

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Instructional, Health, & Library Assistants 1711, 1712, 1713, 1714, 1213, and 1216				Principals 1112				Coordinators, Subject Matter Specialists 1211			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
ACADEMY OF TRADES & TECHNOLOGY	N/A	N/A	N/A	N/A	\$95,468	\$96,854	\$1,386	1.45%	N/A	N/A	N/A	N/A
ACE LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$92,000	\$92,000	\$0	0.00%	N/A	N/A	N/A	N/A
ALAMOGORDO	\$15,844	\$15,844	\$0	0.00%	\$67,005	\$67,005	\$0	0.00%	\$56,057	\$56,058	\$1	0.00%
ALBUQUERQUE	\$16,608	\$16,608	\$0	0.00%	\$67,859	\$67,859	\$0	0.00%	\$57,072	\$57,072	\$0	0.00%
Albuquerque Charter Academy (formerly SIA Tech)	\$37,866	\$41,384	\$3,518	9.29%	\$96,467	\$97,433	\$965	1.00%	\$95,832	\$96,790	\$958	1.00%
Albuquerque Talent Development Secondary Charter	\$25,182	\$25,937	\$755	3.00%	\$79,000	\$79,000	\$0	0.00%	\$68,312	\$70,362	\$2,050	3.00%
Alice King Community School	\$19,029	\$19,048	\$19	0.10%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Christine Duncan's Heritage Academy	\$14,611	\$14,679	\$67	0.46%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Corrales International School	\$21,166	\$21,166	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Digital Arts & Technology Academy	\$15,913	\$15,913	\$0	0.00%	\$76,245	\$76,245	\$0	0.00%	\$56,450	\$56,450	\$0	0.00%
East Mountain High School	\$20,117	\$20,318	\$201	1.00%	\$96,000	\$96,960	\$960	1.00%	\$70,076	\$70,776	\$700	1.00%
El Camino Real Academy	\$22,192	\$22,477	\$285	1.29%	\$104,522	\$106,000	\$1,478	1.41%	N/A	N/A	N/A	N/A
Gordon Bernell Charter School	N/A	N/A	N/A	N/A	\$108,452	\$108,452	\$0	0.00%	\$68,857	\$68,879	\$23	0.03%
La Academia de Esperanza	\$24,306	\$24,792	\$486	2.00%	\$102,068	\$104,109	\$2,041	2.00%	N/A	N/A	N/A	N/A
Los Puentes Charter School	N/A	N/A	N/A	N/A	\$80,000	\$91,928	\$11,928	14.91%	\$62,665	\$65,095	\$2,430	3.88%
Montessori of the Rio Grande	\$19,201	\$19,494	\$294	1.53%	\$96,213	\$100,919	\$4,706	4.89%	N/A	N/A	N/A	N/A
Mountain Mahogany Community School	\$19,722	\$20,012	\$290	1.47%	\$72,822	\$72,822	\$0	0.00%	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	\$56,138	\$56,138	\$0	0.00%
Nuestros Valores Charter School	N/A	N/A	N/A	N/A	\$83,379	\$85,143	\$1,764	2.12%	N/A	N/A	N/A	N/A
Public Academy for Performing Arts (PAPA)	\$16,916	\$17,853	\$937	5.54%	\$87,614	\$91,616	\$4,003	4.57%	\$70,700	\$71,407	\$707	1.00%
Robert F. Kennedy Charter School	\$25,272	\$25,272	\$0	0.00%	\$96,490	\$96,490	\$0	0.00%	\$90,435	\$90,435	\$0	0.00%
South Valley Academy	\$25,910	\$25,910	\$0	0.00%	\$94,000	\$94,001	\$1	0.00%	\$66,067	\$69,167	\$3,100	4.69%
Twenty-First Century Public Academy	\$28,030	\$28,230	\$200	0.71%	\$90,000	\$90,000	\$0	0.00%	\$41,517	\$42,600	\$1,083	2.61%
ALBUQUERQUE W/CHARTERS <sup>1</sup>	\$16,787	\$16,798	\$11	0.07%	\$69,213	\$69,333	\$120	0.17%	\$57,725	\$57,823	\$98	0.17%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	\$35,987	\$36,347	\$360	1.00%	\$116,875	\$118,044	\$1,169	1.00%	\$68,960	\$69,650	\$690	1.00%
ALBUQUERQUE SCHOOL OF EXCELLENCE	\$14,760	\$15,859	\$1,099	7.44%	\$84,357	\$88,382	\$4,025	4.77%	N/A	N/A	N/A	N/A
ALBUQUERQUE SIGN LANGUAGE ACADEMY	\$18,602	\$18,949	\$347	1.87%	\$84,586	\$85,432	\$846	1.00%	\$70,584	\$71,290	\$706	1.00%
ALDO LEOPOLD CHARTER SCHOOL	\$15,978	\$16,457	\$479	3.00%	\$70,900	\$73,028	\$2,128	3.00%	N/A	N/A	N/A	N/A
ALMA D' ARTE CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	\$92,000	\$92,000	\$0	0.00%	N/A	N/A	N/A	N/A
AMY BIEHL CHARTER HIGH SCHOOL	\$23,288	\$24,174	\$886	3.81%	\$82,000	\$82,000	\$0	0.00%	\$63,747	\$66,889	\$3,142	4.93%
ANIMAS <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$65,737	\$66,724	\$988	1.50%
ANTHONY CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$100,000	\$100,000	\$0	0.00%	N/A	N/A	N/A	N/A
ARTESIA	\$19,455	\$19,474	\$19	0.10%	\$92,676	\$92,681	\$5	0.01%	\$102,268	\$102,280	\$12	0.01%
ASK ACADEMY (THE)	N/A	N/A	N/A	N/A	\$90,000	\$90,000	\$0	0.00%	\$68,959	\$75,000	\$6,041	8.76%
AZTEC	\$16,271	\$16,271	\$0	0.00%	\$68,231	\$68,231	\$0	0.00%	\$76,431	\$76,431	\$0	0.00%
Mosaic Academy Charter	\$13,826	\$14,104	\$278	2.01%	\$80,000	\$80,800	\$800	1.00%	\$71,304	\$72,018	\$714	1.00%
AZTEC W/CHARTER <sup>1</sup>	\$16,102	\$16,121	\$19	0.12%	\$69,071	\$69,129	\$57	0.08%	\$75,699	\$75,801	\$102	0.13%
BELEN	\$15,385	\$15,385	\$0	0.00%	\$66,908	\$66,908	\$0	0.00%	N/A	N/A	N/A	N/A
BERNALILLO	\$19,869	\$19,869	\$0	0.00%	\$71,293	\$71,293	\$0	0.00%	\$58,227	\$58,227	\$0	0.00%
BLOOMFIELD	\$14,857	\$14,857	\$0	0.00%	\$72,341	\$72,341	\$0	0.00%	\$83,201	\$83,201	\$0	0.00%
CAPITAN	\$14,193	\$14,194	\$1	0.01%	\$74,512	\$74,513	\$1	0.00%	\$47,474	\$47,475	\$1	0.00%
CARLSBAD	\$20,109	\$20,109	\$0	0.00%	\$93,519	\$93,519	\$0	0.00%	\$111,100	\$111,100	\$0	0.00%
Jefferson Montessori Academy	\$25,857	\$25,858	\$1	0.00%	\$90,000	\$90,000	\$0	0.00%	N/A	N/A	N/A	N/A
CARLSBAD W/CHARTER <sup>1</sup>	\$20,515	\$20,515	\$0	0.00%	\$93,372	\$93,372	\$0	0.00%	\$111,100	\$111,100	\$0	0.00%
CARRIZOZO <sup>2</sup>	\$16,755	\$16,755	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CENTRAL	\$20,454	\$20,454	\$0	0.00%	\$71,551	\$71,551	\$0	0.00%	\$66,999	\$66,999	\$0	0.00%
CESAR CHAVEZ COMMUNITY SCHOOL	\$23,982	\$24,931	\$950	3.96%	\$88,000	\$88,000	\$0	0.00%	N/A	N/A	N/A	N/A
CHAMA	\$15,494	\$15,495	\$1	0.01%	\$80,001	\$80,002	\$1	0.00%	\$55,335	\$55,336	\$1	0.00%
CIEN AGUAS INTERNATIONAL	\$18,063	\$20,000	\$1,937	10.72%	N/A	N/A	N/A	N/A	\$66,308	\$69,382	\$3,074	4.64%
CIMARRON	\$24,209	\$24,209	\$0	0.00%	\$80,389	\$80,389	\$0	0.00%	N/A	N/A	N/A	N/A
Moreno Valley High School <sup>4</sup>	N/A	N/A	N/A	N/A	\$80,000	\$80,000	\$0	0.00%	N/A	N/A	N/A	N/A
CIMARRON W/CHARTER <sup>1</sup>	\$24,209	\$24,209	\$0	0.00%	\$80,259	\$80,259	\$0	0.00%	N/A	N/A	N/A	N/A
CLAYTON	\$21,442	\$21,656	\$215	1.00%	\$70,000	\$70,700	\$700	1.00%	N/A	N/A	N/A	N/A
CLOUDCROFT	\$17,071	\$17,072	\$0	0.00%	\$77,611	\$77,611	\$0	0.00%	N/A	N/A	N/A	N/A

