	3.02%	N/A	N/A	N/A	N/A
Las Montanas Charter	N/A	N/A	N/A	N/A	\$52,295	\$53,863	\$1,569	3.00%	N/A	N/A	N/A	N/A
LAS CRUCES W/CHARTERS ¹	\$49,556	\$51,156	\$1,600	3.23%	\$51,596	\$53,163	\$1,567	3.04%	\$46,633	\$48,313	\$1,680	3.60%
LAS VEGAS CITY	\$46,335	\$46,335	\$0	0.00%	\$54,166	\$55,674	\$1,508	2.78%	\$37,877	\$37,877	\$0	0.00%
LOGAN	\$61,062	\$62,894	\$1,832	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LORDSBURG	\$55,522	\$57,188	\$1,666	3.00%	\$53,282	\$54,881	\$1,599	3.00%	\$42,566	\$43,843	\$1,277	3.00%
LOS ALAMOS	\$52,986	\$54,576	\$1,590	3.00%	\$58,057	\$59,799	\$1,742	3.00%	\$51,153	\$52,687	\$1,535	3.00%
LOS LUNAS	\$48,708	\$50,169	\$1,461	3.00%	\$41,853	\$43,109	\$1,256	3.00%	\$35,439	\$36,502	\$1,063	3.00%
LOVING	\$66,626	\$68,625	\$1,999	3.00%	\$45,613	\$46,981	\$1,369	3.00%	\$52,556	\$54,133	\$1,577	3.00%
LOVINGTON	\$55,280	\$56,938	\$1,658	3.00%	\$54,865	\$56,764	\$1,899	3.46%	\$46,761	\$48,782	\$2,021	4.32%
MAGDALENA ²	\$40,000	\$41,200	\$1,200	3.00%	\$55,478	\$57,142	\$1,664	3.00%	\$58,844	\$60,609	\$1,765	3.00%
MASTERS PROGRAM (THE)	N/A	N/A	N/A	N/A	\$71,333	\$73,474	\$2,141	3.00%	N/A	N/A	N/A	N/A
MAXWELL	N/A	N/A	N/A	N/A	\$67,836	\$69,872	\$2,036	3.00%	N/A	N/A	N/A	N/A
MCCURDY CHARTER	N/A	N/A	N/A	N/A	\$58,433	\$60,185	\$1,753	3.00%	N/A	N/A	N/A	N/A
MEDIA ARTS COLLABORATIVE CHARTER	N/A	N/A	N/A	N/A	\$50,330	\$55,792	\$5,462	10.85%	N/A	N/A	N/A	N/A
MELROSE	\$48,105	\$49,550	\$1,445	3.00%	\$51,853	\$53,409	\$1,556	3.00%	N/A	N/A	N/A	N/A
MESA VISTA	N/A	N/A	N/A	N/A	\$40,000	\$40,800	\$800	2.00%	N/A	N/A	N/A	N/A
MISSION ACHIEVEMENT AND SUCCESS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MONTESSORI ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MORA	\$41,212	\$42,448	\$1,236	3.00%	\$53,106	\$54,699	\$1,594	3.00%	\$51,319	\$52,858	\$1,539	3.00%
MORIARTY	\$56,293	\$57,982	\$1,689	3.00%	\$47,772	\$49,205	\$1,433	3.00%	\$35,210	\$36,266	\$1,056	3.00%
MOSQUERO ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$44,142	\$45,467	\$1,325	3.00%
MOUNTAINAIR	\$51,007	\$52,537	\$1,530	3.00%	\$49,351	\$50,831	\$1,480	3.00%	\$52,031	\$53,592	\$1,561	3.00%
NEW AMERICA SCHOOL	N/A	N/A	N/A	N/A	\$39,988	\$41,188	\$1,200	3.00%	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL-LAS CRUCES	N/A	N/A	N/A	N/A	\$52,763	\$54,346	\$1,583	3.00%	N/A	N/A	N/A	N/A
NEW MEXICO CONNECTIONS ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO INTERNATIONAL SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO SCHOOL FOR THE ARTS	N/A	N/A	N/A	N/A	\$61,400	\$62,400	\$1,000	1.63%	N/A	N/A	N/A	N/A
NORTH VALLEY ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PECOS	N/A	N/A	N/A	N/A	\$51,715	\$53,266	\$1,552	3.00%	N/A	N/A	N/A	N/A
PENASCO	N/A	N/A	N/A	N/A	\$51,526	\$53,587	\$2,061	4.00%	\$67,156	\$69,842	\$2,686	4.00%
POJOAQUE	\$50,038	\$51,539	\$1,501	3.00%	\$58,479	\$60,233	\$1,754	3.00%	\$43,565	\$44,872	\$1,307	3.00%
PORTALES	\$32,500	\$33,831	\$1,331	4.10%	\$50,924	\$52,452	\$1,528	3.00%	\$40,747	\$41,970	\$1,223	3.00%
QUEMADO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
QUESTA	\$51,817	\$53,372	\$1,555	3.00%	\$58,564	\$60,321	\$1,757	3.00%	\$46,267	\$47,655	\$1,388	3.00%
Roots & Wings Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
QUESTA W/CHARTERS ¹	\$51,817	\$53,372	\$1,555	3.00%	\$58,564	\$60,321	\$1,757	3.00%	\$46,267	\$47,655	\$1,388	3.00%
RATON	\$51,765	\$53,318	\$1,553	3.00%	\$46,622	\$48,021	\$1,399	3.00%	\$44,793	\$46,137	\$1,344	3.00%
RED RIVER VALLEY CHARTER SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$25,253	\$26,011	\$758	3.00%
RESERVE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RIO RANCHO	\$49,004	\$50,474	\$1,470	3.00%	\$46,893	\$48,300	\$1,407	3.00%	\$42,093	\$43,356	\$1,263	3.00%
ROSWELL	\$51,288	\$52,826	\$1,539	3.00%	\$51,132	\$52,666	\$1,534	3.00%	\$38,641	\$39,800	\$1,159	3.00%
Sidney Gutierrez Middle School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ROSWELL W/CHARTER ¹	\$51,288	\$52,826	\$1,539	3.00%	\$51,132	\$52,666	\$1,534	3.00%	\$38,641	\$39,800	\$1,159	3.00%
ROY ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RUIDOSO	\$61,442	\$63,285	\$1,843	3.00%	\$53,876	\$55,492	\$1,616	3.00%	\$45,648	\$47,017	\$1,369	3.00%
SAGE MONTESSORI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN JON ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SANTA FE	\$42,810	\$44,095	\$1,285	3.00%	\$50,102	\$51,606	\$1,504	3.00%	\$41,423	\$44,738	\$3,315	8.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Library, Media Specialists 1212				Guidance 1214				Registered Nurses 1215			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
Academy for Tech. and the Classics	N/A	N/A	N/A	N/A	\$43,996	\$45,316	\$1,320	3.00%	N/A	N/A	N/A	N/A
Monte del Sol Charter School	N/A	N/A	N/A	N/A	\$49,971	\$52,220	\$2,250	4.50%	\$32,000	\$32,000	\$0	0.00%
Tierra Encantada Charter School	N/A	N/A	N/A	N/A	\$40,471	\$41,893	\$1,422	3.51%	\$70,000	\$72,820	\$2,820	4.03%
Turquoise Trail Charter School	\$47,925	\$49,363	\$1,438	3.00%	\$54,153	\$55,777	\$1,624	3.00%	\$46,517	\$47,913	\$1,396	3.00%
SANTA FE W/CHARTERS ¹	\$43,160	\$44,455	\$1,295	3.00%	\$49,618	\$51,143	\$1,525	3.07%	\$41,817	\$44,983	\$3,166	7.57%
SANTA ROSA	N/A	N/A	N/A	N/A	\$57,048	\$58,759	\$1,712	3.00%	\$46,031	\$47,412	\$1,381	3.00%
SCHOOL OF DREAMS ACADEMY	N/A	N/A	N/A	N/A	\$52,408	\$53,980	\$1,572	3.00%	\$80,705	\$83,127	\$2,421	3.00%
SILVER CITY	N/A	N/A	N/A	N/A	\$51,755	\$53,859	\$2,104	4.06%	\$46,869	\$48,276	\$1,407	3.00%
SOCORRO	\$29,224	\$30,100	\$877	3.00%	\$50,708	\$52,230	\$1,521	3.00%	\$46,066	\$47,448	\$1,382	3.00%
Cottonwood Valley Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOCORRO W/CHARTER ¹	\$29,224	\$30,100	\$877	3.00%	\$50,708	\$52,230	\$1,521	3.00%	\$46,066	\$47,448	\$1,382	3.00%
SOUTH VALLEY PREPARATORY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST AERONAUTICS, MATHEMATICS ACADEMY ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST INTERMEDIATE LEARNING CENTER ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST PRIMARY LEARNING CENTER ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST SECONDARY LEARNING CENTER ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SPRINGER	N/A	N/A	N/A	N/A	\$51,834	\$53,389	\$1,555	3.00%	N/A	N/A	N/A	N/A
TAOS	\$38,637	\$39,797	\$1,160	3.00%	\$49,371	\$50,853	\$1,482	3.00%	\$43,404	\$44,707	\$1,303	3.00%
Anansi Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Taos Municipal Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Vista Grande High School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS W/CHARTERS ¹	\$38,637	\$39,797	\$1,160	3.00%	\$49,371	\$50,853	\$1,482	3.00%	\$43,404	\$44,707	\$1,303	3.00%
TAOS ACADEMY	N/A	N/A	N/A	N/A	\$51,106	\$52,639	\$1,533	3.00%	N/A	N/A	N/A	N/A
TAOS INTEGRATED SCHOOL OF THE ARTS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TATUM	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$37,645	\$39,859	\$2,214	5.88%
TEXICO	N/A	N/A	N/A	N/A	\$80,800	\$83,224	\$2,424	3.00%	\$66,717	\$68,719	\$2,002	3.00%
TIERRA ADENTRO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TRUTH OR CONSEQUENCES	N/A	N/A	N/A	N/A	\$50,235	\$51,993	\$1,758	3.50%	\$45,289	\$46,874	\$1,585	3.50%
TUCUMCARI	\$54,800	\$56,444	\$1,644	3.00%	\$50,687	\$52,208	\$1,521	3.00%	\$27,750	\$28,583	\$833	3.00%
TULAROSA	\$50,025	\$55,494	\$5,469	10.93%	\$53,513	\$55,316	\$1,803	3.37%	N/A	N/A	N/A	N/A
UPLIFT COMMUNITY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
VAUGHN ²	N/A	N/A	N/A	N/A	\$50,503	\$52,017	\$1,515	3.00%	N/A	N/A	N/A	N/A
WAGON MOUND	N/A	N/A	N/A	N/A	\$49,770	\$51,263	\$1,493	3.00%	\$42,703	\$43,985	\$1,281	3.00%
WALATOWA HIGH CHARTER SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST LAS VEGAS	\$46,925	\$48,333	\$1,408	3.00%	\$47,360	\$50,049	\$2,689	5.68%	\$67,130	\$69,144	\$2,014	3.00%
Rio Gallinas School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST LAS VEGAS W/CHARTER ¹	\$46,925	\$48,333	\$1,408	3.00%	\$47,360	\$50,049	\$2,689	5.68%	\$67,130	\$69,144	\$2,014	3.00%
WILLIAM W. & JOSEPHINE DORN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ZUNI	N/A	N/A	N/A	N/A	\$57,913	\$64,084	\$6,172	10.66%	\$43,282	\$45,580	\$2,298	5.31%
STATEWIDE	\$48,879	\$50,454	\$1,574	3.22%	\$50,192	\$51,907	\$1,715	3.42%	\$44,622	\$46,147	\$1,525	3.42%

¹The subtotal for districts with charter schools is a weighted average of the school districts' and charter schools' data.

²Utilizes a head teacher as the Administrator/Principal.

³Negative amounts due to salary reduction.

⁴Upon approval of Southwest, Aeronautics, Mathematics Academy (SAMS) by the PEC (September 16, 2011), the PEC's approval includes job class 1113 - Administrative Associate position does not carry a salary, other than \$1, due to the positions job sharing at three schools which are Southwest Intermediate, Southwest Primary, and Southwest Secondary Learning Centers.

*The salary data presented in this table was provided by the school districts with their 2014-2015 Operating Budgets. The 2014-2015 salaries were estimated since operating budgets were due before 06/30/14.

NOTE: District average salaries and the statewide average salary are weighted averages.

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Secretaries, Clerical Assistants 1217				School Support & Duty Personnel 1218 and 1219				Diagnostic, Ancillary Personnel 1311 to 1318			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
ACADEMY OF TRADES & TECHNOLOGY	\$41,789	\$43,042	\$1,253	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ACE LEADERSHIP HIGH SCHOOL	\$34,767	\$36,728	\$1,962	5.64%	N/A	N/A	N/A	N/A	\$52,526	\$54,363	\$1,837	3.50%
ALAMOGORDO	\$23,712	\$24,423	\$711	3.00%	\$27,298	\$28,117	\$819	3.00%	\$56,189	\$57,875	\$1,686	3.00%
ALBUQUERQUE	\$23,092	\$23,785	\$693	3.00%	\$23,498	\$24,203	\$705	3.00%	\$56,175	\$57,860	\$1,685	3.00%
Albuquerque Charter Academy (ABQ Charter Academy)	\$47,957	\$49,396	\$1,439	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Albuquerque Talent Development Secondary Charter	\$27,246	\$28,063	\$817	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alice King Community School	\$23,869	\$25,000	\$1,131	4.74%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bataan Military Academy	\$34,321	\$35,556	\$1,235	3.60%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Christine Duncan's Heritage Academy	\$19,380	\$19,961	\$581	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Corrales International School	\$22,747	\$23,722	\$975	4.29%	\$60,000	\$61,800	\$1,800	3.00%	N/A	N/A	N/A	N/A
Digital Arts & Technology Academy	\$37,449	\$38,573	\$1,123	3.00%	\$19,804	\$20,398	\$594	3.00%	N/A	N/A	N/A	N/A
El Camino Real Academy	\$31,167	\$33,519	\$2,352	7.55%	N/A	N/A	N/A	N/A	\$76,230	\$78,517	\$2,287	3.00%
Gordon Bernell Charter School	\$43,231	\$44,528	\$1,297	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
La Academia de Esperanza	\$30,000	\$30,900	\$900	3.00%	\$26,981	\$27,790	\$809	3.00%	\$45,281	\$46,639	\$1,358	3.00%
Los Puentes Charter School	\$40,000	\$41,200	\$1,200	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Montessori of the Rio Grande	\$47,100	\$48,513	\$1,413	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mountain Mahogany Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Native American Community Academy	\$58,942	\$60,710	\$1,768	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Nuestros Valores Charter School	\$29,636	\$30,863	\$1,227	4.14%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Public Academy for Performing Arts (PAPA)	\$30,287	\$31,255	\$967	3.19%	N/A	N/A	N/A	N/A	\$54,931	\$60,000	\$5,069	9.23%
Robert F. Kennedy Charter School	\$33,330	\$34,330	\$1,000	3.00%	\$38,106	\$39,249	\$1,143	3.00%	N/A	N/A	N/A	N/A
South Valley Academy	\$38,125	\$40,570	\$2,445	6.41%	\$18,571	\$19,129	\$557	3.00%	\$67,929	\$69,967	\$2,038	3.00%
Twenty-First Century Public Academy	\$35,000	\$35,700	\$700	2.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE W/CHARTERS ¹	\$23,716	\$24,442	\$725	3.06%	\$23,947	\$24,666	\$718	3.00%	\$56,260	\$57,957	\$1,697	3.02%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	\$42,230	\$43,497	\$1,267	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE SCHOOL OF EXCELLENCE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE SIGN LANGUAGE ACADEMY	\$33,268	\$36,240	\$2,972	8.93%	N/A	N/A	N/A	N/A	\$56,423	\$61,107	\$4,684	8.30%
ALDO LEOPOLD	\$36,782	\$37,885	\$1,103	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALMA D' ARTE CHARTER HIGH SCHOOL	\$23,459	\$24,162	\$704	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMY BIEHL CHARTER HIGH SCHOOL	\$33,676	\$34,687	\$1,010	3.00%	\$74,497	\$76,732	\$2,235	3.00%	\$54,704	\$56,345	\$1,641	3.00%
ANIMAS ²	\$23,038	\$23,937	\$899	3.90%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANTHONY CHARTER SCHOOL	\$19,112	\$19,685	\$574	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ARTESIA	\$26,864	\$27,799	\$935	3.48%	\$39,122	\$40,296	\$1,174	3.00%	\$47,235	\$48,793	\$1,558	3.30%
ASK ACADEMY (THE)	\$31,930	\$32,888	\$958	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AZTEC	\$21,902	\$23,919	\$2,017	9.21%	N/A	N/A	N/A	N/A	\$51,027	\$53,068	\$2,041	4.00%
Mosaic Academy Charter	\$30,450	\$31,364	\$914	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AZTEC W/CHARTER ¹	\$22,377	\$24,333	\$1,956	8.74%	N/A	N/A	N/A	N/A	\$51,027	\$53,068	\$2,041	4.00%
BELEN	\$21,191	\$21,826	\$636	3.00%	\$14,168	\$14,593	\$425	3.00%	N/A	N/A	N/A	N/A
BERNALILLO	\$23,202	\$23,898	\$696	3.00%	\$14,930	\$15,378	\$448	3.00%	\$59,665	\$61,454	\$1,790	3.00%
BLOOMFIELD	\$25,940	\$26,718	\$778	3.00%	N/A	N/A	N/A	N/A	\$62,525	\$64,401	\$1,876	3.00%
CAPITAN	\$19,974	\$20,573	\$599	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CARLSBAD	\$30,303	\$31,355	\$1,052	3.47%	\$29,299	\$30,203	\$904	3.09%	\$64,422	\$65,901	\$1,479	2.30%
Jefferson Montessori Academy	\$25,987	\$26,766	\$780	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CARLSBAD W/CHARTER ¹	\$30,092	\$31,131	\$1,039	3.45%	\$29,299	\$30,203	\$904	3.09%	\$64,422	\$65,901	\$1,479	2.30%
CARRIZOZO ²	\$31,501	\$32,086	\$585	1.86%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CENTRAL	\$26,539	\$27,365	\$826	3.11%	\$45,500	\$46,865	\$1,365	3.00%	\$66,863	\$68,869	\$2,006	3.00%
CESAR CHAVEZ COMMUNITY SCHOOL	\$31,098	\$32,030	\$933	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAMA	\$24,945	\$25,693	\$748	3.00%	N/A	N/A	N/A	N/A	\$61,107	\$62,940	\$1,833	3.00%
CIEN AGUAS INTERNATIONAL	\$23,250	\$24,645	\$1,395	6.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CIMARRON	\$20,819	\$21,631	\$812	3.90%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Moreno Valley High School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CIMARRON W/CHARTER ¹	\$20,819	\$21,631	\$812	3.90%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CLAYTON	\$24,890	\$25,637	\$747	3.00%	N/A	N/A	N/A	N/A	\$55,025	\$56,676	\$1,651	3.00%
CLOUDCROFT	\$20,614	\$21,233	\$618	3.00%	N/A	N/A	N/A	N/A	\$51,813	\$53,367	\$1,554	3.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Secretaries, Clerical Assistants 1217				School Support & Duty Personnel 1218 and 1219				Diagnostic, Ancillary Personnel 1311 to 1318			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
CLOVIS	\$21,218	\$22,120	\$901	4.25%	\$15,225	\$15,790	\$565	3.71%	\$52,005	\$53,566	\$1,561	3.00%
COBRE	\$19,400	\$19,982	\$582	3.00%	\$10,733	\$11,055	\$322	3.00%	\$46,362	\$47,753	\$1,391	3.00%
CORAL COMMUNITY	\$24,697	\$25,438	\$741	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CORONA	\$32,811	\$33,795	\$984	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COTTONWOOD CLASSICAL PREPARATORY	\$24,417	\$25,150	\$733	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CREATIVE EDUCATION PREPARATORY INST. #1	\$35,000	\$36,051	\$1,050	3.00%	\$50,623	\$52,142	\$1,519	3.00%	N/A	N/A	N/A	N/A
CUBA	\$23,176	\$23,871	\$695	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEMING	\$26,084	\$26,867	\$783	3.00%	\$19,500	\$20,086	\$585	3.00%	\$47,550	\$48,976	\$1,426	3.00%
Deming Cesar Chavez Charter High	\$24,280	\$25,009	\$729	3.00%	\$37,874	\$39,011	\$1,137	3.00%	N/A	N/A	N/A	N/A
DEMING W/CHARTERS ¹	\$25,995	\$26,775	\$780	3.00%	\$25,625	\$26,394	\$769	3.00%	\$47,550	\$48,976	\$1,426	3.00%
DES MOINES ²	\$21,440	\$22,083	\$643	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEXTER	\$24,460	\$25,295	\$835	3.42%	N/A	N/A	N/A	N/A	\$64,051	\$65,973	\$1,922	3.00%
DORA	\$27,976	\$28,816	\$840	3.00%	N/A	N/A	N/A	N/A	\$58,450	\$60,204	\$1,754	3.00%
DULCE	\$34,500	\$35,875	\$1,375	3.99%	\$32,750	\$33,875	\$1,125	3.44%	\$66,060	\$67,889	\$1,829	2.77%
EAST MOUNTAIN HIGH SCHOOL	\$22,916	\$23,603	\$687	3.00%	\$37,173	\$38,288	\$1,115	3.00%	N/A	N/A	N/A	N/A
ELIDA	\$30,200	\$31,106	\$906	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESPANOLA	\$27,978	\$29,303	\$1,325	4.73%	\$42,500	\$43,775	\$1,275	3.00%	\$66,637	\$68,636	\$1,999	3.00%
Cariños Charter School	\$44,614	\$45,954	\$1,340	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESPANOLA W/CHARTERS ¹	\$28,618	\$29,943	\$1,325	4.63%	\$42,500	\$43,775	\$1,275	3.00%	\$66,637	\$68,636	\$1,999	3.00%
ESTANCIA	\$22,742	\$23,424	\$682	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESTANCIA VALLEY	\$27,149	\$27,963	\$814	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EUNICE	\$22,598	\$24,276	\$1,678	7.43%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FARMINGTON	\$29,609	\$31,090	\$1,480	5.00%	\$29,362	\$30,830	\$1,468	5.00%	\$46,495	\$48,820	\$2,325	5.00%
New Mexico Virtual Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FARMINGTON W/CHARTERS ¹	\$29,609	\$31,090	\$1,480	5.00%	\$29,362	\$30,830	\$1,468	5.00%	\$46,495	\$48,820	\$2,325	5.00%
FLOYD	\$20,857	\$21,482	\$626	3.00%	N/A	N/A	N/A	N/A	\$55,774	\$57,447	\$1,673	3.00%
FT. SUMNER	\$22,586	\$23,264	\$678	3.00%	N/A	N/A	N/A	N/A	\$50,531	\$52,047	\$1,516	3.00%
GADSDEN	\$21,990	\$22,651	\$661	3.00%	N/A	N/A	N/A	N/A	\$46,943	\$48,351	\$1,408	3.00%
GALLUP	\$21,150	\$21,785	\$635	3.00%	\$27,556	\$28,383	\$827	3.00%	\$58,246	\$59,993	\$1,747	3.00%
Middle College High School ²	\$45,000	\$46,350	\$1,350	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GALLUP W/CHARTER ¹	\$21,328	\$21,968	\$640	3.00%	\$27,556	\$28,383	\$827	3.00%	\$58,246	\$59,993	\$1,747	3.00%
GILBERT L. SENA CHARTER HIGH SCHOOL	\$35,185	\$36,241	\$1,056	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRADY	\$33,200	\$34,196	\$996	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRANTS	\$24,187	\$24,913	\$726	3.00%	\$18,344	\$18,895	\$551	3.00%	\$67,939	\$69,977	\$2,038	3.00%
GREAT ACADEMY (THE)	\$34,848	\$34,848	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HAGERMAN	\$26,184	\$26,970	\$785	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HATCH	\$31,014	\$31,944	\$930	3.00%	N/A	N/A	N/A	N/A	\$47,940	\$49,379	\$1,439	3.00%
HEALTH LEADERSHIP HIGH SCHOOL	\$36,750	\$37,853	\$1,103	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOBBS	\$21,331	\$22,905	\$1,574	7.38%	\$21,642	\$23,384	\$1,743	8.05%	\$67,688	\$70,760	\$3,072	4.54%
HONDO ²	\$28,048	\$28,890	\$842	3.00%	\$28,280	\$29,129	\$849	3.00%	N/A	N/A	N/A	N/A
HORIZON ACADEMY WEST	\$34,900	\$35,947	\$1,047	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOUSE ²	\$22,414	\$23,086	\$672	3.00%	N/A	N/A	N/A	N/A	\$45,453	\$46,817	\$1,364	3.00%
INTERNATIONAL SCHOOL at MESA DEL SOL (THE)	\$20,200	\$20,806	\$606	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