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CLOVIS	\$15,810	\$15,976	\$166	1.05%	\$71,189	\$71,497	\$308	0.43%	\$63,934	\$65,841	\$1,907	2.98%
COBRE	\$14,174	\$14,174	\$0	0.00%	\$89,256	\$89,256	\$0	0.00%	N/A	N/A	N/A	N/A
CORAL COMMUNITY CHARTER	\$18,616	\$18,616	\$0	0.00%	\$86,824	\$86,824	\$0	0.00%	N/A	N/A	N/A	N/A
CORONA <sup>2</sup>	\$14,679	\$14,680	\$1	0.01%	\$83,225	\$83,225	\$0	0.00%	N/A	N/A	N/A	N/A
COTTONWOOD CLASSICAL PREPARATORY	\$24,800	\$25,048	\$248	1.00%	\$96,000	\$100,000	\$4,000	4.17%	N/A	N/A	N/A	N/A
CUBA	\$19,086	\$19,659	\$573	3.00%	\$77,386	\$79,708	\$2,322	3.00%	\$74,000	\$76,220	\$2,220	3.00%
DEMING	\$17,505	\$17,505	\$0	0.00%	\$85,310	\$85,310	\$0	0.00%	\$74,989	\$74,989	\$0	0.00%
Deming Cesar Chavez Charter High	\$21,786	\$22,586	\$800	3.67%	\$81,500	\$86,390	\$4,890	6.00%	N/A	N/A	N/A	N/A
DEMING W/CHARTERS <sup>1</sup>	\$17,691	\$17,726	\$35	0.20%	\$84,834	\$85,445	\$611	0.72%	\$74,989	\$74,989	\$0	0.00%
DES MOINES <sup>2</sup>	N/A	N/A	N/A	N/A	\$70,001	\$70,001	\$0	0.00%	N/A	N/A	N/A	N/A
DEXTER	\$18,337	\$18,337	\$0	0.00%	\$82,981	\$82,981	\$0	0.00%	\$69,612	\$69,612	\$0	0.00%
DORA	\$16,044	\$16,365	\$322	2.00%	\$70,073	\$71,475	\$1,401	2.00%	\$34,000	\$34,680	\$680	2.00%
DREAM DINE' CHARTER SCHOOL	\$18,750	\$18,750	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DULCE	\$28,500	\$29,000	\$500	1.75%	\$89,500	\$90,500	\$1,000	1.12%	\$77,000	\$78,000	\$1,000	1.30%
DZIT DIT LOOL (DEAP)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ELIDA	N/A	N/A	N/A	N/A	\$72,821	\$75,006	\$2,185	3.00%	N/A	N/A	N/A	N/A
ESPANOLA	\$13,698	\$13,698	\$0	0.00%	\$72,343	\$72,343	\$0	0.00%	\$80,364	\$80,364	\$0	0.00%
Cariños Charter School	\$23,960	\$24,200	\$240	1.00%	\$92,601	\$92,601	\$0	0.00%	N/A	N/A	N/A	N/A
ESPANOLA W/CHARTERS <sup>1</sup>	\$13,900	\$13,905	\$5	0.03%	\$72,997	\$72,997	\$0	0.00%	\$80,364	\$80,364	\$0	0.00%
ESTANCIA	\$15,265	\$15,265	\$0	0.00%	\$73,549	\$73,549	\$0	0.00%	\$47,092	\$47,092	\$0	0.00%
ESTANCIA VALLEY CLASSICAL ACADEMY	\$15,529	\$15,996	\$467	3.01%	\$80,000	\$80,001	\$1	0.00%	N/A	N/A	N/A	N/A
EUNICE	\$14,877	\$15,507	\$630	4.23%	\$81,893	\$81,893	\$0	0.00%	\$72,084	\$72,084	\$0	0.00%
EXPLORE ACADEMY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$49,272	\$49,272	\$0	0.00%
FARMINGTON	\$15,787	\$15,787	\$0	0.00%	\$71,781	\$71,781	\$0	0.00%	\$81,939	\$81,939	\$0	0.00%
New Mexico Virtual Academy	N/A	N/A	N/A	N/A	\$85,000	\$85,000	\$0	0.00%	N/A	N/A	N/A	N/A
FARMINGTON W/CHARTERS <sup>1</sup>	\$15,787	\$15,787	\$0	0.00%	\$72,169	\$72,169	\$0	0.00%	\$81,939	\$81,939	\$0	0.00%
FLOYD <sup>2</sup>	\$16,369	\$16,370	\$1	0.01%	\$75,000	\$75,002	\$2	0.00%	\$67,607	\$67,608	\$2	0.00%
FT. SUMNER	\$16,720	\$17,320	\$600	3.59%	\$70,600	\$71,200	\$600	0.85%	N/A	N/A	N/A	N/A
GADSDEN	\$17,084	\$17,426	\$342	2.00%	\$66,631	\$67,298	\$666	1.00%	\$73,740	\$74,477	\$737	1.00%
GALLUP	\$16,625	\$16,653	\$28	0.17%	\$68,839	\$68,902	\$63	0.09%	\$69,898	\$70,104	\$207	0.30%
Middle College High School	N/A	N/A	N/A	N/A	\$81,698	\$86,463	\$4,765	5.83%	\$55,752	\$55,752	\$0	0.00%
GALLUP W/CHARTER <sup>1</sup>	\$16,625	\$16,653	\$28	0.17%	\$69,293	\$69,522	\$229	0.33%	\$67,946	\$68,125	\$178	0.26%
GILBERT L. SENA CHARTER HIGH SCHOOL	\$27,759	\$27,892	\$133	0.48%	\$92,000	\$93,000	\$1,000	1.09%	\$47,400	\$57,628	\$10,228	21.58%
GRADY <sup>2</sup>	\$13,000	\$13,000	\$0	0.00%	\$70,000	\$70,001	\$1	0.00%	N/A	N/A	N/A	N/A
GRANTS	\$16,139	\$16,139	\$0	0.00%	\$78,003	\$78,003	\$0	0.00%	\$67,247	\$67,247	\$0	0.00%
GREAT ACADEMY (THE)	\$31,680	\$32,736	\$1,056	3.33%	\$140,000	\$144,300	\$4,300	3.07%	N/A	N/A	N/A	N/A
HAGERMAN	\$18,730	\$18,730	\$0	0.00%	\$74,910	\$74,910	\$0	0.00%	N/A	N/A	N/A	N/A
HATCH	\$17,936	\$17,936	\$0	0.00%	\$73,254	\$73,254	\$0	0.00%	N/A	N/A	N/A	N/A
HEALTH LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$90,900	\$91,809	\$909	1.00%	\$58,081	\$59,891	\$1,811	3.12%
HOBBS	\$16,192	\$16,422	\$230	1.42%	\$80,739	\$81,638	\$899	1.11%	\$86,589	\$86,839	\$249	0.29%
HONDO <sup>2</sup>	\$13,001	\$13,002	\$1	0.01%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HORIZON ACADEMY WEST	\$16,509	\$16,839	\$330	2.00%	\$90,000	\$91,800	\$1,800	2.00%	N/A	N/A	N/A	N/A
HOUSE <sup>2</sup>	\$18,108	\$18,109	\$1	0.01%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
INTERNATIONAL SCHOOL at MESA DEL SOL (THE)	\$16,717	\$16,717	\$0	0.00%	\$72,808	\$72,808	\$0	0.00%	N/A	N/A	N/A	N/A
J. PAUL TAYLOR	\$20,910	\$20,910	\$0	0.00%	\$82,500	\$82,500	\$0	0.00%	N/A	N/A	N/A	N/A
JAL	\$16,074	\$16,279	\$205	1.28%	\$76,500	\$77,000	\$500	0.65%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN <sup>2</sup>	\$17,526	\$17,527	\$1	0.01%	\$72,459	\$72,460	\$1	0.00%	\$86,390	\$86,391	\$1	0.00%
Lindrith Area Heritage Charter School	\$21,000	\$21,500	\$500	2.38%	\$75,800	\$76,900	\$1,100	1.45%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN W/CHARTER <sup>1</sup>	\$18,684	\$18,851	\$167	0.90%	\$72,496	\$72,510	\$13	0.02%	\$86,390	\$86,391	\$1	0.00%
JEMEZ VALLEY	\$24,310	\$24,310	\$0	0.00%	\$77,519	\$77,519	\$0	0.00%	\$63,788	\$63,788	\$0	0.00%
San Diego Riverside Charter School	N/A	N/A	N/A	N/A	\$72,100	\$72,100	\$0	0.00%	N/A	N/A	N/A	N/A
JEMEZ VALLEY W/CHARTERS <sup>1</sup>	\$24,310	\$24,310	\$0	0.00%	\$76,164	\$76,164	\$0	0.00%	\$63,788	\$63,788	\$0	0.00%
LA ACADEMIA DOLORES HUERTA	\$26,144	\$26,144	\$0	0.00%	\$82,500	\$82,500	\$0	0.00%	\$49,693	\$49,693	\$0	0.00%

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LA PROMESA EARLY LEARNING CENTER	\$18,294	\$18,494	\$200	1.09%	\$100,320	\$100,320	\$0	0.00%	\$51,000	\$51,100	\$100	0.20%
LA RESOLANA LEADERSHIP ACADEMY	N/A	N/A	N/A	N/A	\$78,322	\$78,322	\$0	0.00%	N/A	N/A	N/A	N/A
LA TIERRA MONTESSORI SCHOOL OF THE ARTS & SCIENCES	N/A	N/A	N/A	N/A	\$67,500	\$70,000	\$2,500	3.70%	N/A	N/A	N/A	N/A
LAKE ARTHUR	\$15,229	\$15,297	\$68	0.45%	\$72,960	\$73,260	\$300	0.41%	N/A	N/A	N/A	N/A
LAS CRUCES	\$16,669	\$16,669	\$0	0.00%	\$72,561	\$72,561	\$0	0.00%	\$77,760	\$77,760	\$0	0.00%
LAS MONTANAS	N/A	N/A	N/A	N/A	\$98,822	\$98,822	\$0	0.00%	N/A	N/A	N/A	N/A
LAS VEGAS CITY	\$16,284	\$16,285	\$1	0.01%	\$75,372	\$75,373	\$1	0.00%	\$68,834	\$68,835	\$1	0.00%
LOGAN	N/A	N/A	N/A	N/A	\$80,000	\$80,000	\$0	0.00%	\$63,917	\$65,198	\$1,281	2.00%
LORDSBURG	\$16,437	\$16,437	\$0	0.00%	\$78,079	\$78,079	\$0	0.00%	\$60,503	\$60,503	\$0	0.00%
LOS ALAMOS	\$15,887	\$15,887	\$0	0.00%	\$83,522	\$85,207	\$1,685	2.02%	\$99,013	\$99,013	\$0	0.00%
LOS LUNAS	\$16,044	\$16,044	\$0	0.00%	\$69,360	\$69,360	\$0	0.00%	\$77,860	\$77,860	\$0	0.00%
LOVING	\$13,968	\$13,968	\$0	0.00%	\$78,164	\$78,164	\$0	0.00%	\$56,242	\$56,242	\$0	0.00%
LOVINGTON	\$15,490	\$15,806	\$317	2.04%	\$84,299	\$84,299	\$0	0.00%	\$91,809	\$91,809	\$0	0.00%
MAGDALENA	\$30,600	\$31,212	\$612	2.00%	\$80,007	\$81,600	\$1,593	1.99%	\$52,500	\$53,550	\$1,050	2.00%
MASTERS PROGRAM (THE)	N/A	N/A	N/A	N/A	\$92,770	\$102,000	\$9,230	9.95%	\$51,524	\$52,159	\$635	1.23%
MAXWELL <sup>2</sup>	\$18,842	\$18,842	\$0	0.00%	\$70,000	\$70,000	\$0	0.00%	\$70,000	\$70,000	\$0	0.00%
MCCURDY CHARTER	N/A	N/A	N/A	N/A	\$79,067	\$86,517	\$7,450	9.42%	N/A	N/A	N/A	N/A
MEDIA ARTS COLLABORATIVE CHARTER	N/A	N/A	N/A	N/A	\$97,000	\$98,455	\$1,455	1.50%	\$36,775	\$37,859	\$1,084	2.95%
MELROSE	\$13,510	\$13,511	\$1	0.01%	\$76,762	\$76,763	\$1	0.00%	\$25,789	\$25,790	\$1	0.00%
MESA VISTA	\$17,027	\$17,027	\$0	0.00%	\$67,033	\$67,033	\$0	0.00%	\$56,467	\$56,467	\$0	0.00%
MISSION ACHIEVEMENT AND SUCCESS	N/A	N/A	N/A	N/A	\$115,288	\$124,589	\$9,301	8.07%	\$55,423	\$55,423	\$0	0.00%
MONTE DEL SOL CHARTER SCHOOL	\$23,717	\$24,008	\$291	1.23%	\$89,559	\$90,331	\$772	0.86%	\$41,870	\$41,870	\$0	0.00%
MONTESSORI ELEMENTARY SCHOOL	\$17,050	\$17,050	\$0	0.00%	\$100,748	\$100,748	\$0	0.00%	N/A	N/A	N/A	N/A
MORA	\$15,274	\$15,300	\$26	0.17%	\$70,000	\$70,000	\$0	0.00%	\$60,000	\$67,500	\$7,500	12.50%
MORIARTY	\$14,672	\$14,672	\$0	0.00%	\$70,389	\$70,389	\$0	0.00%	\$55,793	\$55,793	\$0	0.00%
MOSQUERO <sup>2</sup>	\$15,472	\$15,923	\$451	2.91%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MOUNTAINAIR	\$17,879	\$17,880	\$1	0.01%	\$72,595	\$72,596	\$1	0.00%	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL	N/A	N/A	N/A	N/A	\$111,240	\$113,465	\$2,225	2.00%	\$59,494	\$60,683	\$1,189	2.00%
NEW AMERICA SCHOOL-LAS CRUCES	N/A	N/A	N/A	N/A	\$94,516	\$96,407	\$1,890	2.00%	N/A	N/A	N/A	N/A
NEW MEXICO CONNECTIONS ACADEMY	N/A	N/A	N/A	N/A	\$90,000	\$90,000	\$0	0.00%	N/A	N/A	N/A	N/A
NEW MEXICO INTERNATIONAL SCHOOL	\$19,773	\$20,520	\$747	3.78%	\$86,205	\$90,000	\$3,795	4.40%	N/A	N/A	N/A	N/A
NEW MEXICO SCHOOL FOR THE ARTS	N/A	N/A	N/A	N/A	\$96,000	\$96,000	\$0	0.00%	N/A	N/A	N/A	N/A
NORTH VALLEY ACADEMY	\$21,910	\$22,038	\$128	0.58%	\$98,140	\$98,140	\$0	0.00%	\$54,927	\$54,927	\$0	0.00%
PECOS	\$20,414	\$21,435	\$1,021	5.00%	\$65,833	\$66,492	\$658	1.00%	N/A	N/A	N/A	N/A
PENASCO	\$14,609	\$14,609	\$0	0.00%	\$73,664	\$73,291	-\$373	-0.51%	\$58,100	\$58,101	\$1	0.00%
POJOAQUE	\$17,878	\$17,878	\$0	0.00%	\$70,512	\$70,512	\$0	0.00%	\$78,577	\$78,577	\$0	0.00%
PORTALES	\$16,520	\$16,521	\$1	0.01%	\$71,233	\$71,234	\$1	0.00%	\$81,801	\$81,802	\$1	0.00%
QUEMADO <sup>2</sup>	\$13,875	\$13,876	\$1	0.01%	\$86,900	\$86,900	\$0	0.00%	N/A	N/A	N/A	N/A
QUESTA	\$21,570	\$21,570	\$0	0.00%	\$72,500	\$72,500	\$0	0.00%	\$52,022	\$52,022	\$0	0.00%
Roots & Wings Community School	\$14,431	\$15,090	\$659	4.57%	\$79,325	\$79,325	\$0	0.00%	N/A	N/A	N/A	N/A
QUESTA W/CHARTERS <sup>1</sup>	\$19,635	\$19,813	\$179	0.91%	\$74,775	\$74,775	\$0	0.00%	\$52,022	\$52,022	\$0	0.00%
RATON	\$15,055	\$15,056	\$1	0.01%	\$72,547	\$72,548	\$1	0.00%	N/A	N/A	N/A	N/A
RED RIVER VALLEY CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$78,166	\$78,166	\$0	0.00%	N/A	N/A	N/A	N/A
RESERVE	\$14,932	\$14,932	\$0	0.00%	\$84,888	\$84,888	\$0	0.00%	N/A	N/A	N/A	N/A
RIO RANCHO	\$15,630	\$15,630	\$0	0.00%	\$77,346	\$77,346	\$0	0.00%	\$55,938	\$55,938	\$0	0.00%
ROSWELL	\$15,992	\$15,992	\$0	0.00%	\$75,157	\$75,157	\$0	0.00%	\$61,544	\$61,544	\$0	0.00%
Sidney Gutierrez Middle School	N/A	N/A	N/A	N/A	\$78,198	\$78,198	\$0	0.00%	N/A	N/A	N/A	N/A
ROSWELL W/CHARTER <sup>1</sup>	\$15,992	\$15,992	\$0	0.00%	\$75,255	\$75,255	\$0	0.00%	\$61,544	\$61,544	\$0	0.00%
ROY <sup>2</sup>	\$16,900	\$16,900	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RUIDOSO	\$18,529	\$18,529	\$0	0.00%	\$80,286	\$80,286	\$0	0.00%	\$76,902	\$76,902	\$0	0.00%
SAGE MONTESSORI	\$15,902	\$15,903	\$1	0.01%	\$70,000	\$70,000	\$0	0.00%	\$52,510	\$52,510	\$0	0.00%
SAN JON <sup>2</sup>	\$16,125	\$16,448	\$323	2.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SANDOVAL ACADEMY OF BILINGUAL ED (SABE)	\$18,050	\$18,200	\$150	0.83%	\$75,000	\$75,000	\$0	0.00%	N/A	N/A	N/A	N/A

**SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS**  
**2015-2016 Estimated Actual to 2016-2017 Budgeted\***

District	Instructional, Health, & Library Assistants 1711, 1712, 1713, 1714, 1213, and 1216				Principals 1112				Coordinators, Subject Matter Specialists 1211			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
SANTA FE Academy for Tech. and the Classics	\$18,495 \$16,220	\$18,495 \$17,161	\$0 \$941	0.00% 5.80%	\$74,529 \$89,018	\$74,529 \$89,018	\$0 \$0	0.00% 0.00%	\$62,404 N/A	\$62,404 N/A	\$0 N/A	0.00% N/A
SANTA FE W/CHARTERS <sup>1</sup>	\$18,486	\$18,490	\$4	0.02%	\$75,173	\$75,173	\$0	0.00%	\$62,404	\$62,404	\$0	0.00%
SANTA ROSA	\$11,664	\$11,665	\$1	0.01%	\$75,390	\$76,067	\$678	0.90%	\$64,667	\$66,001	\$1,333	2.06%
SCHOOL OF DREAMS ACADEMY	\$21,798	\$21,798	\$0	0.00%	\$90,280	\$90,280	\$0	0.00%	N/A	N/A	N/A	N/A
SILVER CITY	\$17,170	\$17,171	\$1	0.01%	\$82,359	\$82,360	\$1	0.00%	\$85,002	\$85,004	\$2	0.00%
SOCORRO <sup>3</sup> Cottonwood Valley Charter School	\$16,149 \$22,049	\$16,472 \$22,490	\$323 \$441	2.00% 2.00%	\$75,130 \$68,000	\$76,632 \$70,000	\$1,503 \$2,000	2.00% 2.94%	\$52,540 N/A	\$53,591 N/A	\$1,051 N/A	2.00% N/A
SOCORRO W/CHARTER <sup>1</sup>	\$16,636	\$16,969	\$333	2.00%	\$74,338	\$75,895	\$1,558	2.10%	\$52,540	\$53,591	\$1,051	2.00%
SOUTH VALLEY PREPARATORY SCHOOL	\$27,990	\$30,000	\$2,010	7.18%	\$87,500	\$88,375	\$875	1.00%	N/A	N/A	N/A	N/A
SOUTHWEST AERONAUTICS, MATHEMATICS ACADEMY	\$20,615	\$20,917	\$301	1.46%	\$80,000	\$82,000	\$2,000	2.50%	\$48,353	\$48,600	\$247	0.51%
SOUTHWEST INTERMEDIATE LEARNING CENTER	\$26,681	\$27,056	\$375	1.41%	\$94,833	\$100,000	\$5,167	5.45%	N/A	N/A	N/A	N/A
SOUTHWEST PRIMARY LEARNING CENTER	\$18,312	\$18,400	\$88	0.48%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST SECONDARY LEARNING CENTER	\$18,681	\$18,667	-\$14	-0.08%	\$88,077	\$100,000	\$11,923	13.54%	N/A	N/A	N/A	N/A
SPRINGER	\$15,200	\$15,314	\$114	0.75%	\$72,815	\$72,946	\$131	0.18%	N/A	N/A	N/A	N/A
TAOS Anansi Charter School	\$17,856 \$19,706	\$18,034 \$19,758	\$179 \$52	1.00% 0.27%	\$68,932 \$70,000	\$70,246 \$70,000	\$1,314 \$0	1.91% 0.00%	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Taos Municipal Charter School	\$16,358	\$16,358	\$0	0.00%	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	\$88,740	\$88,740	\$0	0.00%	N/A	N/A	N/A	N/A
TAOS W/CHARTERS <sup>1</sup>	\$17,875	\$18,031	\$155	0.87%	\$71,019	\$72,070	\$1,051	1.48%	N/A	N/A	N/A	N/A
TAOS ACADEMY CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$121,761	\$122,200	\$439	0.36%	N/A	N/A	N/A	N/A
TAOS INTEGRATED SCHOOL OF THE ARTS	N/A	N/A	N/A	N/A	\$70,000	\$70,000	\$0	0.00%	N/A	N/A	N/A	N/A
TAOS INTERNATIONAL SCHOOL	\$18,000	\$18,050	\$50	0.28%	\$80,000	\$80,000	\$0	0.00%	N/A	N/A	N/A	N/A
TATUM	\$23,545	\$23,888	\$343	1.46%	\$84,398	\$84,398	\$0	0.00%	\$63,344	\$63,344	\$0	0.00%
TECHNOLOGY LEADERSHIP	N/A	N/A	N/A	N/A	\$80,000	\$81,600	\$1,600	2.00%	\$65,192	\$70,000	\$4,808	7.37%
TEXICO	\$16,730	\$16,730	\$0	0.00%	\$77,851	\$77,851	\$0	0.00%	\$74,844	\$74,844	\$0	0.00%
TIERRA ADENTRO	\$18,572	\$18,738	\$166	0.90%	\$88,314	\$90,080	\$1,767	2.00%	N/A	N/A	N/A	N/A
TIERRA ENCANTADA CHARTER SCHOOL	\$19,676	\$19,946	\$270	1.37%	\$93,846	\$94,315	\$469	0.50%	\$46,559	\$46,792	\$233	0.50%
TRUTH OR CONSEQUENCES	\$21,260	\$21,535	\$275	1.29%	\$78,536	\$78,711	\$175	0.22%	N/A	N/A	N/A	N/A
TUCUMCARI	\$18,009	\$18,009	\$0	0.00%	\$71,238	\$71,238	\$0	0.00%	\$50,500	\$50,500	\$0	0.00%
TULAROSA	\$18,306	\$19,342	\$1,036	5.66%	\$77,009	\$81,629	\$4,620	6.00%	\$63,000	\$66,780	\$3,780	6.00%
TURQUOISE TRAIL CHARTER SCHOOL	\$18,820	\$19,808	\$988	5.25%	\$85,389	\$86,012	\$623	0.73%	N/A	N/A	N/A	N/A
UPLIFT COMMUNITY	\$20,585	\$20,992	\$407	1.97%	\$75,000	\$80,000	\$5,000	6.67%	N/A	N/A	N/A	N/A
VAUGHN	\$21,806	\$21,807	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WAGON MOUND <sup>2</sup>	\$15,327	\$15,328	\$1	0.01%	\$85,000	\$85,001	\$1	0.00%	\$35,001	\$35,002	\$1	0.00%
WALATOWA HIGH CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$80,001	\$80,002	\$1	0.00%	N/A	N/A	N/A	N/A
WEST LAS VEGAS Rio Gallinas School	\$19,669 N/A	\$19,670 N/A	\$1 N/A	0.01% N/A	\$73,498 \$75,001	\$73,499 \$75,001	\$1 \$0	0.00% 0.00%	\$62,207 N/A	\$62,208 N/A	\$1 N/A	0.00% N/A
WEST LAS VEGAS W/CHARTER <sup>1</sup>	\$19,669	\$19,670	\$1	0.01%	\$73,712	\$73,713	\$1	0.00%	\$62,207	\$62,208	\$1	0.00%
WILLIAM W. & JOSEPHINE DORN	N/A	N/A	N/A	N/A	\$66,311	\$66,811	\$500	0.75%	N/A	N/A	N/A	N/A
ZUNI	\$24,308	\$24,828	\$520	2.14%	\$80,445	\$80,711	\$266	0.33%	\$71,264	\$71,775	\$511	0.72%
STATEWIDE	\$16,863	\$16,921	\$58	0.34%	\$73,991	\$74,267	\$276	0.37%	\$63,274	\$63,525	\$251	0.40%

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

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

<sup>3</sup>Negative amounts due to salary reduction.

<sup>4</sup>Did not report any data.

\*The salary data presented in this table was provided by the school districts with their 2016-2017 Operating Budgets. The 2016-2017 salaries were estimated since operating budgets were due before 06/30/16.