J. PAUL TAYLOR	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JAL	\$35,613	\$36,983	\$1,370	3.85%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN	\$29,394	\$30,276	\$882	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lindrih Area Heritage Charter School	\$11,245	\$11,693	\$448	3.98%	N/A	N/A	N/A	N/A	\$49,550	\$51,025	\$1,475	2.98%
JEMEZ MOUNTAIN W/CHARTER ¹	\$26,891	\$27,713	\$822	3.06%	N/A	N/A	N/A	N/A	\$49,550	\$51,025	\$1,475	2.98%
JEMEZ VALLEY	\$31,042	\$31,974	\$931	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
San Diego Riverside	\$19,000	\$19,570	\$570	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JEMEZ VALLEY W/CHARTERS ¹	\$28,634	\$29,493	\$859	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LA PROMESA EARLY LEARNING CENTER	\$31,063	\$31,995	\$932	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Secretaries, Clerical Assistants 1217				School Support & Duty Personnel 1218 and 1219				Diagnostic, Ancillary Personnel 1311 to 1318			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
LA RESOLANA LEADERSHIP ACADEMY	\$29,000	\$29,870	\$870	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LA TIERRA MONTESSORI	\$30,000	\$30,900	\$900	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAKE ARTHUR	\$45,270	\$46,500	\$1,231	2.72%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAS CRUCES	\$22,029	\$22,717	\$688	3.12%	\$15,321	\$16,243	\$922	6.02%	\$54,853	\$56,560	\$1,707	3.11%
La Academia Dolores Huerta	\$29,193	\$30,693	\$1,500	5.14%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Las Montanas Charter	\$21,647	\$22,297	\$649	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAS CRUCES W/CHARTERS ¹	\$22,068	\$22,760	\$692	3.14%	\$15,321	\$16,243	\$922	6.02%	\$54,853	\$56,560	\$1,707	3.11%
LAS VEGAS CITY	\$21,060	\$21,060	\$0	0.00%	N/A	N/A	N/A	N/A	\$63,037	\$63,037	\$0	0.00%
LOGAN	\$32,373	\$33,352	\$979	3.02%	N/A	N/A	N/A	N/A	\$44,000	\$45,320	\$1,320	3.00%
LORDSBURG	\$22,690	\$23,267	\$577	2.54%	\$26,780	\$27,584	\$804	3.00%	\$42,168	\$43,434	\$1,266	3.00%
LOS ALAMOS	\$27,757	\$28,590	\$833	3.00%	N/A	N/A	N/A	N/A	\$61,192	\$63,028	\$1,836	3.00%
LOS LUNAS	\$27,069	\$27,881	\$812	3.00%	N/A	N/A	N/A	N/A	\$48,226	\$49,673	\$1,447	3.00%
LOVING	\$28,483	\$29,337	\$855	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LOVINGTON	\$27,100	\$28,726	\$1,627	6.00%	N/A	N/A	N/A	N/A	\$53,985	\$55,797	\$1,811	3.36%
MAGDALENA ²	\$24,934	\$27,245	\$2,311	9.27%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MASTERS PROGRAM (THE)	\$36,306	\$37,395	\$1,089	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MAXWELL	\$23,462	\$23,955	\$493	2.10%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MCCURDY CHARTER	\$23,773	\$24,486	\$713	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MEDIA ARTS COLLABORATIVE CHARTER	\$36,000	\$37,080	\$1,080	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MELROSE	\$19,821	\$20,416	\$595	3.00%	N/A	N/A	N/A	N/A	\$53,009	\$54,599	\$1,590	3.00%
MESA VISTA	\$26,644	\$27,177	\$533	2.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MISSION ACHIEVEMENT AND SUCCESS	\$30,750	\$32,350	\$1,600	5.20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MONTESSORI ELEMENTARY SCHOOL	\$34,841	\$36,962	\$2,122	6.09%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MORA	\$25,529	\$26,295	\$766	3.00%	\$15,108	\$15,561	\$453	3.00%	N/A	N/A	N/A	N/A
MORIARTY	\$24,812	\$26,158	\$1,346	5.42%	\$24,349	\$25,749	\$1,400	5.75%	\$55,630	\$57,299	\$1,669	3.00%
MOSQUERO ²	\$22,277	\$22,945	\$668	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MOUNTAINAIR	\$22,054	\$22,715	\$662	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL	\$21,348	\$21,988	\$640	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL-LAS CRUCES	\$20,748	\$21,370	\$622	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO CONNECTIONS ACADEMY	\$28,081	\$28,923	\$842	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO INTERNATIONAL SCHOOL	\$30,000	\$30,900	\$900	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO SCHOOL FOR THE ARTS	\$34,000	\$35,020	\$1,020	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NORTH VALLEY ACADEMY	\$29,599	\$30,488	\$889	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PECOS	\$29,679	\$30,569	\$890	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PENASCO	\$30,597	\$32,127	\$1,530	5.00%	\$5,895	\$6,189	\$295	5.00%	\$50,485	\$60,103	\$9,618	19.05%
POJOAQUE	\$24,262	\$24,990	\$728	3.00%	N/A	N/A	N/A	N/A	\$63,950	\$65,869	\$1,919	3.00%
PORTALES	\$23,527	\$24,492	\$965	4.10%	\$32,025	\$32,345	\$320	1.00%	\$46,215	\$48,892	\$2,677	5.79%
QUEMADO	\$22,066	\$22,729	\$663	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
QUESTA	\$28,264	\$29,113	\$848	3.00%	\$16,684	\$17,184	\$500	3.00%	N/A	N/A	N/A	N/A
Roots & Wings Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
QUESTA W/CHARTERS ¹	\$28,264	\$29,113	\$848	3.00%	\$16,684	\$17,184	\$500	3.00%	N/A	N/A	N/A	N/A
RATON	\$20,702	\$21,323	\$621	3.00%	N/A	N/A	N/A	N/A	\$59,000	\$60,770	\$1,770	3.00%
RED RIVER VALLEY CHARTER SCHOOL	\$35,844	\$36,919	\$1,075	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RESERVE	\$22,727	\$23,409	\$682	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RIO RANCHO	\$26,686	\$27,486	\$801	3.00%	\$21,478	\$22,122	\$644	3.00%	\$48,571	\$50,028	\$1,457	3.00%
ROSWELL	\$25,634	\$27,139	\$1,504	5.87%	\$25,788	\$27,055	\$1,267	4.91%	\$56,779	\$58,482	\$1,703	3.00%
Sidney Gutierrez Middle School	\$22,239	\$22,908	\$669	3.01%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ROSWELL W/CHARTER ¹	\$25,587	\$27,080	\$1,493	5.83%	\$25,788	\$27,055	\$1,267	4.91%	\$56,779	\$58,482	\$1,703	3.00%
ROY ²	\$19,190	\$19,766	\$576	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RUIDOSO	\$25,934	\$26,712	\$778	3.00%	\$28,022	\$28,863	\$841	3.00%	\$54,470	\$56,104	\$1,634	3.00%
SAGE MONTESSORI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN JON ²	\$44,409	\$46,186	\$1,777	4.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SANTA FE	\$23,528	\$24,704	\$1,176	5.00%	\$28,498	\$29,353	\$855	3.00%	\$52,128	\$53,705	\$1,577	3.02%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Secretaries, Clerical Assistants 1217				School Support & Duty Personnel 1218 and 1219				Diagnostic, Ancillary Personnel 1311 to 1318			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
Academy for Tech. and the Classics	\$17,823	\$18,358	\$535	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Monte del Sol Charter School	\$37,567	\$38,952	\$1,385	3.69%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Tierra Encantada Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Turquoise Trail Charter School	\$27,800	\$28,799	\$999	3.59%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SANTA FE W/CHARTERS ¹	\$24,171	\$25,340	\$1,169	4.84%	\$28,498	\$29,353	\$855	3.00%	\$52,128	\$53,705	\$1,577	3.02%
SANTA ROSA	\$21,792	\$22,846	\$1,054	4.84%	\$22,200	\$22,866	\$666	3.00%	\$46,044	\$47,426	\$1,382	3.00%
SCHOOL OF DREAMS ACADEMY	\$30,623	\$31,542	\$919	3.00%	N/A	N/A	N/A	N/A	\$55,996	\$57,676	\$1,680	3.00%
SILVER CITY	\$24,508	\$26,336	\$1,828	7.46%	\$35,307	\$36,535	\$1,228	3.48%	\$58,275	\$63,492	\$5,216	8.95%
SOCORRO	\$24,639	\$25,378	\$739	3.00%	N/A	N/A	N/A	N/A	\$50,696	\$52,217	\$1,521	3.00%
Cottonwood Valley Charter School	\$44,720	\$46,063	\$1,342	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOCORRO W/CHARTER ¹	\$26,048	\$26,829	\$781	3.00%	N/A	N/A	N/A	N/A	\$50,696	\$52,217	\$1,521	3.00%
SOUTH VALLEY PREPARATORY SCHOOL	\$43,430	\$45,176	\$1,746	4.02%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST AERONAUTICS, MATHEMATICS ACADEMY ⁴	\$28,099	\$28,943	\$843	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST INTERMEDIATE LEARNING CENTER ⁴	\$48,506	\$49,961	\$1,455	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST PRIMARY LEARNING CENTER ⁴	\$42,411	\$43,683	\$1,272	3.00%	\$14,280	\$14,708	\$428	3.00%	N/A	N/A	N/A	N/A
SOUTHWEST SECONDARY LEARNING CENTER ⁴	\$37,228	\$38,344	\$1,117	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SPRINGER	\$20,475	\$21,089	\$615	3.00%	N/A	N/A	N/A	N/A	\$59,907	\$61,705	\$1,798	3.00%
TAOS	\$27,454	\$28,545	\$1,091	3.98%	\$23,536	\$24,243	\$707	3.00%	\$47,132	\$48,546	\$1,414	3.00%
Anansi Charter School	\$29,290	\$30,169	\$879	3.00%	\$27,214	\$28,030	\$816	3.00%	N/A	N/A	N/A	N/A
Taos Municipal Charter School	\$30,732	\$31,654	\$922	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Vista Grande High School	\$33,000	\$34,320	\$1,320	4.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS W/CHARTERS ¹	\$28,090	\$29,167	\$1,077	3.83%	\$24,062	\$24,784	\$722	3.00%	\$47,132	\$48,546	\$1,414	3.00%
TAOS ACADEMY	\$33,734	\$34,746	\$1,012	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS INTEGRATED SCHOOL OF THE ARTS	\$37,752	\$38,885	\$1,133	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TATUM	\$27,356	\$29,383	\$2,027	7.41%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TEXICO	\$23,137	\$24,523	\$1,386	5.99%	N/A	N/A	N/A	N/A	\$56,883	\$58,253	\$1,370	2.41%
TIERRA ADENTRO	\$35,350	\$36,411	\$1,061	3.00%	N/A	N/A	N/A	N/A	\$56,068	\$57,750	\$1,682	3.00%
TRUTH OR CONSEQUENCES	\$25,199	\$26,081	\$882	3.50%	N/A	N/A	N/A	N/A	\$43,824	\$45,356	\$1,532	3.50%
TUCUMCARI	\$27,443	\$28,274	\$831	3.03%	\$16,000	\$16,249	\$249	1.56%	\$51,290	\$52,829	\$1,539	3.00%
TULAROSA	\$21,537	\$22,202	\$665	3.09%	N/A	N/A	N/A	N/A	\$52,024	\$53,600	\$1,576	3.03%
UPLIFT COMMUNITY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
VAUGHN ²	\$22,920	\$23,608	\$688	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WAGON MOUND	\$21,231	\$21,868	\$637	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WALATOWA HIGH CHARTER SCHOOL	\$32,239	\$33,206	\$967	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST LAS VEGAS	\$27,533	\$28,358	\$825	3.00%	\$26,068	\$26,850	\$782	3.00%	\$48,632	\$50,092	\$1,461	3.00%
Rio Gallinas School	\$34,750	\$35,792	\$1,042	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST LAS VEGAS W/CHARTER ¹	\$28,089	\$28,930	\$842	3.00%	\$26,068	\$26,850	\$782	3.00%	\$48,632	\$50,092	\$1,461	3.00%
WILLIAM W. & JOSEPHINE DORN	\$25,000	\$25,750	\$750	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ZUNI	\$29,705	\$30,385	\$680	2.29%	\$22,924	\$23,368	\$444	1.94%	\$65,136	\$69,219	\$4,083	6.27%
STATEWIDE	\$24,568	\$25,453	\$885	3.60%	\$23,470	\$24,236	\$767	3.27%	\$54,880	\$56,641	\$1,761	3.21%