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

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Library, Media Specialists 1212				Guidance 1214				Registered Nurses 1215			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
ACADEMY OF TRADES & TECHNOLOGY	N/A	N/A	N/A	N/A	\$51,483	\$52,233	\$750	1.46%	N/A	N/A	N/A	N/A
ACE LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$57,113	\$57,213	\$100	0.18%	N/A	N/A	N/A	N/A
ALAMOGORDO	\$48,858	\$48,859	\$1	0.00%	\$51,655	\$51,656	\$1	0.00%	\$44,953	\$44,954	\$1	0.00%
ALBUQUERQUE	\$47,190	\$47,190	\$0	0.00%	\$49,212	\$49,212	\$0	0.00%	\$47,505	\$47,505	\$0	0.00%
Albuquerque Charter Academy (formerly SIA Tech)	N/A	N/A	N/A	N/A	\$68,988	\$69,678	\$690	1.00%	N/A	N/A	N/A	N/A
Albuquerque Talent Development Secondary Charter	\$53,560	\$55,167	\$1,607	3.00%	\$34,600	\$35,638	\$1,038	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
Christine Duncan's Heritage Academy	N/A	N/A	N/A	N/A	\$42,004	\$42,236	\$232	0.55%	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	\$54,134	\$54,135	\$1	0.00%	N/A	N/A	N/A	N/A
East Mountain High School	\$47,307	\$47,780	\$473	1.00%	\$54,150	\$54,692	\$542	1.00%	\$49,112	\$49,603	\$491	1.00%
El Camino Real 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
Gordon Bernell Charter School	N/A	N/A	N/A	N/A	\$64,137	\$64,188	\$51	0.08%	N/A	N/A	N/A	N/A
La Academia de Esperanza	N/A	N/A	N/A	N/A	\$47,910	\$48,868	\$958	2.00%	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	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	\$56,560	\$57,691	\$1,131	2.00%	N/A	N/A	N/A	N/A
Public Academy for Performing Arts (PAPA)	N/A	N/A	N/A	N/A	\$57,863	\$58,442	\$579	1.00%	N/A	N/A	N/A	N/A
Robert F. Kennedy Charter School	N/A	N/A	N/A	N/A	\$54,500	\$54,500	\$0	0.00%	N/A	N/A	N/A	N/A
South Valley Academy	N/A	N/A	N/A	N/A	\$42,490	\$42,640	\$150	0.35%	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 <sup>1</sup>	\$47,203	\$47,208	\$6	0.01%	\$49,305	\$49,328	\$23	0.05%	\$47,514	\$47,517	\$3	0.01%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	N/A	N/A	N/A	N/A	\$56,608	\$57,175	\$567	1.00%	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	\$58,653	\$59,607	\$954	1.63%	N/A	N/A	N/A	N/A
ALDO LEOPOLD CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$64,656	\$66,595	\$1,939	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	\$51,469	\$55,229	\$3,760	7.31%	N/A	N/A	N/A	N/A
ANIMAS <sup>2</sup>	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	N/A	N/A	N/A	N/A	\$48,675	\$50,294	\$1,619	3.33%	\$41,843	\$43,184	\$1,341	3.20%
ASK ACADEMY (THE)	N/A	N/A	N/A	N/A	\$68,959	\$68,959	\$1	0.00%	N/A	N/A	N/A	N/A
AZTEC	\$45,228	\$45,228	\$0	0.00%	\$50,105	\$50,105	\$0	0.00%	\$32,244	\$32,244	\$0	0.00%
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 <sup>1</sup>	\$45,228	\$45,228	\$0	0.00%	\$50,105	\$50,105	\$0	0.00%	\$32,244	\$32,244	\$0	0.00%
BELEN	\$51,798	\$51,798	\$0	0.00%	\$50,298	\$50,298	\$0	0.00%	\$49,625	\$49,625	\$0	0.00%
BERNALILLO	\$65,513	\$65,513	\$0	0.00%	\$52,955	\$52,955	\$0	0.00%	\$47,284	\$47,284	\$0	0.00%
BLOOMFIELD	\$57,847	\$57,847	\$0	0.00%	\$48,000	\$48,000	\$0	0.00%	\$52,653	\$52,653	\$0	0.00%
CAPITAN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$42,637	\$42,638	\$1	0.00%
CARLSBAD	\$68,600	\$68,601	\$1	0.00%	\$59,709	\$59,710	\$1	0.00%	\$55,375	\$55,376	\$1	0.00%
Jefferson Montessori Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$43,191	\$43,194	\$2	0.00%
CARLSBAD W/CHARTER <sup>1</sup>	\$68,600	\$68,601	\$1	0.00%	\$59,709	\$59,710	\$1	0.00%	\$54,699	\$54,700	\$1	0.00%
CARRIZOZO <sup>2</sup>	\$52,017	\$52,017	\$0	0.00%	\$53,915	\$53,915	\$0	0.00%	N/A	N/A	N/A	N/A
CENTRAL	\$55,319	\$55,319	\$0	0.00%	\$58,927	\$58,927	\$0	0.00%	N/A	N/A	N/A	N/A
CESAR CHAVEZ COMMUNITY SCHOOL	N/A	N/A	N/A	N/A	\$50,058	\$50,058	\$0	0.00%	N/A	N/A	N/A	N/A
CHAMA	N/A	N/A	N/A	N/A	\$61,363	\$61,364	\$1	0.00%	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	\$44,364	\$48,362	\$3,998	9.01%	\$48,169	\$48,170	\$1	0.00%
Moreno Valley High School <sup>4</sup>	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 <sup>1</sup>	N/A	N/A	N/A	N/A	\$44,364	\$48,362	\$3,998	9.01%	\$48,169	\$48,170	\$1	0.00%
CLAYTON	N/A	N/A	N/A	N/A	\$68,043	\$68,723	\$680	1.00%	\$40,234	\$40,636	\$402	1.00%
CLOUDCROFT	N/A	N/A	N/A	N/A	\$61,274	\$61,274	\$0	0.00%	\$38,075	\$38,075	\$0	0.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Library, Media Specialists 1212				Guidance 1214				Registered Nurses 1215			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
CLOVIS	\$48,883	\$50,502	\$1,619	3.31%	\$63,719	\$64,061	\$341	0.54%	\$43,772	\$43,915	\$143	0.33%
COBRE	\$50,207	\$50,207	\$0	0.00%	\$52,129	\$52,129	\$0	0.00%	\$40,858	\$40,858	\$0	0.00%
CORAL COMMUNITY 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
CORONA <sup>2</sup>	N/A	N/A	N/A	N/A	\$83,224	\$83,228	\$4	0.00%	N/A	N/A	N/A	N/A
COTTONWOOD CLASSICAL PREPARATORY	N/A	N/A	N/A	N/A	\$52,500	\$53,025	\$525	1.00%	N/A	N/A	N/A	N/A
CUBA	\$40,402	\$41,615	\$1,213	3.00%	\$66,087	\$68,070	\$1,983	3.00%	\$38,735	\$39,898	\$1,163	3.00%
DEMING	\$48,911	\$48,911	\$0	0.00%	\$46,410	\$46,411	\$1	0.00%	\$36,840	\$36,841	\$1	0.00%
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 <sup>1</sup>	\$48,911	\$48,911	\$0	0.00%	\$46,410	\$46,411	\$1	0.00%	\$36,840	\$36,841	\$1	0.00%
DES MOINES <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$36,692	\$36,692	\$0	0.00%
DEXTER	\$61,427	\$61,427	\$0	0.00%	\$55,938	\$55,938	\$0	0.00%	\$56,335	\$56,335	\$0	0.00%
DORA	\$53,876	\$54,954	\$1,078	2.00%	\$52,226	\$53,271	\$1,045	2.00%	N/A	N/A	N/A	N/A
DREAM DINE' 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
DULCE	\$49,000	\$50,500	\$1,500	3.06%	\$62,625	\$63,125	\$500	0.80%	\$28,000	\$28,500	\$500	1.79%
DZIT DIT LOOL (DEAP)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ELIDA	N/A	N/A	N/A	N/A	\$34,286	\$35,315	\$1,029	3.00%	N/A	N/A	N/A	N/A
ESPANOLA	\$54,067	\$54,067	\$0	0.00%	\$49,483	\$49,483	\$0	0.00%	\$41,281	\$41,281	\$0	0.00%
Cariños Charter School	N/A	N/A	N/A	N/A	\$92,601	\$92,603	\$2	0.00%	N/A	N/A	N/A	N/A
ESPANOLA W/CHARTERS <sup>1</sup>	\$54,067	\$54,067	\$0	0.00%	\$50,953	\$50,953	\$0	0.00%	\$41,281	\$41,281	\$0	0.00%
ESTANCIA	N/A	N/A	N/A	N/A	\$55,715	\$55,715	\$0	0.00%	N/A	N/A	N/A	N/A
ESTANCIA VALLEY CLASSICAL 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
EUNICE	N/A	N/A	N/A	N/A	\$47,234	\$47,234	\$0	0.00%	\$40,810	\$40,810	\$0	0.00%
EXPLORE ACADEMY	N/A	N/A	N/A	N/A	\$52,815	\$52,815	\$0	0.00%	N/A	N/A	N/A	N/A
FARMINGTON	\$60,323	\$60,323	\$0	0.00%	\$54,069	\$54,069	\$0	0.00%	\$51,413	\$51,413	\$0	0.00%
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 <sup>1</sup>	\$60,323	\$60,323	\$0	0.00%	\$54,069	\$54,069	\$0	0.00%	\$51,413	\$51,413	\$0	0.00%
FLOYD <sup>2</sup>	\$40,301	\$42,302	\$2,001	4.97%	\$40,050	\$40,051	\$1	0.00%	N/A	N/A	N/A	N/A
FT. SUMNER	N/A	N/A	N/A	N/A	\$21,679	\$22,279	\$600	2.77%	\$37,534	\$43,323	\$5,789	15.42%
GADSDEN	\$52,846	\$53,374	\$528	1.00%	\$50,371	\$50,875	\$504	1.00%	\$47,370	\$47,844	\$474	1.00%
GALLUP	\$51,083	\$51,590	\$507	0.99%	N/A	N/A	N/A	N/A	\$45,012	\$45,012	\$0	0.00%
Middle College 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
GALLUP W/CHARTER <sup>1</sup>	\$51,083	\$51,590	\$507	0.99%	N/A	N/A	N/A	N/A	\$45,012	\$45,012	\$0	0.00%
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 <sup>2</sup>	N/A	N/A	N/A	N/A	\$56,745	\$56,755	\$9	0.02%	N/A	N/A	N/A	N/A
GRANTS	\$52,392	\$52,392	\$0	0.00%	\$57,300	\$57,300	\$0	0.00%	\$60,095	\$60,095	\$0	0.00%
GREAT ACADEMY (THE)	N/A	N/A	N/A	N/A	\$42,592	\$46,851	\$4,259	10.00%	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	\$49,573	\$49,573	\$0	0.00%
HATCH	\$53,978	\$53,978	\$0	0.00%	\$44,162	\$44,162	\$0	0.00%	\$58,400	\$58,400	\$0	0.00%
HEALTH LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$54,751	\$55,878	\$1,127	2.06%	\$52,726	\$53,516	\$790	1.50%
HOBBS	\$51,306	\$52,024	\$718	1.40%	\$51,255	\$52,234	\$979	1.91%	\$46,042	\$46,357	\$316	0.69%
HONDO <sup>2</sup>	N/A	N/A	N/A	N/A	\$45,654	\$45,655	\$1	0.00%	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 <sup>2</sup>	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	\$65,140	\$65,140	\$0	0.00%	\$47,050	\$47,675	\$625	1.33%
JEMEZ MOUNTAIN <sup>2</sup>	N/A	N/A	N/A	N/A	\$51,651	\$54,751	\$3,100	6.00%	\$50,101	\$50,102	\$1	0.00%
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 <sup>1</sup>	N/A	N/A	N/A	N/A	\$51,651	\$54,751	\$3,100	6.00%	\$50,101	\$50,102	\$1	0.00%
JEMEZ VALLEY	N/A	N/A	N/A	N/A	\$58,471	\$58,471	\$0	0.00%	N/A	N/A	N/A	N/A
San Diego Riverside 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 VALLEY W/CHARTERS <sup>1</sup>	N/A	N/A	N/A	N/A	\$58,471	\$58,471	\$0	0.00%	N/A	N/A	N/A	N/A
LA ACADEMIA DOLORES HUERTA	N/A	N/A	N/A	N/A	\$62,000	\$62,000	\$0	0.00%	N/A	N/A	N/A	N/A

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Library, Media Specialists 1212				Guidance 1214				Registered Nurses 1215			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
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
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 SCHOOL OF THE ARTS & SCIENCES	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	\$40,150	\$40,150	\$0	0.00%
LAS CRUCES <sup>3</sup>	\$49,832	\$49,832	\$0	0.00%	\$52,937	\$52,937	\$0	0.00%	\$48,611	\$48,611	\$0	0.00%
LAS CRUCES W/CHARTERS <sup>1</sup>	N/A	N/A	N/A	N/A	\$63,644	\$64,440	\$795	1.25%	N/A	N/A	N/A	N/A
LAS VEGAS CITY	\$41,424	\$41,425	\$1	0.00%	\$59,031	\$59,032	\$1	0.00%	\$39,140	\$39,141	\$1	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	\$54,882	\$54,883	\$1	0.00%	\$43,845	\$43,845	\$0	0.00%
LOS ALAMOS	\$56,129	\$56,129	\$0	0.00%	\$54,206	\$54,206	\$0	0.00%	\$53,154	\$53,154	\$0	0.00%
LOS LUNAS	\$53,216	\$53,216	\$0	0.00%	\$49,626	\$49,626	\$0	0.00%	\$41,691	\$41,691	\$0	0.00%
LOVING	\$68,625	\$68,625	\$0	0.00%	\$54,056	\$54,056	\$0	0.00%	\$35,876	\$35,876	\$0	0.00%
LOVINGTON	\$57,748	\$58,483	\$735	1.27%	\$53,424	\$53,989	\$565	1.06%	\$46,966	\$47,101	\$135	0.29%
MAGDALENA	\$42,024	\$42,865	\$841	2.00%	\$53,076	\$54,138	\$1,062	2.00%	\$67,886	\$69,244	\$1,358	2.00%
MASTERS PROGRAM (THE)	N/A	N/A	N/A	N/A	\$74,536	\$75,639	\$1,103	1.48%	N/A	N/A	N/A	N/A
MAXWELL <sup>2</sup>	N/A	N/A	N/A	N/A	\$46,301	\$48,154	\$1,853	4.00%	\$38,662	\$38,662	\$0	0.00%
MCCURDY CHARTER	N/A	N/A	N/A	N/A	\$60,285	\$60,385	\$100	0.17%	N/A	N/A	N/A	N/A
MEDIA ARTS COLLABORATIVE CHARTER	N/A	N/A	N/A	N/A	\$55,845	\$56,736	\$891	1.60%	N/A	N/A	N/A	N/A
MELROSE	\$49,550	\$49,550	\$0	0.00%	\$53,410	\$53,411	\$1	0.00%	N/A	N/A	N/A	N/A
MESA VISTA	N/A	N/A	N/A	N/A	\$58,200	\$58,200	\$0	0.00%	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
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
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	\$40,652	\$43,924	\$3,272	8.05%	\$34,875	\$34,876	\$1	0.00%	\$50,000	\$50,001	\$1	0.00%
MORIARTY	\$57,773	\$57,773	\$0	0.00%	\$47,701	\$47,701	\$0	0.00%	\$36,267	\$36,267	\$0	0.00%
MOSQUERO <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$45,467	\$45,467	\$0	0.00%
MOUNTAINAIR	\$54,382	\$54,383	\$1	0.00%	\$53,321	\$53,323	\$1	0.00%	\$55,421	\$55,422	\$1	0.00%
NEW AMERICA 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 AMERICA SCHOOL-LAS CRUCES	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 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	N/A	N/A	N/A	N/A	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	\$55,111	\$55,662	\$551	1.00%	N/A	N/A	N/A	N/A
PENASCO	N/A	N/A	N/A	N/A	\$37,758	\$37,759	\$1	0.00%	\$48,924	\$48,925	\$1	0.00%
POJOAQUE	\$56,000	\$56,000	\$0	0.00%	\$52,714	\$52,714	\$0	0.00%	\$51,917	\$53,917	\$2,000	3.85%
PORTALES	\$36,336	\$44,000	\$7,664	21.09%	\$55,499	\$55,500	\$1	0.00%	\$46,907	\$46,908	\$1	0.00%
QUEMADO <sup>2</sup>	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	\$53,373	\$53,373	\$0	0.00%	\$56,661	\$56,661	\$0	0.00%	\$49,032	\$49,032	\$0	0.00%
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 <sup>1</sup>	\$53,373	\$53,373	\$0	0.00%	\$56,661	\$56,661	\$0	0.00%	\$49,032	\$49,032	\$0	0.00%
RATON	\$53,309	\$53,311	\$2	0.00%	\$49,628	\$49,629	\$1	0.00%	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	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	\$50,407	\$50,407	\$0	0.00%	\$49,278	\$49,278	\$0	0.00%	\$47,506	\$47,506	\$0	0.00%
ROSWELL	\$51,954	\$51,954	\$0	0.00%	\$50,981	\$50,981	\$0	0.00%	\$40,162	\$40,162	\$0	0.00%
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 <sup>1</sup>	\$51,954	\$51,954	\$0	0.00%	\$50,981	\$50,981	\$0	0.00%	\$40,162	\$40,162	\$0	0.00%
ROY <sup>2</sup>	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	\$46,807	\$46,807	\$0	0.00%	\$54,245	\$54,245	\$0	0.00%	\$47,019	\$47,019	\$0	0.00%
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 <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$31,280	\$31,906	\$626	2.00%
SANDOVAL ACADEMY OF BILINGUAL ED (SABE)	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  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Library, Media Specialists 1212				Guidance 1214				Registered Nurses 1215			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
SANTA FE Academy for Tech. and the Classics	\$45,129 N/A	\$45,129 N/A	\$0 N/A	0.00% N/A	\$51,183 \$44,719	\$51,183 \$52,254	\$0 \$7,536	0.00% 16.85%	\$44,751 N/A	\$44,751 N/A	\$0 N/A	0.00% N/A
SANTA FE W/CHARTERS <sup>1</sup>	\$45,129	\$45,129	\$0	0.00%	\$50,882	\$51,233	\$350	0.69%	\$44,751	\$44,751	\$0	0.00%
SANTA ROSA	N/A	N/A	N/A	N/A	\$56,346	\$56,347	\$1	0.00%	\$45,000	\$45,001	\$1	0.00%
SCHOOL OF DREAMS ACADEMY	N/A	N/A	N/A	N/A	\$39,662	\$40,158	\$496	1.25%	\$46,173	\$46,173	\$0	0.00%
SILVER CITY	N/A	N/A	N/A	N/A	\$53,336	\$53,337	\$1	0.00%	\$48,153	\$48,154	\$1	0.00%
SOCORRO <sup>3</sup> Cottonwood Valley Charter School	N/A N/A	N/A N/A	N/A N/A	N/A N/A	\$44,543 N/A	\$45,434 N/A	\$891 N/A	2.00% N/A	\$47,452 N/A	\$48,401 N/A	\$949 N/A	2.00% N/A
SOCORRO W/CHARTER <sup>1</sup>	N/A	N/A	N/A	N/A	\$44,543	\$45,434	\$891	2.00%	\$47,452	\$48,401	\$949	2.00%
SOUTH VALLEY PREPARATORY SCHOOL	N/A	N/A	N/A	N/A	\$51,800	\$52,111	\$311	0.60%	N/A	N/A	N/A	N/A
SOUTHWEST AERONAUTICS, MATHEMATICS ACADEMY	N/A	N/A	N/A	N/A	\$32,487	\$38,733	\$6,247	19.23%	N/A	N/A	N/A	N/A
SOUTHWEST INTERMEDIATE 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
SOUTHWEST PRIMARY 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
SOUTHWEST SECONDARY 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
SPRINGER	N/A	N/A	N/A	N/A	\$54,917	\$54,917	\$0	0.00%	\$40,000	\$40,000	\$0	0.00%
TAOS Anansi Charter School	\$39,095 N/A	\$39,486 N/A	\$391 N/A	1.00% N/A	\$50,325 N/A	\$50,828 N/A	\$503 N/A	1.00% N/A	\$50,399 N/A	\$50,903 N/A	\$504 N/A	1.00% 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	\$34,340	\$42,420	\$8,080	23.53%	N/A	N/A	N/A	N/A
TAOS W/CHARTERS <sup>1</sup>	\$39,095	\$39,486	\$391	1.00%	\$48,041	\$49,627	\$1,586	3.30%	\$50,399	\$50,903	\$504	1.00%
TAOS ACADEMY CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$52,839	\$53,000	\$161	0.30%	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
TAOS 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
TATUM	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$39,859	\$40,567	\$708	1.78%
TECHNOLOGY LEADERSHIP	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TEXICO	N/A	N/A	N/A	N/A	\$83,224	\$83,224	\$0	0.00%	\$68,719	\$68,719	\$0	0.00%
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
TIERRA ENCANTADA CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$48,525	\$48,768	\$243	0.50%	\$77,265	\$78,500	\$1,235	1.60%
TRUTH OR CONSEQUENCES	N/A	N/A	N/A	N/A	\$47,159	\$47,349	\$190	0.40%	\$47,319	\$47,721	\$402	0.85%
TUCUMCARI	\$51,500	\$51,501	\$1	0.00%	\$52,365	\$52,366	\$1	0.00%	\$35,107	\$51,198	\$16,091	45.83%
TULAROSA	\$57,568	\$61,022	\$3,454	6.00%	\$52,607	\$58,608	\$6,001	11.41%	\$45,734	\$48,478	\$2,744	6.00%
TURQUOISE TRAIL CHARTER SCHOOL	\$47,925	\$47,930	\$5	0.01%	\$44,604	\$44,613	\$9	0.02%	\$47,918	\$47,925	\$7	0.02%
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	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 <sup>2</sup>	N/A	N/A	N/A	N/A	\$51,265	\$51,266	\$1	0.00%	\$43,754	\$43,755	\$1	0.00%
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 Rio Gallinas School	\$48,848 N/A	\$48,849 N/A	\$1 N/A	0.00% N/A	\$52,159 N/A	\$52,669 N/A	\$510 N/A	0.98% N/A	\$49,553 N/A	\$49,554 N/A	\$1 N/A	0.00% N/A
WEST LAS VEGAS W/CHARTER <sup>1</sup>	\$48,848	\$48,849	\$1	0.00%	\$52,159	\$52,669	\$510	0.98%	\$49,553	\$49,554	\$1	0.00%
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	\$42,307	\$42,941	\$634	1.50%	\$62,333	\$63,167	\$833	1.34%	\$52,448	\$52,448	\$0	0.00%
STATEWIDE	\$49,942	\$50,129	\$187	0.37%	\$51,280	\$51,462	\$182	0.36%	\$46,851	\$47,009	\$158	0.34%

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

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

<sup>3</sup>Negative amounts due to salary reduction.

<sup>4</sup>Did not report any data.

\*The salary data presented in this table was provided by the school districts with their 2016-2017 Operating Budgets. The 2016-2017 salaries were estimated since operating budgets were due before 06/30/16.