¹The subtotal for districts with charter schools is a weighted average of the school districts' and charter schools' data.

²Utilizes a head teacher as the Administrator/Principal.

³Negative amounts due to salary reduction.

⁴Upon approval of Southwest, Aeronautics, Mathematics Academy (SAMS) by the PEC (September 16, 2011), the PEC's approval includes job class 1113 - Administrative Associate position does not carry a salary, other than \$1, due to the positions job sharing at three schools which are Southwest Intermediate, Southwest Primary, and Southwest Secondary Learning Centers.

*The salary data presented in this table was provided by the school districts with their 2014-2015 Operating Budgets. The 2014-2015 salaries were estimated since operating budgets were due before 06/30/14.

NOTE: District average salaries and the statewide average salary are weighted averages.

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Bus Assistants & Crosswalk Guards 1319 and 1623				Data Processing 1511				Administrative Associates 1113			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
ACADEMY OF TRADES & TECHNOLOGY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ACE LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$55,000	\$65,000	\$10,000	18.18%	\$68,802	\$72,693	\$3,891	5.65%
ALAMOGORDO	\$38,994	\$40,164	\$1,170	3.00%	\$52,495	\$54,070	\$1,575	3.00%	\$88,140	\$90,785	\$2,644	3.00%
ALBUQUERQUE	N/A	N/A	N/A	N/A	\$49,222	\$50,698	\$1,477	3.00%	\$118,609	\$122,167	\$3,558	3.00%
Albuquerque Charter Academy (ABQ Charter Academy)	N/A	N/A	N/A	N/A	\$49,218	\$50,695	\$1,477	3.00%	\$99,347	\$102,327	\$2,980	3.00%
Albuquerque Talent Development Secondary Charter	\$14,970	\$15,265	\$295	1.97%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alice King Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bataan Military Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Christine Duncan's Heritage Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Corrales International School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Digital Arts & Technology Academy	\$16,153	\$16,638	\$485	3.00%	N/A	N/A	N/A	N/A	\$93,127	\$95,921	\$2,794	3.00%
El Camino Real Academy	N/A	N/A	N/A	N/A	\$52,250	\$53,818	\$1,568	3.00%	N/A	N/A	N/A	N/A
Gordon Bernell Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
La Academia de Esperanza	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Los Puentes Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Montessori of the Rio Grande	N/A	N/A	N/A	N/A	\$41,667	\$42,917	\$1,250	3.00%	N/A	N/A	N/A	N/A
Mountain Mahogany Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$55,221	\$56,878	\$1,657	3.00%
Native American Community Academy	N/A	N/A	N/A	N/A	\$32,513	\$33,488	\$975	3.00%	\$44,629	\$45,968	\$1,339	3.00%
Nuestros Valores Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Public Academy for Performing Arts (PAPA)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Robert F. Kennedy Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$89,585	\$92,275	\$2,690	3.00%
South Valley Academy	N/A	N/A	N/A	N/A	\$30,000	\$30,900	\$900	3.00%	N/A	N/A	N/A	N/A
Twenty-First Century Public Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE W/CHARTERS ¹	\$15,683	\$16,092	\$409	2.61%	\$48,783	\$50,247	\$1,464	3.00%	\$105,376	\$108,537	\$3,161	3.00%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	N/A	N/A	N/A	N/A	\$45,704	\$47,076	\$1,372	3.00%	N/A	N/A	N/A	N/A
ALBUQUERQUE SCHOOL OF EXCELLENCE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE SIGN LANGUAGE ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALDO LEOPOLD	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$50,000	\$51,500	\$1,500	3.00%
ALMA D' ARTE CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	\$41,607	\$42,855	\$1,248	3.00%	N/A	N/A	N/A	N/A
AMY BIEHL CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	\$44,743	\$46,086	\$1,343	3.00%	N/A	N/A	N/A	N/A
ANIMAS ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANTHONY CHARTER SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ARTESIA	\$20,778	\$21,402	\$624	3.00%	\$53,590	\$55,198	\$1,608	3.00%	\$81,664	\$84,114	\$2,450	3.00%
ASK ACADEMY (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AZTEC	N/A	N/A	N/A	N/A	\$51,935	\$54,012	\$2,077	4.00%	\$82,272	\$85,563	\$3,291	4.00%
Mosaic Academy Charter	N/A	N/A	N/A	N/A	\$45,675	\$47,046	\$1,371	3.00%	N/A	N/A	N/A	N/A
AZTEC W/CHARTER ¹	N/A	N/A	N/A	N/A	\$51,240	\$53,238	\$1,999	3.90%	\$82,272	\$85,563	\$3,291	4.00%
BELEN	N/A	N/A	N/A	N/A	\$35,685	\$36,756	\$1,071	3.00%	\$97,995	\$100,935	\$2,940	3.00%
BERNALILLO	\$19,957	\$20,556	\$599	3.00%	\$50,713	\$52,234	\$1,521	3.00%	\$63,717	\$65,629	\$1,911	3.00%
BLOOMFIELD	N/A	N/A	N/A	N/A	\$47,804	\$49,238	\$1,434	3.00%	\$85,252	\$87,809	\$2,558	3.00%
CAPITAN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CARLSBAD	N/A	N/A	N/A	N/A	\$34,082	\$35,771	\$1,689	4.96%	\$103,673	\$105,746	\$2,073	2.00%
Jefferson Montessori Academy	N/A	N/A	N/A	N/A	\$10,688	\$11,010	\$322	3.01%	\$92,000	\$94,760	\$2,760	3.00%
CARLSBAD W/CHARTER ¹	N/A	N/A	N/A	N/A	\$33,614	\$35,276	\$1,662	4.94%	\$100,338	\$102,607	\$2,269	2.26%
CARRIZOZO ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CENTRAL	N/A	N/A	N/A	N/A	\$54,968	\$56,617	\$1,649	3.00%	\$90,434	\$94,000	\$3,566	3.94%
CESAR CHAVEZ COMMUNITY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAMA	N/A	N/A	N/A	N/A	\$41,614	\$42,862	\$1,248	3.00%	N/A	N/A	N/A	N/A
CIEN AGUAS INTERNATIONAL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CIMARRON	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Moreno Valley High School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CIMARRON W/CHARTER ¹	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CLAYTON	N/A	N/A	N/A	N/A	\$64,972	\$66,908	\$1,936	2.98%	\$42,649	\$43,928	\$1,280	3.00%
CLOUDCROFT	N/A	N/A	N/A	N/A	\$48,786	\$50,250	\$1,464	3.00%	\$47,470	\$48,894	\$1,424	3.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Bus Assistants & Crosswalk Guards 1319 and 1623				Data Processing 1511				Administrative Associates 1113			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
CLOVIS	N/A	N/A	N/A	N/A	\$40,877	\$42,114	\$1,237	3.03%	\$107,915	\$111,153	\$3,238	3.00%
COBRE	N/A	N/A	N/A	N/A	\$30,132	\$31,036	\$904	3.00%	\$94,698	\$97,539	\$2,841	3.00%
CORAL COMMUNITY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CORONA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$80,800	\$83,225	\$2,425	3.00%
COTTONWOOD CLASSICAL PREPARATORY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CREATIVE EDUCATION PREPARATORY INST. #1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUBA	N/A	N/A	N/A	N/A	\$39,001	\$40,171	\$1,170	3.00%	N/A	N/A	N/A	N/A
DEMING	\$18,993	\$19,563	\$570	3.00%	\$39,196	\$40,372	\$1,176	3.00%	\$104,860	\$108,006	\$3,146	3.00%
Deming Cesar Chavez Charter High	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEMING W/CHARTERS ¹	\$18,993	\$19,563	\$570	3.00%	\$39,196	\$40,372	\$1,176	3.00%	\$104,860	\$108,006	\$3,146	3.00%
DES MOINES ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEXTER	N/A	N/A	N/A	N/A	\$39,706	\$40,897	\$1,191	3.00%	\$78,920	\$81,288	\$2,368	3.00%
DORA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$20,932	\$21,560	\$628	3.00%
DULCE	N/A	N/A	N/A	N/A	\$34,500	\$35,500	\$1,000	2.90%	\$58,750	\$60,625	\$1,875	3.19%
EAST MOUNTAIN HIGH SCHOOL	N/A	N/A	N/A	N/A	\$32,988	\$33,978	\$990	3.00%	\$66,272	\$68,260	\$1,988	3.00%
ELIDA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESPAÑOLA	N/A	N/A	N/A	N/A	\$25,191	\$25,947	\$756	3.00%	\$72,772	\$74,955	\$2,184	3.00%
Cariños Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESPAÑOLA W/CHARTERS ¹	N/A	N/A	N/A	N/A	\$25,191	\$25,947	\$756	3.00%	\$72,772	\$74,955	\$2,184	3.00%
ESTANCIA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESTANCIA VALLEY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EUNICE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FARMINGTON	N/A	N/A	N/A	N/A	\$50,702	\$53,238	\$2,535	5.00%	\$103,853	\$109,046	\$5,193	5.00%
New Mexico Virtual Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FARMINGTON W/CHARTERS ¹	N/A	N/A	N/A	N/A	\$50,702	\$53,238	\$2,535	5.00%	\$103,853	\$109,046	\$5,193	5.00%
FLOYD	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FT. SUMNER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GADSDEN	\$13,790	\$14,213	\$423	3.07%	\$36,715	\$37,817	\$1,102	3.00%	\$98,201	\$101,147	\$2,946	3.00%
GALLUP	N/A	N/A	N/A	N/A	\$71,472	\$73,616	\$2,144	3.00%	\$94,624	\$97,463	\$2,839	3.00%
Middle College High School ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GALLUP W/CHARTER ¹	N/A	N/A	N/A	N/A	\$71,472	\$73,616	\$2,144	3.00%	\$94,624	\$97,463	\$2,839	3.00%
GILBERT L. SENA CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRADY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRANTS	N/A	N/A	N/A	N/A	\$35,264	\$36,322	\$1,058	3.00%	\$74,129	\$76,353	\$2,224	3.00%
GREAT ACADEMY (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HAGERMAN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HATCH	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$61,200	\$63,036	\$1,836	3.00%
HEALTH LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$45,000	\$46,350	\$1,350	3.00%
HOBBS	N/A	N/A	N/A	N/A	\$53,436	\$57,040	\$3,604	6.74%	\$100,986	\$104,015	\$3,030	3.00%
HONDO ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HORIZON ACADEMY WEST	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOUSE ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
INTERNATIONAL SCHOOL at MESA DEL SOL (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
J. PAUL TAYLOR	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JAL	N/A	N/A	N/A	N/A	\$31,930	\$33,038	\$1,108	3.47%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN	N/A	N/A	N/A	N/A	\$44,442	\$45,775	\$1,333	3.00%	N/A	N/A	N/A	N/A
Lindrieth Area Heritage Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN W/CHARTER ¹	N/A	N/A	N/A	N/A	\$44,442	\$45,775	\$1,333	3.00%	N/A	N/A	N/A	N/A
JEMEZ VALLEY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
San Diego Riverside	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JEMEZ VALLEY W/CHARTERS ¹	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LA PROMESA EARLY LEARNING CENTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Bus Assistants & Crosswalk Guards 1319 and 1623				Data Processing 1511				Administrative Associates 1113			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
LA RESOLANA LEADERSHIP ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LA TIERRA MONTESSORI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAKE ARTHUR	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAS CRUCES	\$16,186	\$16,491	\$304	1.88%	\$51,322	\$52,694	\$1,372	2.67%	\$104,359	\$107,736	\$3,377	3.24%
La Academia Dolores Huerta	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Las Montanas Charter	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAS CRUCES W/CHARTERS ¹	\$16,186	\$16,491	\$304	1.88%	\$51,322	\$52,694	\$1,372	2.67%	\$104,359	\$107,736	\$3,377	3.24%
LAS VEGAS CITY	N/A	N/A	N/A	N/A	\$52,821	\$52,821	\$0	0.00%	\$32,927	\$32,927	\$0	0.00%
LOGAN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LORDSBURG	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LOS ALAMOS	\$16,498	\$16,993	\$495	3.00%	\$42,122	\$43,385	\$1,264	3.00%	\$84,421	\$86,953	\$2,533	3.00%
LOS LUNAS	\$25,686	\$26,457	\$771	3.00%	\$40,917	\$42,145	\$1,228	3.00%	\$95,619	\$98,488	\$2,869	3.00%
LOVING	N/A	N/A	N/A	N/A	\$50,471	\$51,985	\$1,514	3.00%	N/A	N/A	N/A	N/A
LOVINGTON	N/A	N/A	N/A	N/A	\$46,663	\$54,911	\$8,248	17.68%	\$101,586	\$107,504	\$5,918	5.83%
MAGDALENA ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$47,470	\$48,894	\$1,424	3.00%
MASTERS PROGRAM (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MAXWELL	N/A	N/A	N/A	N/A	\$41,644	\$42,872	\$1,228	2.95%	\$36,886	\$37,661	\$775	2.10%
MCCURDY CHARTER	N/A	N/A	N/A	N/A	\$22,230	\$22,897	\$667	3.00%	N/A	N/A	N/A	N/A
MEDIA ARTS COLLABORATIVE CHARTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MELROSE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MESA VISTA	\$19,317	\$19,703	\$386	2.00%	\$60,601	\$70,100	\$9,499	15.67%	N/A	N/A	N/A	N/A
MISSION ACHIEVEMENT AND SUCCESS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MONTESSORI ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MORA	N/A	N/A	N/A	N/A	\$29,090	\$29,963	\$873	3.00%	N/A	N/A	N/A	N/A
MORIARTY	\$24,862	\$25,608	\$746	3.00%	\$43,977	\$45,296	\$1,319	3.00%	\$83,789	\$90,149	\$6,360	7.59%
MOSQUERO ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MOUNTAINAIR	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL	\$29,680	\$30,570	\$890	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL-LAS CRUCES	\$28,724	\$29,586	\$862	3.00%	\$37,000	\$46,000	\$9,000	24.32%	N/A	N/A	N/A	N/A
NEW MEXICO CONNECTIONS ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO INTERNATIONAL SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO SCHOOL FOR THE ARTS	N/A	N/A	N/A	N/A	\$66,000	\$70,000	\$4,000	6.06%	N/A	N/A	N/A	N/A
NORTH VALLEY ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PECOS	N/A	N/A	N/A	N/A	\$18,533	\$19,089	\$556	3.00%	N/A	N/A	N/A	N/A
PENASCO	\$25,214	\$26,474	\$1,260	5.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
POJOAQUE	\$23,500	\$24,205	\$705	3.00%	\$40,674	\$41,894	\$1,220	3.00%	\$69,538	\$71,625	\$2,086	3.00%
PORTALES	N/A	N/A	N/A	N/A	\$29,432	\$31,583	\$2,151	7.31%	\$70,600	\$72,718	\$2,119	3.00%
QUEMADO	N/A	N/A	N/A	N/A	\$40,400	\$41,612	\$1,212	3.00%	N/A	N/A	N/A	N/A
QUESTA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$60,000	\$61,800	\$1,800	3.00%
Roots & Wings Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
QUESTA W/CHARTERS ¹	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$60,000	\$61,800	\$1,800	3.00%
RATON	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$81,620	\$82,169	\$549	0.67%
RED RIVER VALLEY CHARTER SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RESERVE	N/A	N/A	N/A	N/A	\$37,370	\$38,492	\$1,122	3.00%	N/A	N/A	N/A	N/A
RIO RANCHO	N/A	N/A	N/A	N/A	\$53,996	\$55,615	\$1,620	3.00%	\$90,031	\$92,732	\$2,701	3.00%
ROSWELL	\$41,501	\$42,745	\$1,245	3.00%	\$52,315	\$53,884	\$1,569	3.00%	\$97,740	\$100,672	\$2,932	3.00%
Sidney Gutierrez Middle School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ROSWELL W/CHARTER ¹	\$41,501	\$42,745	\$1,245	3.00%	\$52,315	\$53,884	\$1,569	3.00%	\$97,740	\$100,672	\$2,932	3.00%
ROY ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RUIDOSO	N/A	N/A	N/A	N/A	\$42,338	\$43,608	\$1,270	3.00%	\$63,434	\$65,337	\$1,903	3.00%
SAGE MONTESSORI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN JON ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SANTA FE	\$75,383	\$77,645	\$2,262	3.00%	\$59,318	\$61,098	\$1,780	3.00%	\$112,894	\$116,281	\$3,387	3.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Bus Assistants & Crosswalk Guards 1319 and 1623				Data Processing 1511				Administrative Associates 1113			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
Academy for Tech. and the Classics	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Monte del Sol Charter School	N/A	N/A	N/A	N/A	\$45,770	\$46,158	\$388	0.85%	N/A	N/A	N/A	N/A
Tierra Encantada Charter School	N/A	N/A	N/A	N/A	\$64,025	\$66,276	\$2,251	3.52%	\$96,306	\$99,691	\$3,385	3.51%
Turquoise Trail Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SANTA FE W/CHARTERS ¹	\$75,383	\$77,645	\$2,262	3.00%	\$58,532	\$60,229	\$1,698	2.90%	\$110,129	\$113,516	\$3,387	3.08%
SANTA ROSA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$44,078	\$45,400	\$1,322	3.00%
SCHOOL OF DREAMS ACADEMY	N/A	N/A	N/A	N/A	\$32,825	\$33,810	\$985	3.00%	N/A	N/A	N/A	N/A
SILVER CITY	N/A	N/A	N/A	N/A	\$53,635	\$55,244	\$1,609	3.00%	\$101,193	\$104,229	\$3,036	3.00%
SOCORRO	\$14,245	\$14,673	\$427	3.00%	\$34,040	\$35,061	\$1,021	3.00%	\$82,840	\$85,325	\$2,485	3.00%
Cottonwood Valley Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOCORRO W/CHARTER ¹	\$14,245	\$14,673	\$427	3.00%	\$34,040	\$35,061	\$1,021	3.00%	\$82,840	\$85,325	\$2,485	3.00%
SOUTH VALLEY PREPARATORY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST AERONAUTICS, MATHEMATICS ACADEMY ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$1	\$1	\$0	0.00%
SOUTHWEST INTERMEDIATE LEARNING CENTER ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$68,802	\$70,866	\$2,064	3.00%
SOUTHWEST PRIMARY LEARNING CENTER ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$69,490	\$71,574	\$2,085	3.00%
SOUTHWEST SECONDARY LEARNING CENTER ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$69,490	\$71,574	\$2,085	3.00%
SPRINGER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$67,378	\$69,400	\$2,022	3.00%
Anansi Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Taos Municipal Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Vista Grande High School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS W/CHARTERS ¹	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$67,378	\$69,400	\$2,022	3.00%
TAOS ACADEMY	N/A	N/A	N/A	N/A	\$69,809	\$71,903	\$2,094	3.00%	N/A	N/A	N/A	N/A
TAOS INTEGRATED SCHOOL OF THE ARTS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TATUM	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$42,103	\$45,188	\$3,085	7.33%
TEXICO	N/A	N/A	N/A	N/A	\$66,717	\$68,719	\$2,002	3.00%	N/A	N/A	N/A	N/A
TIERRA ADENTRO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TRUTH OR CONSEQUENCES	N/A	N/A	N/A	N/A	\$43,206	\$44,718	\$1,512	3.50%	\$81,851	\$84,716	\$2,865	3.50%
TUCUMCARI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$85,850	\$88,426	\$2,576	3.00%
TULAROSA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$44,470	\$45,804	\$1,334	3.00%
UPLIFT COMMUNITY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
VAUGHN ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WAGON MOUND	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WALATOWA HIGH CHARTER SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST LAS VEGAS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$65,001	\$66,951	\$1,950	3.00%
Rio Gallinas School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST LAS VEGAS W/CHARTER ¹	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$65,001	\$66,951	\$1,950	3.00%
WILLIAM W. & JOSEPHINE DORN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ZUNI	\$22,081	\$22,743	\$662	3.00%	\$39,268	\$40,548	\$1,280	3.26%	\$94,489	\$98,660	\$4,171	4.41%
STATEWIDE	\$21,520	\$22,130	\$610	2.84%	\$45,865	\$47,533	\$1,668	3.64%	\$85,123	\$87,999	\$2,877	3.38%

¹The subtotal for districts with charter schools is a weighted average of the school districts' and charter schools' data.

²Utilizes a head teacher as the Administrator/Principal.

³Negative amounts due to salary reduction.

⁴Upon approval of Southwest, Aeronautics, Mathematics Academy (SAMS) by the PEC (September 16, 2011), the PEC's approval includes job class 1113 - Administrative Associate position does not carry a salary, other than \$1, due to the positions job sharing at three schools which are Southwest Intermediate, Southwest Primary, and Southwest Secondary Learning Centers.

*The salary data presented in this table was provided by the school districts with their 2014-2015 Operating Budgets. The 2014-2015 salaries were estimated since operating budgets were due before 06/30/14.

NOTE: District average salaries and the statewide average salary are weighted averages.