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



SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Secretaries, Clerical Assistants, Technical Assistants 1217				School Support & Duty Personnel 1218 and 1219				Diagnostic, Ancillary Personnel 1311 to 1318			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
ACADEMY OF TRADES & TECHNOLOGY	\$37,415	\$37,898	\$483	1.29%	\$32,288	\$32,841	\$553	1.71%	N/A	N/A	N/A	N/A
ACE LEADERSHIP HIGH SCHOOL	\$36,705	\$36,705	\$0	0.00%	N/A	N/A	N/A	N/A	\$28,000	\$28,000	\$0	0.00%
ALAMOGORDO	\$24,197	\$24,197	\$0	0.00%	\$33,836	\$33,836	\$0	0.00%	\$57,768	\$57,769	\$1	0.00%
ALBUQUERQUE	\$26,073	\$26,073	\$0	0.00%	\$26,970	\$26,970	\$0	0.00%	\$56,143	\$56,143	\$0	0.00%
Albuquerque Charter Academy (formerly SIA Tech)	\$49,396	\$49,890	\$494	1.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Albuquerque Talent Development Secondary Charter	\$44,290	\$45,619	\$1,329	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alice King Community School	\$25,370	\$25,371	\$1	0.00%	N/A	N/A	N/A	N/A	\$49,852	\$50,103	\$251	0.50%
Christine Duncan's Heritage Academy	\$18,381	\$19,962	\$1,582	8.60%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Corrales International School	\$34,143	\$34,143	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Digital Arts & Technology Academy	\$41,785	\$41,785	\$0	0.00%	\$20,399	\$20,399	\$0	0.00%	N/A	N/A	N/A	N/A
East Mountain High School	\$20,997	\$21,867	\$870	4.15%	\$40,001	\$40,401	\$400	1.00%	N/A	N/A	N/A	N/A
El Camino Real Academy	\$35,040	\$37,047	\$2,007	5.73%	N/A	N/A	N/A	N/A	\$90,000	\$105,000	\$15,000	16.67%
Gordon Bernell Charter School	\$40,702	\$41,549	\$847	2.08%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
La Academia de Esperanza	\$30,000	\$30,600	\$600	2.00%	\$32,500	\$33,150	\$650	2.00%	\$65,217	\$66,521	\$1,304	2.00%
Los Puentes Charter School	N/A	N/A	N/A	N/A	\$29,207	\$30,668	\$1,461	5.00%	\$47,000	\$49,350	\$2,350	5.00%
Montessori of the Rio Grande	\$48,998	\$49,488	\$490	1.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mountain Mahogany Community School	\$27,500	\$27,500	\$0	0.00%	N/A	N/A	N/A	N/A	\$72,500	\$72,500	\$0	0.00%
Native American Community Academy	\$38,000	\$38,000	\$0	0.00%	N/A	N/A	N/A	N/A	\$78,492	\$78,492	\$0	0.00%
Nuestros Valores Charter School	\$35,000	\$35,700	\$700	2.00%	N/A	N/A	N/A	N/A	\$53,530	\$54,600	\$1,070	2.00%
Public Academy for Performing Arts (PAPA)	\$32,701	\$34,447	\$1,746	5.34%	N/A	N/A	N/A	N/A	\$60,600	\$61,206	\$606	1.00%
Robert F. Kennedy Charter School	\$33,990	\$33,990	\$0	0.00%	\$44,082	\$44,082	\$0	0.00%	N/A	N/A	N/A	N/A
South Valley Academy	\$35,325	\$35,775	\$450	1.27%	\$20,160	\$20,360	\$200	0.99%	\$69,967	\$69,968	\$1	0.00%
Twenty-First Century Public Academy	\$35,700	\$35,900	\$200	0.56%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALBUQUERQUE W/CHARTERS <sup>1</sup>	\$26,451	\$26,485	\$33	0.13%	\$27,341	\$27,369	\$28	0.10%	\$56,257	\$56,289	\$32	0.06%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	\$44,802	\$45,251	\$449	1.00%	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	\$30,535	\$33,200	\$2,665	8.73%	N/A	N/A	N/A	N/A	\$53,274	\$56,823	\$3,549	6.66%
ALDO LEOPOLD CHARTER SCHOOL	\$36,067	\$37,149	\$1,082	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALMA D' ARTE CHARTER HIGH SCHOOL	\$25,500	\$26,375	\$875	3.43%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMY BIEHL CHARTER HIGH SCHOOL	\$37,286	\$40,500	\$3,214	8.62%	\$74,250	\$77,250	\$3,000	4.04%	\$51,733	\$56,808	\$5,075	9.81%
ANIMAS <sup>2</sup>	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	\$32,012	\$32,012	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ARTESIA	\$27,713	\$28,227	\$513	1.85%	\$40,301	\$40,306	\$5	0.01%	\$48,398	\$49,944	\$1,546	3.19%
ASK ACADEMY (THE)	\$21,115	\$21,715	\$600	2.84%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AZTEC	\$23,808	\$23,808	\$0	0.00%	N/A	N/A	N/A	N/A	\$41,955	\$41,955	\$0	0.00%
Mosaic Academy Charter	\$26,039	\$26,559	\$520	2.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AZTEC W/CHARTER <sup>1</sup>	\$23,971	\$24,009	\$38	0.16%	N/A	N/A	N/A	N/A	\$41,955	\$41,955	\$0	0.00%
BELEN	\$19,330	\$19,330	\$0	0.00%	\$14,684	\$14,684	\$0	0.00%	N/A	N/A	N/A	N/A
BERNALILLO	\$23,690	\$23,690	\$0	0.00%	\$15,250	\$15,250	\$0	0.00%	\$59,704	\$59,704	\$0	0.00%
BLOOMFIELD	\$26,312	\$26,312	\$0	0.00%	N/A	N/A	N/A	N/A	\$60,236	\$60,236	\$0	0.00%
CAPITAN	\$19,011	\$19,012	\$1	0.01%	N/A	N/A	N/A	N/A	\$71,095	\$71,564	\$470	0.66%
CARLSBAD	\$31,406	\$31,406	\$0	0.00%	\$31,960	\$31,960	\$0	0.00%	\$66,123	\$66,124	\$1	0.00%
Jefferson Montessori Academy	\$28,813	\$28,814	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CARLSBAD W/CHARTER <sup>1</sup>	\$31,349	\$31,349	\$0	0.00%	\$31,960	\$31,960	\$0	0.00%	\$66,123	\$66,124	\$1	0.00%
CARRIZOZO <sup>2</sup>	\$59,980	\$59,980	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CENTRAL	\$27,656	\$27,656	\$0	0.00%	\$45,500	\$45,500	\$0	0.00%	\$68,846	\$68,846	\$0	0.00%
CESAR CHAVEZ COMMUNITY SCHOOL	\$33,418	\$35,484	\$2,067	6.18%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAMA	\$21,627	\$21,628	\$1	0.00%	N/A	N/A	N/A	N/A	\$68,662	\$68,663	\$1	0.00%
CIEN AGUAS INTERNATIONAL	\$22,500	\$25,000	\$2,500	11.11%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CIMARRON	\$21,507	\$21,819	\$312	1.45%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Moreno Valley High School <sup>4</sup>	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 <sup>1</sup>	\$21,507	\$21,819	\$312	1.45%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CLAYTON	\$25,052	\$25,302	\$250	1.00%	N/A	N/A	N/A	N/A	\$59,956	\$60,556	\$600	1.00%
CLOUDCROFT	\$20,408	\$20,408	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Secretaries, Clerical Assistants, Technical Assistants 1217				School Support & Duty Personnel 1218 and 1219				Diagnostic, Ancillary Personnel 1311 to 1318			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
CLOVIS	\$22,110	\$22,472	\$362	1.64%	\$18,683	\$19,065	\$381	2.04%	\$52,206	\$52,616	\$410	0.79%
COBRE	\$18,179	\$18,179	\$0	0.00%	\$12,000	\$12,000	\$0	0.00%	\$46,121	\$46,121	\$0	0.00%
CORAL COMMUNITY CHARTER	\$18,605	\$21,789	\$3,185	17.12%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CORONA <sup>2</sup>	\$33,795	\$33,797	\$2	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COTTONWOOD CLASSICAL PREPARATORY	\$27,500	\$27,775	\$275	1.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUBA	\$23,299	\$23,999	\$700	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEMING	\$25,436	\$25,436	\$0	0.00%	\$20,091	\$20,091	\$0	0.00%	\$60,639	\$60,639	\$0	0.00%
Deming Cesar Chavez Charter High	\$26,750	\$27,550	\$800	2.99%	\$34,402	\$35,202	\$800	2.33%	N/A	N/A	N/A	N/A
DEMING W/CHARTERS <sup>1</sup>	\$25,468	\$25,487	\$19	0.08%	\$27,247	\$27,647	\$400	1.47%	\$60,639	\$60,639	\$0	0.00%
DES MOINES <sup>2</sup>	\$22,083	\$22,083	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEXTER	\$26,497	\$26,497	\$0	0.00%	N/A	N/A	N/A	N/A	\$68,439	\$68,439	\$0	0.00%
DORA	\$25,539	\$26,050	\$511	2.00%	N/A	N/A	N/A	N/A	\$48,906	\$49,884	\$978	2.00%
DREAM DINE' CHARTER SCHOOL	\$27,778	\$27,778	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DULCE	\$32,438	\$33,000	\$563	1.73%	\$49,750	\$50,500	\$750	1.51%	\$80,250	\$80,750	\$500	0.62%
DZIT DIT LOOL (DEAP)	\$25,000	\$25,050	\$50	0.20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ELIDA	\$34,286	\$35,314	\$1,028	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESPANOLA	\$28,554	\$28,554	\$0	0.00%	\$43,775	\$43,775	\$0	0.00%	\$63,131	\$63,131	\$0	0.00%
Cariños Charter School	\$21,838	\$21,839	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESPANOLA W/CHARTERS <sup>1</sup>	\$28,262	\$28,262	\$0	0.00%	\$43,775	\$43,775	\$0	0.00%	\$63,131	\$63,131	\$0	0.00%
ESTANCIA	\$23,332	\$23,332	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESTANCIA VALLEY CLASSICAL ACADEMY	\$26,857	\$26,858	\$1	0.00%	\$33,333	\$33,340	\$7	0.02%	N/A	N/A	N/A	N/A
EUNICE	\$21,298	\$22,303	\$1,005	4.72%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EXPLORE ACADEMY	\$40,000	\$40,000	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FARMINGTON	\$24,809	\$24,809	\$0	0.00%	\$44,619	\$44,619	\$0	0.00%	\$50,211	\$50,211	\$0	0.00%
New Mexico Virtual Academy	\$32,000	\$32,000	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FARMINGTON W/CHARTERS <sup>1</sup>	\$24,957	\$24,957	\$0	0.00%	\$44,619	\$44,619	\$0	0.00%	\$50,211	\$50,211	\$0	0.00%
FLOYD <sup>2</sup>	\$21,482	\$21,483	\$1	0.00%	N/A	N/A	N/A	N/A	\$55,774	\$55,775	\$1	0.00%
FT. SUMNER	\$24,605	\$25,205	\$600	2.44%	N/A	N/A	N/A	N/A	\$53,088	\$53,688	\$600	1.13%
GADSDEN	\$22,443	\$22,889	\$446	1.99%	N/A	N/A	N/A	N/A	\$46,417	\$46,881	\$464	1.00%
GALLUP	\$21,403	\$21,413	\$10	0.04%	\$24,550	\$24,555	\$5	0.02%	\$61,797	\$61,922	\$125	0.20%
Middle College High School	\$46,350	\$46,350	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GALLUP W/CHARTER <sup>1</sup>	\$21,622	\$21,632	\$9	0.04%	\$24,550	\$24,555	\$5	0.02%	\$61,797	\$61,922	\$125	0.20%
GILBERT L. SENA CHARTER HIGH SCHOOL	\$36,917	\$37,099	\$183	0.49%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRADY <sup>2</sup>	\$34,197	\$34,198	\$1	0.00%	N/A	N/A	N/A	N/A	\$53,529	\$53,529	\$0	0.00%
GRANTS	\$22,930	\$22,930	\$0	0.00%	\$19,086	\$19,086	\$0	0.00%	\$55,445	\$55,445	\$0	0.00%
GREAT ACADEMY (THE)	\$28,160	\$28,160	\$0	0.00%	\$28,160	\$28,160	\$0	0.00%	N/A	N/A	N/A	N/A
HAGERMAN	\$20,491	\$20,491	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HATCH	\$32,980	\$32,981	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEALTH LEADERSHIP HIGH SCHOOL	\$28,750	\$28,923	\$173	0.60%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOBBS	\$22,343	\$22,880	\$536	2.40%	\$24,887	\$25,260	\$373	1.50%	\$70,718	\$71,498	\$780	1.10%
HONDO <sup>2</sup>	\$28,891	\$28,892	\$1	0.00%	\$29,130	\$29,131	\$1	0.00%	N/A	N/A	N/A	N/A
HORIZON ACADEMY WEST	\$35,947	\$36,666	\$719	2.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOUSE <sup>2</sup>	\$21,359	\$21,360	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
INTERNATIONAL SCHOOL at MESA DEL SOL (THE)	\$20,736	\$20,736	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
J. PAUL TAYLOR	\$19,150	\$19,150	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JAL	\$37,101	\$37,398	\$297	0.80%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN <sup>2</sup>	\$27,945	\$27,946	\$1	0.00%	\$17,026	\$17,027	\$1	0.01%	N/A	N/A	N/A	N/A
Lindrith Area Heritage Charter School	\$26,925	\$27,248	\$323	1.20%	N/A	N/A	N/A	N/A	\$54,800	\$55,200	\$400	0.73%
JEMEZ MOUNTAIN W/CHARTER <sup>1</sup>	\$27,870	\$27,895	\$25	0.09%	\$17,026	\$17,027	\$1	0.01%	\$54,800	\$55,200	\$400	0.73%
JEMEZ VALLEY	\$32,295	\$32,295	\$0	0.00%	\$64,768	\$64,768	\$0	0.00%	\$33,333	\$33,333	\$0	0.00%
San Diego Riverside Charter School	\$19,510	\$19,510	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JEMEZ VALLEY W/CHARTERS <sup>1</sup>	\$30,165	\$30,165	\$0	0.00%	\$64,768	\$64,768	\$0	0.00%	\$33,333	\$33,333	\$0	0.00%
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

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Secretaries, Clerical Assistants, Technical Assistants 1217				School Support & Duty Personnel 1218 and 1219				Diagnostic, Ancillary Personnel 1311 to 1318			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
LA PROMESA EARLY LEARNING CENTER	N/A	N/A	N/A	N/A	\$50,000	\$50,003	\$3	0.01%	N/A	N/A	N/A	N/A
LA RESOLANA LEADERSHIP ACADEMY	\$29,870	\$29,870	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LA TIERRA MONTESSORI SCHOOL OF THE ARTS & SCIENCES	\$35,000	\$35,200	\$200	0.57%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAKE ARTHUR	\$67,800	\$67,800	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAS CRUCES	\$21,695	\$21,695	\$0	0.00%	N/A	N/A	N/A	N/A	\$53,064	\$53,064	\$0	0.00%
LAS MONTANAS	\$21,935	\$21,935	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAS VEGAS CITY	\$20,500	\$20,501	\$1	0.01%	N/A	N/A	N/A	N/A	\$58,362	\$58,363	\$1	0.00%
LOGAN	\$32,601	\$33,172	\$571	1.75%	N/A	N/A	N/A	N/A	\$45,800	\$46,000	\$200	0.44%
LORDSBURG	\$23,512	\$23,512	\$0	0.00%	\$27,584	\$27,584	\$0	0.00%	\$60,971	\$60,971	\$0	0.00%
LOS ALAMOS	\$26,047	\$26,047	\$0	0.00%	N/A	N/A	N/A	N/A	\$63,900	\$63,900	\$0	0.00%
LOS LUNAS	\$27,584	\$27,584	\$0	0.00%	N/A	N/A	N/A	N/A	\$54,701	\$54,701	\$0	0.00%
LOVING	\$27,067	\$27,067	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LOVINGTON	\$28,208	\$28,791	\$583	2.07%	N/A	N/A	N/A	N/A	\$54,455	\$54,887	\$432	0.79%
MAGDALENA	\$27,059	\$27,600	\$542	2.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MASTERS PROGRAM (THE)	\$35,030	\$35,448	\$418	1.19%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MAXWELL <sup>2</sup>	\$19,652	\$19,652	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MCCURDY CHARTER	\$26,970	\$27,970	\$1,000	3.71%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MEDIA ARTS COLLABORATIVE CHARTER	\$40,600	\$41,209	\$609	1.50%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MELROSE	\$20,417	\$20,418	\$1	0.00%	N/A	N/A	N/A	N/A	\$54,600	\$54,601	\$1	0.00%
MESA VISTA	\$23,830	\$23,830	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MISSION ACHIEVEMENT AND SUCCESS	\$28,500	\$30,425	\$1,925	6.75%	N/A	N/A	N/A	N/A	\$29,500	\$33,500	\$4,000	13.56%
MONTE DEL SOL CHARTER SCHOOL	\$39,757	\$39,884	\$128	0.32%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MONTESSORI ELEMENTARY SCHOOL	\$54,655	\$54,655	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MORA	\$27,122	\$30,800	\$3,678	13.56%	\$16,790	\$16,791	\$1	0.01%	N/A	N/A	N/A	N/A
MORIARTY	\$25,460	\$25,460	\$0	0.00%	\$26,954	\$26,954	\$0	0.00%	\$52,198	\$52,198	\$0	0.00%
MOSQUERO <sup>2</sup>	\$22,945	\$26,279	\$3,334	14.53%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MOUNTAINAIR	\$23,288	\$23,289	\$1	0.01%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL	\$24,852	\$25,349	\$497	2.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL-LAS CRUCES	\$28,142	\$28,705	\$563	2.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO CONNECTIONS ACADEMY	\$26,363	\$28,838	\$2,475	9.39%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO INTERNATIONAL SCHOOL	\$32,500	\$33,205	\$705	2.17%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW MEXICO SCHOOL FOR THE ARTS	\$41,465	\$43,509	\$2,044	4.93%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NORTH VALLEY ACADEMY	\$29,270	\$29,270	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PECOS	\$29,926	\$30,824	\$898	3.00%	N/A	N/A	N/A	N/A	\$70,000	\$70,700	\$700	1.00%
PENASCO	\$25,918	\$25,918	\$0	0.00%	\$6,134	\$6,134	\$0	0.00%	\$56,188	\$56,189	\$1	0.00%
POJOAQUE	\$24,750	\$25,434	\$684	2.76%	N/A	N/A	N/A	N/A	\$71,328	\$71,328	\$0	0.00%
PORTALES	\$23,365	\$24,777	\$1,412	6.04%	\$32,986	\$32,987	\$1	0.00%	\$47,929	\$47,930	\$1	0.00%
QUEMADO <sup>2</sup>	\$24,464	\$24,464	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
QUESTA	\$23,517	\$23,517	\$0	0.00%	\$16,300	\$16,300	\$0	0.00%	N/A	N/A	N/A	N/A
Roots & Wings Community School	\$15,000	\$16,000	\$1,000	6.67%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
QUESTA W/CHARTERS <sup>1</sup>	\$22,317	\$22,458	\$141	0.63%	\$16,300	\$16,300	\$0	0.00%	N/A	N/A	N/A	N/A
RATON	\$20,817	\$20,818	\$1	0.00%	N/A	N/A	N/A	N/A	\$56,318	\$56,319	\$1	0.00%
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	\$23,929	\$23,929	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RIO RANCHO	\$30,266	\$30,266	\$0	0.00%	\$22,394	\$22,394	\$0	0.00%	\$51,405	\$51,405	\$0	0.00%
ROSWELL	\$25,716	\$25,716	\$0	0.00%	\$31,641	\$31,641	\$0	0.00%	\$56,555	\$56,555	\$0	0.00%
Sidney Gutierrez Middle School	\$22,905	\$22,906	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ROSWELL W/CHARTER <sup>1</sup>	\$25,673	\$25,673	\$0	0.00%	\$31,641	\$31,641	\$0	0.00%	\$56,555	\$56,555	\$0	0.00%
ROY <sup>2</sup>	\$26,411	\$26,411	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RUIDOSO	\$24,512	\$24,512	\$0	0.00%	\$28,862	\$28,862	\$0	0.00%	\$50,722	\$50,722	\$0	0.00%
SAGE MONTESSORI	\$26,500	\$26,500	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN JON <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SANDOVAL ACADEMY OF BILINGUAL ED (SABE)	\$26,975	\$26,975	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Secretaries, Clerical Assistants, Technical Assistants 1217				School Support & Duty Personnel 1218 and 1219				Diagnostic, Ancillary Personnel 1311 to 1318			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
SANTA FE	\$28,955	\$29,534	\$580	2.00%	\$30,773	\$30,773	\$0	0.00%	\$55,109	\$55,109	\$0	0.00%
Academy for Tech. and the Classics	\$26,630	\$26,630	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SANTA FE W/CHARTERS <sup>1</sup>	\$28,907	\$29,474	\$568	1.96%	\$30,773	\$30,773	\$0	0.00%	\$55,109	\$55,109	\$0	0.00%
SANTA ROSA	\$23,279	\$24,030	\$751	3.23%	N/A	N/A	N/A	N/A	\$54,452	\$54,454	\$1	0.00%
SCHOOL OF DREAMS ACADEMY	\$38,986	\$38,986	\$0	0.00%	\$22,400	\$22,400	\$0	0.00%	\$59,049	\$59,516	\$467	0.79%
SILVER CITY	\$26,857	\$26,858	\$1	0.00%	\$37,998	\$37,999	\$1	0.00%	\$65,863	\$65,864	\$1	0.00%
SOCORRO <sup>3</sup>	\$26,318	\$26,844	\$526	2.00%	N/A	N/A	N/A	N/A	\$52,413	\$53,462	\$1,048	2.00%
Cottonwood Valley Charter School	\$46,536	\$47,001	\$465	1.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOCORRO W/CHARTER <sup>1</sup>	\$27,737	\$28,259	\$522	1.88%	N/A	N/A	N/A	N/A	\$52,413	\$53,462	\$1,048	2.00%
SOUTH VALLEY PREPARATORY SCHOOL	\$45,627	\$45,827	\$200	0.44%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST AERONAUTICS, MATHEMATICS ACADEMY	\$30,635	\$32,089	\$1,453	4.74%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST INTERMEDIATE 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
SOUTHWEST PRIMARY LEARNING CENTER	\$38,020	\$39,000	\$980	2.58%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHWEST SECONDARY LEARNING CENTER	\$33,228	\$33,333	\$105	0.32%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SPRINGER	\$24,002	\$24,413	\$411	1.71%	N/A	N/A	N/A	N/A	\$64,173	\$64,173	\$0	0.00%
TAOS	\$28,217	\$28,499	\$282	1.00%	\$24,741	\$24,988	\$248	1.00%	\$52,563	\$53,089	\$526	1.00%
Anansi Charter School	\$29,673	\$29,673	\$0	0.00%	\$32,120	\$32,420	\$300	0.93%	N/A	N/A	N/A	N/A
Taos Municipal Charter School	\$33,224	\$34,317	\$1,093	3.29%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Vista Grande High School	\$30,768	\$31,500	\$732	2.38%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS W/CHARTERS <sup>1</sup>	\$29,034	\$29,408	\$374	1.29%	\$25,842	\$26,098	\$256	0.99%	\$52,563	\$53,089	\$526	1.00%
TAOS ACADEMY CHARTER SCHOOL	\$34,946	\$35,146	\$200	0.57%	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
TAOS INTERNATIONAL SCHOOL	\$36,500	\$38,000	\$1,500	4.11%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TATUM	\$29,858	\$30,289	\$431	1.44%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TECHNOLOGY LEADERSHIP	\$20,000	\$20,400	\$400	2.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TEXICO	\$24,817	\$24,817	\$0	0.00%	N/A	N/A	N/A	N/A	\$59,032	\$59,034	\$1	0.00%
TIERRA ADENTRO	\$31,264	\$31,889	\$625	2.00%	\$33,582	\$33,582	\$0	0.00%	\$32,879	\$32,879	\$0	0.00%
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
TRUTH OR CONSEQUENCES	\$24,446	\$24,621	\$175	0.72%	N/A	N/A	N/A	N/A	\$45,532	\$46,106	\$574	1.26%
TUCUMCARI	\$25,492	\$25,492	\$0	0.00%	\$12,000	\$12,000	\$0	0.00%	\$53,449	\$53,450	\$1	0.00%
TULAROSA	\$22,520	\$23,871	\$1,351	6.00%	N/A	N/A	N/A	N/A	\$56,270	\$59,634	\$3,364	5.98%
TURQUOISE TRAIL CHARTER SCHOOL	\$27,100	\$27,448	\$348	1.29%	N/A	N/A	N/A	N/A	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	\$26,616	\$26,617	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WAGON MOUND <sup>2</sup>	\$23,246	\$23,246	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WALATOWA HIGH CHARTER SCHOOL	\$34,885	\$34,886	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST LAS VEGAS	\$27,073	\$27,074	\$1	0.00%	\$26,797	\$26,798	\$1	0.00%	\$52,994	\$52,995	\$1	0.00%
Rio Gallinas School	\$26,000	\$26,000	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST LAS VEGAS W/CHARTER <sup>1</sup>	\$26,976	\$26,977	\$1	0.00%	\$26,797	\$26,798	\$1	0.00%	\$52,994	\$52,995	\$1	0.00%
WILLIAM W. & JOSEPHINE DORN	\$27,630	\$27,830	\$200	0.72%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ZUNI	\$30,062	\$30,540	\$478	1.59%	N/A	N/A	N/A	N/A	\$70,167	\$70,372	\$205	0.29%
STATEWIDE	\$25,773	\$25,938	\$165	0.64%	\$26,556	\$26,619	\$62	0.24%	\$55,503	\$55,666	\$163	0.29%

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

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

<sup>3</sup>Negative amounts due to salary reduction.

<sup>4</sup>Did not report any data.

\*The salary data presented in this table was provided by the school districts with their 2016-2017 Operating Budgets. The 2016-2017 salaries were estimated since operating budgets were due before 06/30/16.