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Administrative Assistants 1114				Finance/Business Manager 1115				Business Office Support & Warehouse Delivery 1220 and 1616			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
ACADEMY OF TRADES & TECHNOLOGY	N/A	N/A	N/A	N/A	\$82,326	\$84,795	\$2,469	3.00%	\$44,833	\$46,178	\$1,345	3.00%
ACE LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$72,271	\$74,439	\$2,168	3.00%	N/A	N/A	N/A	N/A
ALAMOGORDO	\$49,941	\$51,439	\$1,498	3.00%	\$85,830	\$88,405	\$2,575	3.00%	\$30,056	\$30,957	\$902	3.00%
ALBUQUERQUE	\$59,477	\$61,261	\$1,784	3.00%	\$80,836	\$83,261	\$2,425	3.00%	\$40,395	\$41,607	\$1,212	3.00%
Albuquerque Charter Academy (ABQ Charter Academy)	N/A	N/A	N/A	N/A	\$92,024	\$94,785	\$2,761	3.00%	N/A	N/A	N/A	N/A
Albuquerque Talent Development Secondary Charter	N/A	N/A	N/A	N/A	\$58,333	\$60,083	\$1,750	3.00%	N/A	N/A	N/A	N/A
Alice King Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bataan Military Academy	N/A	N/A	N/A	N/A	\$100,000	\$103,000	\$3,000	3.00%	N/A	N/A	N/A	N/A
Christine Duncan's Heritage Academy	N/A	N/A	N/A	N/A	\$59,160	\$60,935	\$1,775	3.00%	N/A	N/A	N/A	N/A
Corrales International School	N/A	N/A	N/A	N/A	\$65,000	\$66,950	\$1,950	3.00%	\$36,851	\$37,957	\$1,106	3.00%
Digital Arts & Technology Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$56,038	\$57,720	\$1,681	3.00%
El Camino Real Academy	\$51,250	\$52,788	\$1,538	3.00%	\$75,000	\$77,250	\$2,250	3.00%	N/A	N/A	N/A	N/A
Gordon Bernell Charter School	N/A	N/A	N/A	N/A	\$60,000	\$76,500	\$16,500	27.50%	N/A	N/A	N/A	N/A
La Academia de Esperanza	N/A	N/A	N/A	N/A	\$70,700	\$72,821	\$2,121	3.00%	N/A	N/A	N/A	N/A
Los Puentes Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Montessori of the Rio Grande	N/A	N/A	N/A	N/A	\$68,125	\$70,169	\$2,044	3.00%	N/A	N/A	N/A	N/A
Mountain Mahogany Community School	\$23,000	\$23,690	\$690	3.00%	\$43,000	\$44,290	\$1,290	3.00%	N/A	N/A	N/A	N/A
Native American Community Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$42,840	\$49,125	\$6,285	14.67%
Nuestros Valores Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Public Academy for Performing Arts (PAPA)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$35,713	\$35,713	\$0	0.00%
Robert F. Kennedy Charter School	N/A	N/A	N/A	N/A	\$51,182	\$52,717	\$1,535	3.00%	N/A	N/A	N/A	N/A
South Valley Academy	N/A	N/A	N/A	N/A	\$64,000	\$65,920	\$1,920	3.00%	N/A	N/A	N/A	N/A
Twenty-First Century Public Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE W/CHARTERS ¹	\$58,523	\$60,278	\$1,756	3.00%	\$73,919	\$76,749	\$2,830	3.83%	\$40,526	\$41,791	\$1,264	3.12%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	N/A	N/A	N/A	N/A	\$90,640	\$93,360	\$2,720	3.00%	N/A	N/A	N/A	N/A
ALBUQUERQUE SCHOOL OF EXCELLENCE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE SIGN LANGUAGE ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALDO LEOPOLD	N/A	N/A	N/A	N/A	\$64,468	\$66,401	\$1,933	3.00%	N/A	N/A	N/A	N/A
ALMA D' ARTE CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMY BIEHL CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	\$64,943	\$66,891	\$1,948	3.00%	\$26,003	\$27,513	\$1,511	5.81%
ANIMAS ²	N/A	N/A	N/A	N/A	\$56,618	\$59,297	\$2,679	4.73%	N/A	N/A	N/A	N/A
ANTHONY CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$66,667	\$68,667	\$2,000	3.00%	N/A	N/A	N/A	N/A
ARTESIA	N/A	N/A	N/A	N/A	\$94,230	\$97,058	\$2,828	3.00%	\$34,150	\$35,174	\$1,025	3.00%
ASK ACADEMY (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AZTEC	N/A	N/A	N/A	N/A	\$91,903	\$95,579	\$3,676	4.00%	\$38,997	\$40,557	\$1,560	4.00%
Mosaic Academy Charter	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AZTEC W/CHARTER ¹	N/A	N/A	N/A	N/A	\$91,903	\$95,579	\$3,676	4.00%	\$38,997	\$40,557	\$1,560	4.00%
BELEN	\$67,655	\$69,685	\$2,030	3.00%	\$90,000	\$92,700	\$2,700	3.00%	\$38,087	\$39,230	\$1,143	3.00%
BERNALILLO	\$73,698	\$75,909	\$2,211	3.00%	\$81,365	\$83,806	\$2,441	3.00%	\$40,262	\$41,471	\$1,208	3.00%
BLOOMFIELD	\$61,906	\$63,763	\$1,857	3.00%	\$94,248	\$97,075	\$2,827	3.00%	\$39,567	\$40,754	\$1,187	3.00%
CAPITAN	N/A	N/A	N/A	N/A	\$57,525	\$60,251	\$2,726	4.74%	\$44,656	\$45,995	\$1,339	3.00%
CARLSBAD	\$60,306	\$61,512	\$1,206	2.00%	\$112,346	\$114,592	\$2,246	2.00%	\$32,729	\$33,846	\$1,117	3.41%
Jefferson Montessori Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$45,163	\$46,518	\$1,355	3.00%
CARLSBAD W/CHARTER ¹	\$60,306	\$61,512	\$1,206	2.00%	\$112,346	\$114,592	\$2,246	2.00%	\$34,387	\$35,535	\$1,149	3.34%
CARRIZOZO ²	N/A	N/A	N/A	N/A	\$40,400	\$41,612	\$1,212	3.00%	N/A	N/A	N/A	N/A
CENTRAL	\$59,807	\$60,000	\$193	0.32%	\$94,525	\$100,000	\$5,475	5.79%	\$40,993	\$42,697	\$1,704	4.16%
CESAR CHAVEZ COMMUNITY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAMA	N/A	N/A	N/A	N/A	\$51,510	\$53,055	\$1,545	3.00%	\$32,344	\$33,313	\$970	3.00%
CIEN AGUAS INTERNATIONAL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CIMARRON	\$32,457	\$33,592	\$1,136	3.50%	\$37,347	\$39,677	\$2,330	6.24%	N/A	N/A	N/A	N/A
Moreno Valley High School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$38,000	\$39,140	\$1,140	3.00%
CIMARRON W/CHARTER ¹	\$32,457	\$33,592	\$1,136	3.50%	\$37,347	\$39,677	\$2,330	6.24%	\$38,000	\$39,140	\$1,140	3.00%
CLAYTON	\$33,455	\$34,458	\$1,004	3.00%	\$47,500	\$48,925	\$1,425	3.00%	N/A	N/A	N/A	N/A
CLOUDCROFT	N/A	N/A	N/A	N/A	\$46,242	\$47,629	\$1,387	3.00%	\$27,270	\$28,088	\$818	3.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Administrative Assistants 1114				Finance/Business Manager 1115				Business Office Support & Warehouse Delivery 1220 and 1616			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
CLOVIS	\$79,625	\$82,014	\$2,390	3.00%	\$95,000	\$102,850	\$7,850	8.26%	\$34,930	\$36,415	\$1,485	4.25%
COBRE	\$75,000	\$77,250	\$2,250	3.00%	\$77,207	\$79,523	\$2,316	3.00%	\$44,875	\$46,221	\$1,346	3.00%
CORAL COMMUNITY	N/A	N/A	N/A	N/A	\$50,000	\$51,500	\$1,500	3.00%	N/A	N/A	N/A	N/A
CORONA	N/A	N/A	N/A	N/A	\$52,522	\$54,098	\$1,576	3.00%	N/A	N/A	N/A	N/A
COTTONWOOD CLASSICAL PREPARATORY	N/A	N/A	N/A	N/A	\$50,000	\$51,500	\$1,500	3.00%	N/A	N/A	N/A	N/A
CREATIVE EDUCATION PREPARATORY INST. #1	N/A	N/A	N/A	N/A	\$64,943	\$66,892	\$1,949	3.00%	N/A	N/A	N/A	N/A
CUBA	N/A	N/A	N/A	N/A	\$70,195	\$72,301	\$2,106	3.00%	\$43,871	\$45,187	\$1,316	3.00%
DEMING	\$76,059	\$78,341	\$2,282	3.00%	\$96,720	\$99,622	\$2,902	3.00%	\$29,430	\$30,313	\$883	3.00%
Deming Cesar Chavez Charter High	N/A	N/A	N/A	N/A	\$30,498	\$31,413	\$915	3.00%	\$37,434	\$38,558	\$1,124	3.00%
DEMING W/CHARTERS ¹	\$76,059	\$78,341	\$2,282	3.00%	\$74,646	\$76,885	\$2,239	3.00%	\$30,573	\$31,491	\$917	3.00%
DES MOINES ²	N/A	N/A	N/A	N/A	\$64,220	\$66,147	\$1,927	3.00%	\$27,776	\$28,609	\$833	3.00%
DEXTER	N/A	N/A	N/A	N/A	\$69,201	\$71,277	\$2,076	3.00%	\$32,219	\$33,186	\$967	3.00%
DORA	N/A	N/A	N/A	N/A	\$61,207	\$63,043	\$1,836	3.00%	\$23,491	\$24,196	\$705	3.00%
DULCE	N/A	N/A	N/A	N/A	\$79,250	\$81,750	\$2,500	3.15%	\$44,000	\$45,500	\$1,500	3.41%
EAST MOUNTAIN HIGH SCHOOL	N/A	N/A	N/A	N/A	\$60,900	\$62,727	\$1,827	3.00%	\$33,926	\$34,944	\$1,018	3.00%
ELIDA	N/A	N/A	N/A	N/A	\$41,105	\$43,296	\$2,191	5.33%	N/A	N/A	N/A	N/A
ESPANOLA	\$68,995	\$73,880	\$4,884	7.08%	\$77,792	\$80,500	\$2,708	3.48%	\$38,183	\$39,329	\$1,146	3.00%
Cariños Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$35,100	\$36,129	\$1,029	2.93%
ESPANOLA W/CHARTERS ¹	\$68,995	\$73,880	\$4,884	7.08%	\$77,792	\$80,500	\$2,708	3.48%	\$37,926	\$39,062	\$1,136	2.99%
ESTANCIA	N/A	N/A	N/A	N/A	\$72,720	\$74,901	\$2,181	3.00%	\$29,961	\$30,860	\$899	3.00%
ESTANCIA VALLEY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EUNICE	N/A	N/A	N/A	N/A	\$44,658	\$47,338	\$2,680	6.00%	\$34,655	\$36,734	\$2,079	6.00%
FARMINGTON	\$68,646	\$72,078	\$3,433	5.00%	\$103,863	\$109,056	\$5,193	5.00%	\$38,083	\$39,987	\$1,904	5.00%
New Mexico Virtual Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FARMINGTON W/CHARTERS ¹	\$68,646	\$72,078	\$3,433	5.00%	\$103,863	\$109,056	\$5,193	5.00%	\$38,083	\$39,987	\$1,904	5.00%
FLOYD	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FT. SUMNER	N/A	N/A	N/A	N/A	\$51,000	\$52,530	\$1,530	3.00%	\$36,560	\$37,656	\$1,096	3.00%
GADSDEN	\$60,669	\$62,489	\$1,820	3.00%	\$116,939	\$120,447	\$3,508	3.00%	\$33,379	\$34,382	\$1,003	3.00%
GALLUP	\$81,331	\$83,771	\$2,440	3.00%	\$92,567	\$95,344	\$2,777	3.00%	\$47,472	\$48,896	\$1,424	3.00%
Middle College High School ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GALLUP W/CHARTER ¹	\$81,331	\$83,771	\$2,440	3.00%	\$92,567	\$95,344	\$2,777	3.00%	\$47,472	\$48,896	\$1,424	3.00%
GILBERT L. SENA CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRADY	\$11,777	\$12,130	\$353	3.00%	\$45,454	\$46,818	\$1,364	3.00%	N/A	N/A	N/A	N/A
GRANTS	\$72,739	\$74,921	\$2,182	3.00%	N/A	N/A	N/A	N/A	\$29,860	\$31,377	\$1,517	5.08%
GREAT ACADEMY (THE)	N/A	N/A	N/A	N/A	\$48,400	\$48,400	\$0	0.00%	N/A	N/A	N/A	N/A
HAGERMAN	N/A	N/A	N/A	N/A	\$48,876	\$50,342	\$1,466	3.00%	N/A	N/A	N/A	N/A
HATCH	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$40,904	\$42,131	\$1,227	3.00%
HEALTH LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$60,000	\$61,800	\$1,800	3.00%	N/A	N/A	N/A	N/A
HOBBS	\$71,210	\$76,516	\$5,306	7.45%	\$83,425	\$85,928	\$2,503	3.00%	\$36,652	\$39,331	\$2,679	7.31%
HONDO ²	N/A	N/A	N/A	N/A	\$39,696	\$40,886	\$1,190	3.00%	N/A	N/A	N/A	N/A
HORIZON ACADEMY WEST	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOUSE ²	N/A	N/A	N/A	N/A	\$53,558	\$55,165	\$1,607	3.00%	N/A	N/A	N/A	N/A
INTERNATIONAL SCHOOL at MESA DEL SOL (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$38,000	\$39,140	\$1,140	3.00%
J. PAUL TAYLOR	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JAL	N/A	N/A	N/A	N/A	\$47,570	\$48,678	\$1,108	2.33%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN	N/A	N/A	N/A	N/A	\$48,000	\$49,440	\$1,440	3.00%	\$40,091	\$41,293	\$1,203	3.00%
Lindrieth Area Heritage Charter School	N/A	N/A	N/A	N/A	\$44,660	\$46,100	\$1,440	3.22%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN W/CHARTER ¹	N/A	N/A	N/A	N/A	\$46,748	\$48,188	\$1,440	3.08%	\$40,091	\$41,293	\$1,203	3.00%
JEMEZ VALLEY	N/A	N/A	N/A	N/A	\$43,041	\$60,000	\$16,959	39.40%	\$33,300	\$34,299	\$999	3.00%
San Diego Riverside	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JEMEZ VALLEY W/CHARTERS ¹	N/A	N/A	N/A	N/A	\$43,041	\$60,000	\$16,959	39.40%	\$33,300	\$34,299	\$999	3.00%
LA PROMESA EARLY LEARNING CENTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$58,837	\$60,602	\$1,765	3.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Administrative Assistants 1114				Finance/Business Manager 1115				Business Office Support & Warehouse Delivery 1220 and 1616			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
LA RESOLANA LEADERSHIP ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LA TIERRA MONTESSORI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAKE ARTHUR	N/A	N/A	N/A	N/A	\$40,724	\$41,951	\$1,227	3.01%	\$27,797	\$29,675	\$1,878	6.76%
LAS CRUCES	\$79,719	\$83,366	\$3,647	4.57%	\$90,946	\$93,144	\$2,199	2.42%	\$37,363	\$38,541	\$1,179	3.15%
La Academia Dolores Huerta	N/A	N/A	N/A	N/A	\$57,170	\$58,885	\$1,715	3.00%	N/A	N/A	N/A	N/A
Las Montanas Charter	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAS CRUCES W/CHARTERS ¹	\$79,719	\$83,366	\$3,647	4.57%	\$79,687	\$81,724	\$2,037	2.56%	\$37,363	\$38,541	\$1,179	3.15%
LAS VEGAS CITY	\$28,171	\$28,373	\$202	0.72%	\$69,944	\$69,944	\$0	0.00%	\$37,215	\$37,215	\$0	0.00%
LOGAN	N/A	N/A	N/A	N/A	\$60,500	\$62,300	\$1,800	2.98%	N/A	N/A	N/A	N/A
LORDSBURG	N/A	N/A	N/A	N/A	\$46,352	\$47,743	\$1,391	3.00%	\$29,972	\$30,872	\$900	3.00%
LOS ALAMOS	\$87,897	\$90,534	\$2,637	3.00%	\$102,875	\$105,961	\$3,086	3.00%	\$42,303	\$43,572	\$1,269	3.00%
LOS LUNAS	\$72,801	\$74,985	\$2,184	3.00%	\$90,768	\$93,491	\$2,723	3.00%	\$40,624	\$41,843	\$1,219	3.00%
LOVING	N/A	N/A	N/A	N/A	\$58,000	\$59,740	\$1,740	3.00%	\$27,993	\$28,833	\$840	3.00%
LOVINGTON	N/A	N/A	N/A	N/A	\$83,841	\$86,356	\$2,515	3.00%	\$37,105	\$39,331	\$2,226	6.00%
MAGDALENA ²	\$38,163	\$39,308	\$1,145	3.00%	\$74,200	\$76,426	\$2,226	3.00%	\$25,920	\$26,698	\$778	3.00%
MASTERS PROGRAM (THE)	N/A	N/A	N/A	N/A	\$60,813	\$62,637	\$1,824	3.00%	N/A	N/A	N/A	N/A
MAXWELL	N/A	N/A	N/A	N/A	\$47,343	\$48,771	\$1,428	3.02%	N/A	N/A	N/A	N/A
MCCURDY CHARTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MEDIA ARTS COLLABORATIVE CHARTER	N/A	N/A	N/A	N/A	\$63,130	\$65,024	\$1,894	3.00%	N/A	N/A	N/A	N/A
MELROSE	N/A	N/A	N/A	N/A	\$49,396	\$50,878	\$1,482	3.00%	\$17,084	\$17,596	\$512	3.00%
MESA VISTA	\$36,361	\$37,088	\$727	2.00%	\$55,550	\$56,661	\$1,111	2.00%	\$37,623	\$38,375	\$752	2.00%
MISSION ACHIEVEMENT AND SUCCESS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MONTESSORI ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	\$93,930	\$96,748	\$2,818	3.00%	N/A	N/A	N/A	N/A
MORA	\$45,450	\$46,814	\$1,364	3.00%	\$80,000	\$82,400	\$2,400	3.00%	\$34,389	\$35,421	\$1,032	3.00%
MORIARTY	\$75,500	\$75,500	\$0	0.00%	\$72,121	\$77,255	\$5,134	7.12%	\$31,235	\$32,171	\$937	3.00%
MOSQUERO ²	N/A	N/A	N/A	N/A	\$39,750	\$40,943	\$1,193	3.00%	N/A	N/A	N/A	N/A
MOUNTAINAIR	N/A	N/A	N/A	N/A	\$44,589	\$45,927	\$1,338	3.00%	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$51,515	\$53,061	\$1,546	3.00%
NEW AMERICA SCHOOL-LAS CRUCES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$42,420	\$46,000	\$3,580	8.44%
NEW MEXICO CONNECTIONS ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO INTERNATIONAL SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO SCHOOL FOR THE ARTS	N/A	N/A	N/A	N/A	\$68,000	\$75,000	\$7,000	10.29%	\$46,000	\$53,000	\$7,000	15.22%
NORTH VALLEY ACADEMY	N/A	N/A	N/A	N/A	\$80,800	\$83,225	\$2,425	3.00%	N/A	N/A	N/A	N/A
PECOS	N/A	N/A	N/A	N/A	\$76,980	\$79,289	\$2,309	3.00%	\$33,951	\$34,969	\$1,019	3.00%
PENASCO	N/A	N/A	N/A	N/A	\$56,697	\$71,700	\$15,003	26.46%	N/A	N/A	N/A	N/A
POJOAQUE	N/A	N/A	N/A	N/A	\$80,321	\$82,731	\$2,410	3.00%	\$39,778	\$40,972	\$1,194	3.00%
PORTALES	N/A	N/A	N/A	N/A	\$71,584	\$80,300	\$8,716	12.18%	\$57,389	\$59,406	\$2,016	3.51%
QUEMADO	N/A	N/A	N/A	N/A	\$55,550	\$57,217	\$1,667	3.00%	\$26,657	\$27,456	\$799	3.00%
QUESTA	\$39,912	\$41,109	\$1,197	3.00%	\$60,770	\$62,593	\$1,823	3.00%	\$33,009	\$33,999	\$990	3.00%
Roots & Wings Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
QUESTA W/CHARTERS ¹	\$39,912	\$41,109	\$1,197	3.00%	\$60,770	\$62,593	\$1,823	3.00%	\$33,009	\$33,999	\$990	3.00%
RATON	N/A	N/A	N/A	N/A	\$56,251	\$57,937	\$1,687	3.00%	\$26,353	\$27,144	\$791	3.00%
RED RIVER VALLEY CHARTER SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RESERVE	N/A	N/A	N/A	N/A	\$56,455	\$58,149	\$1,694	3.00%	N/A	N/A	N/A	N/A
RIO RANCHO	\$72,038	\$74,200	\$2,161	3.00%	\$94,535	\$97,371	\$2,836	3.00%	\$42,592	\$43,870	\$1,278	3.00%
ROSWELL	\$74,955	\$77,203	\$2,248	3.00%	\$101,291	\$104,330	\$3,039	3.00%	\$35,171	\$36,614	\$1,443	4.10%
Sidney Gutierrez Middle School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ROSWELL W/CHARTER ¹	\$74,955	\$77,203	\$2,248	3.00%	\$101,291	\$104,330	\$3,039	3.00%	\$35,171	\$36,614	\$1,443	4.10%
ROY ²	N/A	N/A	N/A	N/A	\$35,308	\$36,367	\$1,059	3.00%	N/A	N/A	N/A	N/A
RUIDOSO	N/A	N/A	N/A	N/A	\$90,168	\$92,873	\$2,705	3.00%	\$40,403	\$41,615	\$1,212	3.00%
SAGE MONTESSORI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN JON ²	N/A	N/A	N/A	N/A	\$57,273	\$59,565	\$2,292	4.00%	N/A	N/A	N/A	N/A
SANTA FE	\$83,702	\$86,214	\$2,512	3.00%	\$106,151	\$109,336	\$3,185	3.00%	\$53,336	\$54,936	\$1,601	3.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Administrative Assistants 1114				Finance/Business Manager 1115				Business Office Support & Warehouse Delivery 1220 and 1616			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
Academy for Tech. and the Classics	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$33,330	\$34,330	\$1,000	3.00%
Monte del Sol Charter School	N/A	N/A	N/A	N/A	\$62,000	\$64,633	\$2,633	4.25%	\$47,587	\$49,375	\$1,788	3.76%
Tierra Encantada Charter School	N/A	N/A	N/A	N/A	\$73,542	\$79,002	\$5,460	7.42%	\$52,500	\$54,220	\$1,720	3.28%
Turquoise Trail Charter School	N/A	N/A	N/A	N/A	\$63,594	\$65,502	\$1,908	3.00%	N/A	N/A	N/A	N/A
SANTA FE W/CHARTERS ¹	\$83,702	\$86,214	\$2,512	3.00%	\$76,322	\$79,618	\$3,296	4.32%	\$52,230	\$53,816	\$1,586	3.04%
SANTA ROSA	N/A	N/A	N/A	N/A	\$43,314	\$46,613	\$3,299	7.62%	\$26,349	\$29,139	\$2,790	10.59%
SCHOOL OF DREAMS ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SILVER CITY	\$47,472	\$48,896	\$1,424	3.00%	\$101,193	\$104,229	\$3,036	3.00%	\$39,736	\$41,356	\$1,620	4.08%
SOCORRO	N/A	N/A	N/A	N/A	\$75,083	\$77,335	\$2,252	3.00%	\$34,621	\$35,660	\$1,039	3.00%
Cottonwood Valley Charter School	N/A	N/A	N/A	N/A	\$52,014	\$53,574	\$1,560	3.00%	N/A	N/A	N/A	N/A
SOCORRO W/CHARTER ¹	N/A	N/A	N/A	N/A	\$64,156	\$66,080	\$1,924	3.00%	\$34,621	\$35,660	\$1,039	3.00%
SOUTH VALLEY PREPARATORY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST AERONAUTICS, MATHEMATICS ACADEMY ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST INTERMEDIATE LEARNING CENTER ⁴	N/A	N/A	N/A	N/A	\$88,000	\$90,640	\$2,640	3.00%	N/A	N/A	N/A	N/A
SOUTHWEST PRIMARY LEARNING CENTER ⁴	N/A	N/A	N/A	N/A	\$88,000	\$90,640	\$2,640	3.00%	N/A	N/A	N/A	N/A
SOUTHWEST SECONDARY LEARNING CENTER ⁴	\$90,799	\$93,523	\$2,724	3.00%	\$88,000	\$90,400	\$2,400	2.73%	N/A	N/A	N/A	N/A
SPRINGER	N/A	N/A	N/A	N/A	\$38,633	\$39,792	\$1,160	3.00%	N/A	N/A	N/A	N/A
TAOS	N/A	N/A	N/A	N/A	\$61,000	\$62,830	\$1,830	3.00%	\$30,261	\$31,291	\$1,030	3.40%
Anansi Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Taos Municipal Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Vista Grande High School	N/A	N/A	N/A	N/A	\$47,500	\$53,209	\$5,709	12.02%	N/A	N/A	N/A	N/A
TAOS W/CHARTERS ¹	N/A	N/A	N/A	N/A	\$54,250	\$58,020	\$3,770	6.95%	\$30,261	\$31,291	\$1,030	3.40%
TAOS ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS INTEGRATED SCHOOL OF THE ARTS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TATUM	N/A	N/A	N/A	N/A	\$60,903	\$64,339	\$3,436	5.64%	N/A	N/A	N/A	N/A
TEXICO	N/A	N/A	N/A	N/A	\$66,712	\$68,713	\$2,001	3.00%	N/A	N/A	N/A	N/A
TIERRA ADENTRO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TRUTH OR CONSEQUENCES	\$33,660	\$34,838	\$1,178	3.50%	\$69,456	\$69,456	\$0	0.00%	\$37,609	\$38,926	\$1,316	3.50%
TUCUMCARI	\$38,804	\$40,074	\$1,270	3.27%	\$61,000	\$63,000	\$2,000	3.28%	\$28,730	\$29,592	\$862	3.00%
TULAROSA	N/A	N/A	N/A	N/A	\$72,823	\$75,008	\$2,185	3.00%	\$31,749	\$32,701	\$952	3.00%
UPLIFT COMMUNITY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$26,156	\$26,940	\$784	3.00%
VAUGHN ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$32,051	\$33,013	\$962	3.00%
WAGON MOUND	N/A	N/A	N/A	N/A	\$33,356	\$34,357	\$1,001	3.00%	N/A	N/A	N/A	N/A
WALATOWA HIGH CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$51,022	\$52,553	\$1,531	3.00%	N/A	N/A	N/A	N/A
WEST LAS VEGAS	\$57,482	\$59,206	\$1,725	3.00%	\$65,652	\$67,622	\$1,970	3.00%	\$39,959	\$41,155	\$1,196	2.99%
Rio Gallinas School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST LAS VEGAS W/CHARTER ¹	\$57,482	\$59,206	\$1,725	3.00%	\$65,652	\$67,622	\$1,970	3.00%	\$39,959	\$41,155	\$1,196	2.99%
WILLIAM W. & JOSEPHINE DORN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ZUNI	\$50,596	\$51,134	\$538	1.06%	\$105,483	\$105,483	\$0	0.00%	\$40,318	\$41,463	\$1,145	2.84%
STATEWIDE	\$63,591	\$65,629	\$2,038	3.21%	\$68,682	\$71,300	\$2,618	3.81%	\$38,531	\$39,813	\$1,282	3.33%

¹The subtotal for districts with charter schools is a weighted average of the school districts' and charter schools' data.

²Utilizes a head teacher as the Administrator/Principal.

³Negative amounts due to salary reduction.

⁴Upon approval of Southwest, Aeronautics, Mathematics Academy (SAMS) by the PEC (September 16, 2011), the PEC's approval includes job class 1113 - Administrative Associate position does not carry a salary, other than \$1, due to the positions job sharing at three schools which are Southwest Intermediate, Southwest Primary, and Southwest Secondary Learning Centers.

*The salary data presented in this table was provided by the school districts with their 2014-2015 Operating Budgets. The 2014-2015 salaries were estimated since operating budgets were due before 06/30/14.

NOTE: District average salaries and the statewide average salary are weighted averages.

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Maintenance & Custodial 1614 and 1615				Other (Food Service, Athletics, Bus Drivers & Activities Personnel) 1617, 1618, 1622, and 1624				Community Services 1619 to 1621			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
ACADEMY OF TRADES & TECHNOLOGY	\$34,247	\$35,275	\$1,028	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ACE LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALAMOGORDO	\$23,803	\$24,517	\$714	3.00%	\$19,327	\$19,907	\$580	3.00%	N/A	N/A	N/A	N/A
ALBUQUERQUE	\$28,882	\$29,749	\$866	3.00%	\$49,235	\$50,712	\$1,477	3.00%	N/A	N/A	N/A	N/A
Albuquerque Charter Academy (ABQ Charter Academy)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Albuquerque Talent Development Secondary Charter	N/A	N/A	N/A	N/A	\$12,540	\$17,837	\$5,297	42.24%	N/A	N/A	N/A	N/A
Alice King Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bataan Military Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Christine Duncan's Heritage Academy	\$20,808	\$21,432	\$624	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Corrales International School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Digital Arts & Technology Academy	\$33,774	\$34,788	\$1,013	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
El Camino Real Academy	\$23,943	\$24,662	\$719	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Gordon Bernell Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
La Academia de Esperanza	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Los Puentes Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Montessori of the Rio Grande	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$34,397	\$35,429	\$1,032	3.00%
Mountain Mahogany Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Native American Community Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Nuestros Valores Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Public Academy for Performing Arts (PAPA)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Robert F. Kennedy Charter School	\$29,949	\$30,847	\$898	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
South Valley Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Twenty-First Century Public Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE W/CHARTERS ¹	\$28,862	\$29,728	\$866	3.00%	\$48,879	\$50,393	\$1,514	3.10%	\$34,397	\$35,429	\$1,032	3.00%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE SCHOOL OF EXCELLENCE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE SIGN LANGUAGE ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALDO LEOPOLD	\$26,418	\$27,210	\$793	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALMA D' ARTE CHARTER HIGH SCHOOL	\$34,116	\$35,142	\$1,026	3.01%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMY BIEHL CHARTER HIGH SCHOOL	\$39,431	\$40,614	\$1,183	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANIMAS ²	\$28,004	\$30,495	\$2,492	8.90%	\$20,301	\$21,118	\$817	4.02%	N/A	N/A	N/A	N/A
ANTHONY CHARTER SCHOOL	\$16,320	\$16,810	\$490	3.00%	\$16,189	\$16,675	\$486	3.00%	N/A	N/A	N/A	N/A
ARTESIA	\$27,868	\$28,704	\$836	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ASK ACADEMY (THE)	\$24,000	\$24,720	\$720	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AZTEC	\$25,568	\$26,814	\$1,245	4.87%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mosaic Academy Charter	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AZTEC W/CHARTER ¹	\$25,568	\$26,814	\$1,245	4.87%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BELEN	\$21,291	\$21,930	\$639	3.00%	\$44,744	\$46,087	\$1,342	3.00%	N/A	N/A	N/A	N/A
BERNALILLO	\$23,819	\$24,534	\$715	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BLOOMFIELD	\$21,691	\$22,342	\$651	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CAPITAN	\$16,851	\$17,356	\$505	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CARLSBAD	\$39,923	\$40,721	\$798	2.00%	\$58,968	\$66,604	\$7,636	12.95%	\$58,146	\$59,309	\$1,163	2.00%
Jefferson Montessori Academy	\$31,867	\$32,823	\$956	3.00%	\$32,731	\$33,713	\$982	3.00%	N/A	N/A	N/A	N/A
CARLSBAD W/CHARTER ¹	\$39,676	\$40,480	\$803	2.02%	\$53,423	\$59,652	\$6,229	11.66%	\$58,146	\$59,309	\$1,163	2.00%
CARRIZOZO ²	\$15,514	\$15,979	\$465	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CENTRAL	\$32,838	\$33,824	\$985	3.00%	N/A	N/A	N/A	N/A	\$38,059	\$39,201	\$1,142	3.00%
CESAR CHAVEZ COMMUNITY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAMA	\$28,262	\$29,110	\$847	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CIEN AGUAS INTERNATIONAL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CIMARRON	\$31,544	\$32,491	\$947	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Moreno Valley High School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CIMARRON W/CHARTER ¹	\$31,544	\$32,491	\$947	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CLAYTON	\$21,010	\$21,640	\$630	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CLOUDCROFT	\$22,085	\$22,748	\$662	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Maintenance & Custodial 1614 and 1615				Other (Food Service, Athletics, Bus Drivers & Activities Personnel) 1617, 1618, 1622, and 1624				Community Services 1619 to 1621			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
CLOVIS	\$22,931	\$23,627	\$696	3.04%	\$51,219	\$52,757	\$1,537	3.00%	N/A	N/A	N/A	N/A
COBRE	\$23,754	\$24,466	\$713	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CORAL COMMUNITY	\$16,163	\$17,147	\$984	6.09%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CORONA	\$20,773	\$21,396	\$623	3.00%	\$7,757	\$7,990	\$233	3.00%	N/A	N/A	N/A	N/A
COTTONWOOD CLASSICAL PREPARATORY	\$27,270	\$33,048	\$5,778	21.19%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CREATIVE EDUCATION PREPARATORY INST. #1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUBA	\$23,242	\$23,939	\$697	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEMING	\$23,796	\$24,510	\$714	3.00%	\$25,689	\$26,459	\$771	3.00%	N/A	N/A	N/A	N/A
Deming Cesar Chavez Charter High	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEMING W/CHARTERS ¹	\$23,796	\$24,510	\$714	3.00%	\$25,689	\$26,459	\$771	3.00%	N/A	N/A	N/A	N/A
DES MOINES ²	\$26,200	\$28,463	\$2,263	8.64%	\$17,803	\$18,339	\$536	3.01%	N/A	N/A	N/A	N/A
DEXTER	\$29,831	\$30,726	\$895	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DORA	\$27,291	\$28,110	\$819	3.00%	\$16,691	\$17,192	\$501	3.00%	N/A	N/A	N/A	N/A
DULCE	\$37,562	\$38,971	\$1,409	3.75%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EAST MOUNTAIN HIGH SCHOOL	\$24,034	\$24,755	\$721	3.00%	\$57,434	\$59,157	\$1,723	3.00%	N/A	N/A	N/A	N/A
ELIDA	\$28,936	\$29,804	\$868	3.00%	\$15,000	\$15,000	\$0	0.00%	N/A	N/A	N/A	N/A
ESPANOLA	\$22,401	\$24,612	\$2,211	9.87%	\$62,596	\$64,474	\$1,878	3.00%	N/A	N/A	N/A	N/A
Cariños Charter School	\$24,265	\$25,261	\$996	4.10%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESPANOLA W/CHARTERS ¹	\$22,434	\$24,623	\$2,190	9.76%	\$62,596	\$64,474	\$1,878	3.00%	N/A	N/A	N/A	N/A
ESTANCIA	\$23,047	\$23,738	\$691	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESTANCIA VALLEY	\$21,179	\$21,814	\$635	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EUNICE	\$24,495	\$26,059	\$1,565	6.39%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FARMINGTON	\$25,912	\$27,207	\$1,296	5.00%	\$47,759	\$50,147	\$2,388	5.00%	N/A	N/A	N/A	N/A
New Mexico Virtual Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FARMINGTON W/CHARTERS ¹	\$25,912	\$27,207	\$1,296	5.00%	\$47,759	\$50,147	\$2,388	5.00%	N/A	N/A	N/A	N/A
FLOYD	\$25,642	\$26,411	\$769	3.00%	\$20,262	\$20,870	\$608	3.00%	N/A	N/A	N/A	N/A
FT. SUMNER	\$16,687	\$17,187	\$501	3.00%	\$15,320	\$15,780	\$460	3.00%	N/A	N/A	N/A	N/A
GADSDEN	\$24,791	\$25,536	\$744	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GALLUP	\$21,758	\$22,411	\$653	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Middle College High School ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GALLUP W/CHARTER ¹	\$21,758	\$22,411	\$653	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GILBERT L. SENA CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRADY	\$25,043	\$25,795	\$752	3.00%	\$8,023	\$8,264	\$241	3.00%	N/A	N/A	N/A	N/A
GRANTS	\$24,365	\$25,096	\$731	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GREAT ACADEMY (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HAGERMAN	\$25,629	\$26,398	\$769	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HATCH	\$23,537	\$24,243	\$706	3.00%	\$24,878	\$25,624	\$746	3.00%	N/A	N/A	N/A	N/A
HEALTH LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOBBS	\$24,731	\$26,520	\$1,789	7.23%	\$58,039	\$60,404	\$2,365	4.07%	N/A	N/A	N/A	N/A
HONDO ²	\$13,000	\$13,390	\$390	3.00%	\$16,563	\$17,059	\$497	3.00%	N/A	N/A	N/A	N/A
HORIZON ACADEMY WEST	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOUSE ²	\$31,402	\$32,344	\$942	3.00%	\$21,241	\$21,878	\$637	3.00%	N/A	N/A	N/A	N/A
INTERNATIONAL SCHOOL at MESA DEL SOL (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
J. PAUL TAYLOR	\$29,290	\$30,169	\$879	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JAL	\$30,954	\$32,237	\$1,283	4.14%	\$21,680	\$22,788	\$1,108	5.11%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN	\$26,767	\$27,865	\$1,099	4.10%	\$12,844	\$13,229	\$385	3.00%	N/A	N/A	N/A	N/A
Lindrih Area Heritage Charter School	\$15,667	\$16,280	\$613	3.91%	\$14,594	\$15,069	\$475	3.25%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN W/CHARTER ¹	\$26,443	\$27,528	\$1,084	4.10%	\$13,622	\$14,047	\$425	3.12%	N/A	N/A	N/A	N/A
JEMEZ VALLEY	\$34,209	\$35,235	\$1,026	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
San Diego Riverside	\$20,000	\$20,600	\$600	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JEMEZ VALLEY W/CHARTERS ¹	\$32,446	\$33,419	\$973	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LA PROMESA EARLY LEARNING CENTER	\$27,690	\$28,521	\$831	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Maintenance & Custodial 1614 and 1615				Other (Food Service, Athletics, Bus Drivers & Activities Personnel) 1617, 1618, 1622, and 1624				Community Services 1619 to 1621			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
LA RESOLANA LEADERSHIP ACADEMY	\$17,000	\$17,510	\$510	3.00%	\$15,540	\$16,006	\$466	3.00%	N/A	N/A	N/A	N/A
LA TIERRA MONTESSORI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAKE ARTHUR	\$19,885	\$21,200	\$1,316	6.62%	\$14,900	\$15,363	\$463	3.11%	N/A	N/A	N/A	N/A
LAS CRUCES	\$23,139	\$23,745	\$606	2.62%	N/A	N/A	N/A	N/A	\$43,057	\$44,349	\$1,292	3.00%
La Academia Dolores Huerta	\$13,292	\$13,691	\$399	3.00%	\$13,137	\$13,532	\$395	3.00%	N/A	N/A	N/A	N/A
Las Montanas Charter	\$17,466	\$17,990	\$524	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAS CRUCES W/CHARTERS ¹	\$23,076	\$23,681	\$605	2.62%	\$13,137	\$13,532	\$395	3.00%	\$43,057	\$44,349	\$1,292	3.00%
LAS VEGAS CITY	\$21,544	\$21,544	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LOGAN	\$21,345	\$22,172	\$828	3.88%	\$23,366	\$25,534	\$2,168	9.28%	N/A	N/A	N/A	N/A
LORDSBURG	\$26,907	\$27,719	\$812	3.02%	\$20,850	\$21,576	\$727	3.48%	N/A	N/A	N/A	N/A
LOS ALAMOS	\$33,628	\$34,636	\$1,009	3.00%	\$2,167	\$2,232	\$65	3.00%	\$61,733	\$63,585	\$1,852	3.00%
LOS LUNAS	\$27,187	\$28,003	\$816	3.00%	\$25,341	\$26,101	\$760	3.00%	N/A	N/A	N/A	N/A
LOVING	\$30,559	\$31,476	\$917	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LOVINGTON	\$28,097	\$29,707	\$1,610	5.73%	\$40,270	\$41,478	\$1,208	3.00%	N/A	N/A	N/A	N/A
MAGDALENA ²	\$20,769	\$21,392	\$623	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MASTERS PROGRAM (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$34,102	\$34,612	\$511	1.50%
MAXWELL	\$26,762	\$28,432	\$1,670	6.24%	\$13,653	\$14,365	\$712	5.22%	N/A	N/A	N/A	N/A
MCCURDY CHARTER	\$23,925	\$24,642	\$718	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MEDIA ARTS COLLABORATIVE CHARTER	\$33,193	\$34,189	\$996	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MELROSE	\$25,210	\$25,966	\$756	3.00%	\$20,201	\$20,807	\$606	3.00%	N/A	N/A	N/A	N/A
MESA VISTA	\$26,214	\$26,738	\$524	2.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MISSION ACHIEVEMENT AND SUCCESS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MONTESSORI ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MORA	\$21,412	\$22,054	\$642	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MORIARTY	\$21,791	\$22,444	\$654	3.00%	\$52,081	\$53,644	\$1,562	3.00%	N/A	N/A	N/A	N/A
MOSQUERO ²	\$26,812	\$27,617	\$805	3.00%	\$10,892	\$11,219	\$327	3.00%	N/A	N/A	N/A	N/A
MOUNTAINAIR	\$20,804	\$21,428	\$624	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL	\$51,515	\$53,061	\$1,546	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL-LAS CRUCES	\$32,798	\$33,782	\$984	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO CONNECTIONS ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO INTERNATIONAL SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO SCHOOL FOR THE ARTS	\$76,000	\$76,000	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NORTH VALLEY ACADEMY	\$31,000	\$31,930	\$930	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PECOS	\$21,960	\$22,619	\$659	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PENASCO	\$28,685	\$30,120	\$1,434	5.00%	\$11,303	\$11,868	\$565	5.00%	N/A	N/A	N/A	N/A
POJOAQUE	\$24,975	\$25,724	\$749	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PORTALES	\$27,497	\$29,114	\$1,617	5.88%	\$63,125	\$65,019	\$1,894	3.00%	N/A	N/A	N/A	N/A
QUEMADO	\$23,445	\$24,148	\$703	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
QUESTA	\$26,174	\$26,959	\$785	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Roots & Wings Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
QUESTA W/CHARTERS ¹	\$26,174	\$26,959	\$785	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RATON	\$21,416	\$22,059	\$643	3.00%	\$12,715	\$13,096	\$382	3.00%	N/A	N/A	N/A	N/A
RED RIVER VALLEY CHARTER SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RESERVE	\$21,386	\$22,028	\$642	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RIO RANCHO	\$27,045	\$27,856	\$811	3.00%	\$16,595	\$17,093	\$498	3.00%	N/A	N/A	N/A	N/A
ROSWELL	\$25,794	\$27,018	\$1,225	4.75%	\$14,939	\$15,835	\$896	6.00%	N/A	N/A	N/A	N/A
Sidney Gutierrez Middle School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ROSWELL W/CHARTER ¹	\$25,794	\$27,018	\$1,225	4.75%	\$14,939	\$15,835	\$896	6.00%	N/A	N/A	N/A	N/A
ROY ²	\$27,562	\$28,390	\$828	3.00%	\$14,646	\$15,085	\$439	3.00%	N/A	N/A	N/A	N/A
RUIDOSO	\$23,162	\$23,857	\$695	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAGE MONTESSORI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN JON ²	\$28,218	\$29,347	\$1,129	4.00%	\$8,909	\$10,085	\$1,176	13.20%	N/A	N/A	N/A	N/A
SANTA FE	\$23,432	\$24,136	\$704	3.00%	\$88,628	\$91,287	\$2,659	3.00%	N/A	N/A	N/A	N/A

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	Maintenance & Custodial 1614 and 1615				Other (Food Service, Athletics, Bus Drivers & Activities Personnel) 1617, 1618, 1622, and 1624				Community Services 1619 to 1621			
	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change	2013-2014 Average	2014-2015 Average	Difference	Percent Change
Academy for Tech. and the Classics	\$24,765	\$25,508	\$743	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Monte del Sol Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Tierra Encantada Charter School	\$23,750	\$24,570	\$820	3.45%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Turquoise Trail Charter School	\$24,629	\$25,653	\$1,024	4.16%	\$21,244	\$21,652	\$408	1.92%	N/A	N/A	N/A	N/A
SANTA FE W/CHARTERS ¹	\$23,545	\$24,270	\$726	3.08%	\$66,167	\$68,075	\$1,909	2.88%	N/A	N/A	N/A	N/A
SANTA ROSA	\$21,239	\$21,876	\$637	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SCHOOL OF DREAMS ACADEMY	\$23,040	\$23,731	\$691	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SILVER CITY	\$22,654	\$25,207	\$2,553	11.27%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOCORRO	\$24,509	\$25,297	\$787	3.21%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cottonwood Valley Charter School	\$24,643	\$25,382	\$739	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOCORRO W/CHARTER ¹	\$24,519	\$25,303	\$784	3.20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTH VALLEY PREPARATORY SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST AERONAUTICS, MATHEMATICS ACADEMY ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST INTERMEDIATE LEARNING CENTER ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST PRIMARY LEARNING CENTER ⁴	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST SECONDARY LEARNING CENTER ⁴	\$28,909	\$29,777	\$867	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SPRINGER	\$19,210	\$19,786	\$576	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS	\$24,832	\$25,865	\$1,033	4.16%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Anansi Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Taos Municipal Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Vista Grande High School	\$27,221	\$28,309	\$1,088	4.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS W/CHARTERS ¹	\$24,924	\$25,959	\$1,035	4.15%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS ACADEMY	\$25,452	\$26,216	\$764	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS INTEGRATED SCHOOL OF THE ARTS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TATUM	\$30,171	\$32,491	\$2,321	7.69%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TEXICO	\$28,268	\$29,970	\$1,702	6.02%	\$17,376	\$18,419	\$1,043	6.00%	N/A	N/A	N/A	N/A
TIERRA ADENTRO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TRUTH OR CONSEQUENCES	\$29,797	\$30,840	\$1,043	3.50%	\$66,300	\$68,620	\$2,320	3.50%	N/A	N/A	N/A	N/A
TUCUMCARI	\$23,088	\$23,844	\$756	3.27%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TULAROSA	\$21,237	\$21,875	\$637	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UPLIFT COMMUNITY	\$19,190	\$19,766	\$576	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
VAUGHN ²	\$22,075	\$22,738	\$663	3.00%	\$11,931	\$12,288	\$357	3.00%	N/A	N/A	N/A	N/A
WAGON MOUND	\$31,287	\$32,226	\$939	3.00%	\$18,246	\$18,793	\$547	3.00%	N/A	N/A	N/A	N/A
WALATOWA HIGH CHARTER SCHOOL	\$20,512	\$21,126	\$614	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST LAS VEGAS	\$22,637	\$23,315	\$679	3.00%	\$19,533	\$20,119	\$586	3.00%	N/A	N/A	N/A	N/A
Rio Gallinas School	N/A	N/A	N/A	N/A	\$15,080	\$15,532	\$453	3.00%	N/A	N/A	N/A	N/A
WEST LAS VEGAS W/CHARTER ¹	\$22,637	\$23,315	\$679	3.00%	\$16,564	\$17,061	\$497	3.00%	N/A	N/A	N/A	N/A
WILLIAM W. & JOSEPHINE DORN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ZUNI	\$23,659	\$24,375	\$716	3.02%	\$20,285	\$20,954	\$669	3.30%	N/A	N/A	N/A	N/A
STATEWIDE	\$25,852	\$26,747	\$895	3.46%	\$20,673	\$21,465	\$792	3.83%	\$44,579	\$45,716	\$1,137	2.55%

¹The subtotal for districts with charter schools is a weighted average of the school districts' and charter schools' data.

²Utilizes a head teacher as the Administrator/Principal.

³Negative amounts due to salary reduction.

⁴Upon approval of Southwest, Aeronautics, Mathematics Academy (SAMS) by the PEC (September 16, 2011), the PEC's approval includes job class 1113 - Administrative Associate position does not carry a salary, other than \$1, due to the positions job sharing at three schools which are Southwest Intermediate, Southwest Primary, and Southwest Secondary Learning Centers.

*The salary data presented in this table was provided by the school districts with their 2014-2015 Operating Budgets. The 2014-2015 salaries were estimated since operating budgets were due before 06/30/14.

NOTE: District average salaries and the statewide average salary are weighted averages.

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	All Personnel Other than Classroom Teachers			
	2013-2014 Average	2014-2015 Average	Difference	Change
ACADEMY OF TRADES & TECHNOLOGY	\$56,273	\$57,961	\$1,688	3.00%
ACE LEADERSHIP HIGH SCHOOL	\$58,677	\$61,988	\$3,311	5.64%
ALAMOGORDO	\$29,821	\$30,862	\$1,040	3.49%
ALBUQUERQUE	\$31,003	\$32,092	\$1,089	3.51%
Albuquerque Charter Academy (ABQ Charter Academy)	\$67,364	\$71,229	\$3,865	5.74%
Albuquerque Talent Development Secondary Charter	\$44,546	\$47,004	\$2,457	5.52%
Alice King Community School	\$26,893	\$31,291	\$4,398	16.35%
Bataan Military Academy	\$46,082	\$47,559	\$1,478	3.21%
Christine Duncan's Heritage Academy	\$39,108	\$40,369	\$1,261	3.22%
Corrales International School	\$45,668	\$47,210	\$1,542	3.38%
Digital Arts & Technology Academy	\$45,608	\$47,030	\$1,422	3.12%
El Camino Real Academy	\$43,686	\$45,362	\$1,676	3.84%
Gordon Bernell Charter School	\$57,671	\$60,967	\$3,296	5.72%
La Academia de Esperanza	\$33,250	\$34,533	\$1,282	3.86%
Los Puentes Charter School	\$41,289	\$44,279	\$2,990	7.24%
Montessori of the Rio Grande	\$30,000	\$31,250	\$1,250	4.17%
Mountain Mahogany Community School	\$31,662	\$32,922	\$1,260	3.98%
Native American Community Academy	\$48,850	\$51,149	\$2,299	4.71%
Nuestros Valores Charter School	\$50,856	\$52,383	\$1,527	3.00%
Public Academy for Performing Arts (PAPA)	\$50,861	\$53,116	\$2,255	4.43%
Robert F. Kennedy Charter School	\$41,059	\$42,537	\$1,478	3.60%
South Valley Academy	\$47,567	\$49,293	\$1,726	3.63%
Twenty-First Century Public Academy	\$45,655	\$46,632	\$978	2.14%
ALBUQUERQUE W/CHARTERS ¹	\$31,453	\$32,574	\$1,121	3.56%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	\$59,644	\$61,567	\$1,924	3.23%
ALBUQUERQUE SCHOOL OF EXCELLENCE	\$80,000	\$82,400	\$2,400	3.00%
ALBUQUERQUE SIGN LANGUAGE ACADEMY	\$36,940	\$39,626	\$2,686	7.27%
ALDO LEOPOLD	\$45,228	\$46,675	\$1,448	3.20%
ALMA D' ARTE CHARTER HIGH SCHOOL	\$40,141	\$42,154	\$2,013	5.01%
AMY BIEHL CHARTER HIGH SCHOOL	\$51,404	\$52,969	\$1,565	3.04%
ANIMAS ²	\$39,026	\$41,111	\$2,086	5.34%
ANTHONY CHARTER SCHOOL	\$44,418	\$45,751	\$1,333	3.00%
ARTESIA	\$40,155	\$41,628	\$1,473	3.67%
ASK ACADEMY (THE)	\$54,966	\$57,105	\$2,139	3.89%
AZTEC	\$34,171	\$35,820	\$1,649	4.83%
Mosaic Academy Charter	\$29,105	\$30,192	\$1,086	3.73%
AZTEC W/CHARTER ¹	\$34,011	\$35,642	\$1,632	4.80%
BELEN	\$28,521	\$29,441	\$920	3.23%
BERNALILLO	\$34,384	\$35,557	\$1,173	3.41%
BLOOMFIELD	\$35,794	\$36,971	\$1,177	3.29%
CAPITAN	\$33,735	\$34,691	\$956	2.83%
CARLSBAD	\$44,251	\$45,704	\$1,453	3.28%
Jefferson Montessori Academy	\$33,871	\$35,179	\$1,309	3.86%
CARLSBAD W/CHARTER ¹	\$43,743	\$45,189	\$1,446	3.31%
CARRIZOZO ²	\$30,287	\$31,339	\$1,052	3.47%
CENTRAL	\$38,519	\$39,847	\$1,327	3.45%
CESAR CHAVEZ COMMUNITY SCHOOL	\$47,553	\$49,096	\$1,543	3.24%
CHAMA	\$37,683	\$38,903	\$1,220	3.24%
CIEN AGUAS INTERNATIONAL	\$34,821	\$37,234	\$2,413	6.93%
CIMARRON	\$37,460	\$38,694	\$1,235	3.30%
Moreno Valley High School	\$61,029	\$62,860	\$1,831	3.00%
CIMARRON W/CHARTER ¹	\$39,273	\$40,553	\$1,280	3.26%
CLAYTON	\$37,914	\$39,316	\$1,403	3.70%
CLOUDCROFT	\$37,032	\$38,182	\$1,150	3.11%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	All Personnel Other than Classroom Teachers			
	2013-2014 Average	2014-2015 Average	Difference	Change
CLOVIS	\$30,652	\$31,749	\$1,096	3.58%
COBRE	\$36,334	\$37,497	\$1,163	3.20%
CORAL COMMUNITY	\$42,371	\$43,748	\$1,377	3.25%
CORONA	\$37,653	\$38,850	\$1,197	3.18%
COTTONWOOD CLASSICAL PREPARATORY	\$39,774	\$42,493	\$2,718	6.83%
CREATIVE EDUCATION PREPARATORY INST. #1	\$44,683	\$46,215	\$1,532	3.43%
CUBA	\$37,321	\$38,469	\$1,148	3.08%
DEMING	\$31,149	\$32,204	\$1,054	3.38%
Deming Cesar Chavez Charter High	\$36,230	\$37,518	\$1,288	3.56%
DEMING W/CHARTERS ¹	\$31,385	\$32,450	\$1,065	3.39%
DES MOINES ²	\$34,729	\$36,142	\$1,413	4.07%
DEXTER	\$40,033	\$41,336	\$1,303	3.26%
DORA	\$32,423	\$33,585	\$1,162	3.58%
DULCE	\$38,352	\$39,897	\$1,545	4.03%
EAST MOUNTAIN HIGH SCHOOL	\$42,265	\$43,581	\$1,316	3.11%
ELIDA	\$38,458	\$39,612	\$1,154	3.00%
ESPANOLA	\$31,816	\$33,823	\$2,007	6.31%
Cariños Charter School	\$36,282	\$38,370	\$2,088	5.75%
ESPANOLA W/CHARTERS ¹	\$31,975	\$33,985	\$2,010	6.29%
ESTANCIA	\$34,983	\$35,972	\$990	2.83%
ESTANCIA VALLEY	\$37,128	\$38,242	\$1,114	3.00%
EUNICE	\$28,696	\$30,202	\$1,506	5.25%
FARMINGTON	\$33,003	\$34,708	\$1,705	5.17%
New Mexico Virtual Academy	\$80,000	\$82,400	\$2,400	3.00%
FARMINGTON W/CHARTERS ¹	\$33,108	\$34,815	\$1,707	5.16%
FLOYD	\$31,852	\$33,096	\$1,244	3.90%
FT. SUMNER	\$29,817	\$30,778	\$961	3.22%
GADSDEN	\$29,579	\$30,609	\$1,031	3.48%
GALLUP	\$27,292	\$28,235	\$944	3.46%
Middle College High School ²	\$64,073	\$65,995	\$1,922	3.00%
GALLUP W/CHARTER ¹	\$27,409	\$28,356	\$947	3.45%
GILBERT L. SENA CHARTER HIGH SCHOOL	\$46,924	\$48,456	\$1,532	3.26%
GRADY	\$35,900	\$36,998	\$1,098	3.06%
GRANTS	\$32,008	\$33,119	\$1,111	3.47%
GREAT ACADEMY (THE)	\$43,362	\$45,479	\$2,118	4.88%
HAGERMAN	\$37,376	\$38,562	\$1,186	3.17%
HATCH	\$33,856	\$34,974	\$1,118	3.30%
HEALTH LEADERSHIP HIGH SCHOOL	\$57,214	\$58,957	\$1,744	3.05%
HOBBS	\$29,430	\$31,169	\$1,739	5.91%
HONDO ²	\$25,993	\$26,851	\$858	3.30%
HORIZON ACADEMY WEST	\$29,961	\$31,089	\$1,128	3.76%
HOUSE ²	\$31,105	\$31,968	\$863	2.77%
INTERNATIONAL SCHOOL at MESA DEL SOL (THE)	\$49,311	\$51,742	\$2,431	4.93%
J. PAUL TAYLOR	\$35,148	\$36,516	\$1,368	3.89%
JAL	\$35,572	\$36,826	\$1,254	3.52%
JEMEZ MOUNTAIN	\$38,221	\$39,446	\$1,225	3.21%
Lindrith Area Heritage Charter School	\$22,078	\$22,957	\$879	3.98%
JEMEZ MOUNTAIN W/CHARTER ¹	\$36,099	\$37,279	\$1,180	3.27%
JEMEZ VALLEY	\$38,112	\$39,964	\$1,851	4.86%
San Diego Riverside	\$32,945	\$34,051	\$1,106	3.36%
JEMEZ VALLEY W/CHARTERS ¹	\$37,463	\$39,221	\$1,758	4.69%
LA PROMESA EARLY LEARNING CENTER	\$39,876	\$41,200	\$1,325	3.32%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	All Personnel Other than Classroom Teachers			
	2013-2014 Average	2014-2015 Average	Difference	Change
LA RESOLANA LEADERSHIP ACADEMY	\$33,316	\$34,316	\$999	3.00%
LA TIERRA MONTESSORI	\$33,800	\$35,878	\$2,078	6.15%
LAKE ARTHUR	\$33,437	\$34,550	\$1,113	3.33%
LAS CRUCES	\$33,101	\$34,287	\$1,187	3.58%
La Academia Dolores Huerta	\$40,446	\$42,195	\$1,749	4.32%
Las Montanas Charter	\$38,816	\$39,981	\$1,164	3.00%
LAS CRUCES W/CHARTERS ¹	\$33,168	\$34,358	\$1,190	3.59%
LAS VEGAS CITY	\$39,237	\$39,666	\$429	1.09%
LOGAN	\$34,825	\$36,094	\$1,269	3.64%
LORDSBURG	\$33,246	\$34,345	\$1,099	3.31%
LOS ALAMOS	\$27,962	\$28,937	\$975	3.49%
LOS LUNAS	\$31,301	\$32,337	\$1,036	3.31%
LOVING	\$41,477	\$42,787	\$1,311	3.16%
LOVINGTON	\$34,887	\$36,701	\$1,814	5.20%
MAGDALENA ²	\$34,736	\$36,132	\$1,396	4.02%
MASTERS PROGRAM (THE)	\$55,912	\$57,593	\$1,681	3.01%
MAXWELL	\$36,324	\$37,508	\$1,183	3.26%
MCCURDY CHARTER	\$42,143	\$43,453	\$1,310	3.11%
MEDIA ARTS COLLABORATIVE CHARTER	\$49,536	\$52,485	\$2,949	5.95%
MELROSE	\$38,214	\$39,394	\$1,179	3.09%
MESA VISTA	\$36,172	\$37,322	\$1,150	3.18%
MISSION ACHIEVEMENT AND SUCCESS	\$52,525	\$54,440	\$1,915	3.64%
MONTESSORI ELEMENTARY SCHOOL	\$27,658	\$29,019	\$1,361	4.92%
MORA	\$35,227	\$36,319	\$1,092	3.10%
MORIARTY	\$32,278	\$33,431	\$1,153	3.57%
MOSQUERO ²	\$31,381	\$32,382	\$1,001	3.19%
MOUNTAINAIR	\$31,698	\$32,786	\$1,088	3.43%
NEW AMERICA SCHOOL	\$48,478	\$50,703	\$2,224	4.59%
NEW AMERICA SCHOOL-LAS CRUCES	\$45,972	\$49,165	\$3,192	6.94%
NEW MEXICO CONNECTIONS ACADEMY	\$59,027	\$60,798	\$1,771	3.00%
NEW MEXICO INTERNATIONAL SCHOOL	\$38,651	\$40,062	\$1,411	3.65%
NEW MEXICO SCHOOL FOR THE ARTS	\$49,924	\$52,620	\$2,696	5.40%
NORTH VALLEY ACADEMY	\$40,036	\$41,452	\$1,416	3.54%
PECOS	\$33,553	\$34,825	\$1,272	3.79%
PENASCO	\$35,053	\$37,361	\$2,307	6.58%
POJOAQUE	\$36,994	\$38,162	\$1,168	3.16%
PORTALES	\$34,023	\$35,605	\$1,583	4.65%
QUEMADO	\$32,484	\$33,568	\$1,083	3.33%
QUESTA	\$37,999	\$39,164	\$1,165	3.07%
Roots & Wings Community School	\$31,002	\$32,212	\$1,210	3.90%
QUESTA W/CHARTERS ¹	\$37,683	\$38,850	\$1,167	3.10%
RATON	\$25,625	\$26,534	\$909	3.55%
RED RIVER VALLEY CHARTER SCHOOL	\$39,617	\$40,805	\$1,188	3.00%
RESERVE	\$32,773	\$33,830	\$1,057	3.22%
RIO RANCHO	\$30,584	\$31,647	\$1,063	3.48%
ROSWELL	\$31,363	\$32,665	\$1,303	4.15%
Sidney Gutierrez Middle School	\$49,080	\$50,553	\$1,474	3.00%
ROSWELL W/CHARTER ¹	\$31,428	\$32,731	\$1,303	4.15%
ROY ²	\$32,534	\$33,580	\$1,046	3.21%
RUIDOSO	\$36,934	\$38,138	\$1,204	3.26%
SAGE MONTESSORI	\$28,339	\$29,489	\$1,150	4.06%
SAN JON ²	\$39,678	\$41,425	\$1,747	4.40%
SANTA FE	\$31,602	\$33,147	\$1,545	4.89%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS
2013-2014 Estimated Actual to 2014-2015 Budgeted*

District	All Personnel Other than Classroom Teachers			
	2013-2014 Average	2014-2015 Average	Difference	Change
Academy for Tech. and the Classics	\$41,337	\$42,631	\$1,294	3.13%
Monte del Sol Charter School	\$48,272	\$50,052	\$1,780	3.69%
Tierra Encantada Charter School	\$50,245	\$52,727	\$2,482	4.94%
Turquoise Trail Charter School	\$30,968	\$32,184	\$1,216	3.93%
SANTA FE W/CHARTERS ¹	\$32,425	\$33,979	\$1,554	4.79%
SANTA ROSA	\$33,763	\$35,004	\$1,241	3.68%
SCHOOL OF DREAMS ACADEMY	\$41,093	\$42,436	\$1,343	3.27%
SILVER CITY	\$39,197	\$41,419	\$2,222	5.67%
SOCORRO	\$32,896	\$34,031	\$1,135	3.45%
Cottonwood Valley Charter School	\$36,867	\$38,204	\$1,337	3.63%
SOCORRO W/CHARTER ¹	\$36,630	\$38,394	\$1,764	4.82%
SOUTH VALLEY PREPARATORY SCHOOL	\$48,010	\$51,139	\$3,130	6.52%
SOUTHWEST AERONAUTICS, MATHEMATICS ACADEMY ⁴	\$38,686	\$39,949	\$1,264	3.27%
SOUTHWEST INTERMEDIATE LEARNING CENTER ⁴	\$72,419	\$74,691	\$2,272	3.14%
SOUTHWEST PRIMARY LEARNING CENTER ⁴	\$50,113	\$51,779	\$1,666	3.32%
SOUTHWEST SECONDARY LEARNING CENTER ⁴	\$55,769	\$57,521	\$1,752	3.14%
SPRINGER	\$35,272	\$36,406	\$1,135	3.22%
TAOS	\$31,600	\$32,799	\$1,199	3.79%
Anansi Charter School	\$30,247	\$31,460	\$1,213	4.01%
Taos Municipal Charter School	\$30,649	\$31,729	\$1,080	3.52%
Vista Grande High School	\$46,930	\$50,705	\$3,775	8.04%
TAOS W/CHARTERS ¹	\$31,919	\$33,182	\$1,263	3.96%
TAOS ACADEMY	\$54,130	\$57,360	\$3,231	5.97%
TAOS INTEGRATED SCHOOL OF THE ARTS	\$33,938	\$35,891	\$1,953	5.76%
TATUM	\$42,156	\$44,444	\$2,289	5.43%
TEXICO	\$40,338	\$42,101	\$1,763	4.37%
TIERRA ADENTRO	\$41,835	\$43,090	\$1,255	3.00%
TRUTH OR CONSEQUENCES	\$35,839	\$37,212	\$1,372	3.83%
TUCUMCARI	\$32,203	\$33,272	\$1,069	3.32%
TULAROSA	\$35,481	\$36,798	\$1,317	3.71%
UPLIFT COMMUNITY	\$19,007	\$20,009	\$1,002	5.27%
VAUGHN ²	\$31,680	\$32,761	\$1,080	3.41%
WAGON MOUND	\$30,463	\$31,430	\$967	3.17%
WALATOWA HIGH CHARTER SCHOOL	\$47,881	\$49,317	\$1,436	3.00%
WEST LAS VEGAS	\$37,406	\$38,877	\$1,471	3.93%
Rio Gallinas School	\$26,724	\$27,820	\$1,096	4.10%
WEST LAS VEGAS W/CHARTER ¹	\$36,627	\$38,071	\$1,444	3.94%
WILLIAM W. & JOSEPHINE DORN	\$42,500	\$43,775	\$1,275	3.00%
ZUNI	\$31,412	\$32,629	\$1,218	3.88%
STATEWIDE	\$32,448	\$33,675	\$1,227	3.78%

¹The subtotal for districts with charter schools is a weighted average of the school districts' and charter schools' data.

²Utilizes a head teacher as the Administrator/Principal.

³Negative amounts due to salary reduction.

⁴Upon approval of Southwest, Aeronautics, Mathematics Academy (SAMS) by the PEC (September 16, 2011), the PEC's approval includes job class 1113 - Administrative Associate position does not carry a salary, other than \$1, due to the positions job sharing at three schools which are Southwest Intermediate, Southwest Primary, and Southwest Secondary Learning Centers.

*The salary data presented in this table was provided by the school districts with their 2014-2015 Operating Budgets. The 2014-2015 salaries were estimated since operating budgets were due before 06/30/14.

NOTE: District average salaries and the statewide average salary are weighted averages.