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

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Bus Assistants & Crosswalk Guards 1319 and 1623				Data Processing 1511				Administrative Associates 1113			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
ACADEMY OF TRADES & TECHNOLOGY	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$100,496	\$100,998	\$502	0.50%
ACE LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$65,000	\$65,000	\$0	0.00%	\$61,192	\$62,667	\$1,475	2.41%
ALAMOGORDO	\$24,594	\$24,594	\$0	0.00%	\$43,603	\$43,603	\$0	0.00%	\$85,096	\$85,096	\$0	0.00%
ALBUQUERQUE	\$16,651	\$16,651	\$0	0.00%	\$48,393	\$48,393	\$0	0.00%	\$124,629	\$124,629	\$0	0.00%
Albuquerque Charter Academy (formerly SIA Tech)	N/A	N/A	N/A	N/A	\$50,000	\$50,500	\$500	1.00%	\$105,397	\$106,451	\$1,054	1.00%
Albuquerque Talent Development Secondary Charter	\$25,111	\$25,864	\$753	3.00%	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
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	\$16,638	\$16,638	\$0	0.00%	N/A	N/A	N/A	N/A	\$95,921	\$95,921	\$0	0.00%
East Mountain High School	N/A	N/A	N/A	N/A	\$34,310	\$34,653	\$343	1.00%	N/A	N/A	N/A	N/A
El Camino Real Academy	N/A	N/A	N/A	N/A	\$53,818	\$55,000	\$1,182	2.20%	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	\$57,317	\$57,900	\$583	1.02%	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	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	\$70,720	\$70,720	\$0	0.00%
South Valley Academy	N/A	N/A	N/A	N/A	\$37,500	\$38,000	\$500	1.33%	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	\$57,500	\$60,000	\$2,500	4.35%
ALBUQUERQUE W/CHARTERS <sup>1</sup>	\$16,892	\$16,914	\$21	0.13%	\$48,113	\$48,154	\$41	0.09%	\$113,165	\$113,423	\$258	0.23%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	N/A	N/A	N/A	N/A	\$47,731	\$48,209	\$478	1.00%	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	\$60,764	\$65,058	\$4,294	7.07%
ALDO LEOPOLD CHARTER SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$51,500	\$53,046	\$1,546	3.00%
ALMA D' ARTE CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	\$42,855	\$42,855	\$0	0.00%	\$72,100	\$72,100	\$0	0.00%
AMY BIEHL CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	\$51,971	\$54,420	\$2,449	4.71%	\$106,000	\$112,000	\$6,000	5.66%
ANIMAS <sup>2</sup>	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	\$21,398	\$21,403	\$5	0.02%	\$46,288	\$47,556	\$1,268	2.74%	\$84,119	\$84,124	\$5	0.01%
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	\$59,030	\$59,030	\$0	0.00%	\$85,915	\$85,915	\$0	0.00%
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 <sup>1</sup>	N/A	N/A	N/A	N/A	\$59,030	\$59,030	\$0	0.00%	\$85,915	\$85,915	\$0	0.00%
BELEN	\$65,000	\$65,000	\$0	0.00%	\$32,847	\$32,847	\$0	0.00%	\$96,016	\$96,016	\$0	0.00%
BERNALILLO	\$21,407	\$21,407	\$0	0.00%	\$44,445	\$44,445	\$0	0.00%	\$77,065	\$77,065	\$0	0.00%
BLOOMFIELD	N/A	N/A	N/A	N/A	\$49,727	\$49,727	\$0	0.00%	\$80,092	\$80,092	\$0	0.00%
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	\$29,994	\$29,994	\$0	0.00%	\$119,853	\$119,853	\$0	0.00%
Jefferson Montessori Academy	N/A	N/A	N/A	N/A	\$28,046	\$28,046	\$0	0.00%	N/A	N/A	N/A	N/A
CARLSBAD W/CHARTER <sup>1</sup>	N/A	N/A	N/A	N/A	\$29,956	\$29,956	\$0	0.00%	\$119,853	\$119,853	\$0	0.00%
CARRIZOZO <sup>2</sup>	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	\$62,129	\$62,129	\$0	0.00%	\$100,015	\$100,015	\$0	0.00%
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	N/A	N/A	N/A	N/A	\$42,863	\$42,864	\$1	0.00%	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 <sup>4</sup>	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 <sup>1</sup>	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	\$35,200	\$35,552	\$352	1.00%	\$52,990	\$53,520	\$530	1.00%
CLOUDCROFT	N/A	N/A	N/A	N/A	\$50,249	\$50,249	\$0	0.00%	\$48,894	\$48,894	\$0	0.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Bus Assistants & Crosswalk Guards 1319 and 1623				Data Processing 1511				Administrative Associates 1113			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
CLOVIS	N/A	N/A	N/A	N/A	\$42,388	\$42,601	\$213	0.50%	\$107,867	\$108,367	\$500	0.46%
COBRE	N/A	N/A	N/A	N/A	\$32,075	\$32,075	\$0	0.00%	\$73,181	\$73,181	\$0	0.00%
CORAL COMMUNITY 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
CORONA <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$83,225	\$83,225	\$0	0.00%
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
CUBA	N/A	N/A	N/A	N/A	\$42,705	\$43,986	\$1,282	3.00%	N/A	N/A	N/A	N/A
DEMING	\$14,597	\$14,597	\$0	0.00%	\$35,278	\$35,278	\$0	0.00%	\$102,318	\$102,318	\$0	0.00%
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 <sup>1</sup>	\$14,597	\$14,597	\$0	0.00%	\$35,278	\$35,278	\$0	0.00%	\$102,318	\$102,318	\$0	0.00%
DES MOINES <sup>2</sup>	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	\$41,513	\$41,513	\$0	0.00%	\$63,883	\$63,883	\$0	0.00%
DORA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$32,338	\$32,985	\$647	2.00%
DREAM DINE' 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
DULCE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$72,000	\$72,500	\$500	0.69%
DZIT DIT LOOL (DEAP)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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
ESPANOLA	N/A	N/A	N/A	N/A	\$43,218	\$43,218	\$0	0.00%	\$72,899	\$72,899	\$0	0.00%
Cariños Charter School	N/A	N/A	N/A	N/A	\$40,520	\$40,970	\$450	1.11%	N/A	N/A	N/A	N/A
ESPANOLA W/CHARTERS <sup>1</sup>	N/A	N/A	N/A	N/A	\$42,544	\$42,656	\$113	0.26%	\$72,899	\$72,899	\$0	0.00%
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 CLASSICAL 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
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
EXPLORE ACADEMY	\$26,523	\$26,523	\$0	0.00%	\$52,823	\$52,823	\$0	0.00%	N/A	N/A	N/A	N/A
FARMINGTON	\$15,669	\$15,669	\$0	0.00%	\$50,076	\$50,076	\$0	0.00%	\$111,713	\$111,713	\$0	0.00%
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 <sup>1</sup>	\$15,669	\$15,669	\$0	0.00%	\$50,076	\$50,076	\$0	0.00%	\$111,713	\$111,713	\$0	0.00%
FLOYD <sup>2</sup>	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	\$14,454	\$14,732	\$277	1.92%	\$42,456	\$43,029	\$572	1.35%	\$100,394	\$101,398	\$1,004	1.00%
GALLUP	N/A	N/A	N/A	N/A	\$61,617	\$61,617	\$0	0.00%	\$90,756	\$90,756	\$0	0.00%
Middle College 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
GALLUP W/CHARTER <sup>1</sup>	N/A	N/A	N/A	N/A	\$61,617	\$61,617	\$0	0.00%	\$90,756	\$90,756	\$0	0.00%
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 <sup>2</sup>	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	\$36,255	\$36,255	\$0	0.00%	\$84,847	\$84,847	\$0	0.00%
GREAT ACADEMY (THE)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$130,000	\$133,900	\$3,900	3.00%
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	\$58,533	\$58,533	\$0	0.00%	\$63,036	\$63,036	\$0	0.00%
HEALTH LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$57,000	\$57,855	\$855	1.50%	\$70,000	\$73,500	\$3,500	5.00%
HOBBS	N/A	N/A	N/A	N/A	\$42,544	\$43,171	\$627	1.47%	\$109,077	\$109,077	\$0	0.00%
HONDO <sup>2</sup>	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 <sup>2</sup>	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	\$41,311	\$41,748	\$437	1.06%	\$80,000	\$80,000	\$0	0.00%
JEMEZ MOUNTAIN <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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 <sup>1</sup>	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	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 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 VALLEY W/CHARTERS <sup>1</sup>	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 DOLORES HUERTA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$20,000	\$20,000	\$0	0.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Bus Assistants & Crosswalk Guards 1319 and 1623				Data Processing 1511				Administrative Associates 1113			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
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
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 SCHOOL OF THE ARTS & SCIENCES	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	\$16,457	\$16,457	\$0	0.00%	\$50,282	\$50,282	\$0	0.00%	\$100,161	\$100,161	\$0	0.00%
LAS MONTANAS	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 VEGAS CITY	N/A	N/A	N/A	N/A	\$49,786	\$49,787	\$1	0.00%	\$32,928	\$32,929	\$1	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	\$17,059	\$17,059	\$0	0.00%	\$44,513	\$44,548	\$35	0.08%	\$111,650	\$111,650	\$0	0.00%
LOS LUNAS	\$25,915	\$25,915	\$0	0.00%	\$42,740	\$42,740	\$0	0.00%	\$98,487	\$98,487	\$0	0.00%
LOVING	N/A	N/A	N/A	N/A	\$52,504	\$52,504	\$0	0.00%	N/A	N/A	N/A	N/A
LOVINGTON	N/A	N/A	N/A	N/A	\$56,195	\$56,652	\$458	0.81%	\$101,420	\$101,420	\$0	0.00%
MAGDALENA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$32,002	\$32,648	\$646	2.02%
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 <sup>2</sup>	N/A	N/A	N/A	N/A	\$44,184	\$44,592	\$408	0.92%	\$36,771	\$36,771	\$0	0.00%
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	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	\$19,896	\$19,896	\$0	0.00%	\$68,058	\$68,058	\$0	0.00%	N/A	N/A	N/A	N/A
MISSION ACHIEVEMENT AND SUCCESS	N/A	N/A	N/A	N/A	\$25,914	\$27,295	\$1,381	5.33%	N/A	N/A	N/A	N/A
MONTE DEL SOL CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$46,157	\$46,745	\$588	1.27%	\$57,800	\$58,600	\$800	1.38%
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	\$37,583	\$45,000	\$7,417	19.73%	N/A	N/A	N/A	N/A
MORIARTY	\$25,608	\$25,608	\$0	0.00%	\$47,178	\$47,178	\$0	0.00%	\$88,368	\$88,368	\$0	0.00%
MOSQUERO <sup>2</sup>	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	\$25,148	\$25,651	\$503	2.00%	\$40,148	\$40,951	\$802	2.00%	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL-LAS CRUCES	\$22,822	\$23,278	\$456	2.00%	\$53,560	\$54,631	\$1,071	2.00%	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	\$70,000	\$70,000	\$0	0.00%	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	\$19,646	\$20,628	\$982	5.00%	N/A	N/A	N/A	N/A
PENASCO	N/A	N/A	N/A	N/A	\$57,695	\$57,695	\$0	0.00%	N/A	N/A	N/A	N/A
POJOAQUE	\$24,022	\$24,481	\$459	1.91%	\$40,028	\$40,028	\$0	0.00%	\$66,305	\$70,198	\$3,894	5.87%
PORTALES	N/A	N/A	N/A	N/A	\$33,356	\$33,357	\$1	0.00%	\$72,719	\$72,720	\$1	0.00%
QUEMADO <sup>2</sup>	N/A	N/A	N/A	N/A	\$41,612	\$41,612	\$0	0.00%	N/A	N/A	N/A	N/A
QUESTA	N/A	N/A	N/A	N/A	\$53,556	\$53,556	\$0	0.00%	\$61,801	\$61,801	\$0	0.00%
Roots & Wings Community School	N/A	N/A	N/A	N/A	\$14,841	\$16,065	\$1,224	8.24%	N/A	N/A	N/A	N/A
QUESTA W/CHARTERS <sup>1</sup>	N/A	N/A	N/A	N/A	\$40,651	\$41,059	\$408	1.00%	\$61,801	\$61,801	\$0	0.00%
RATON	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	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	N/A	N/A	N/A	N/A	\$38,491	\$38,491	\$0	0.00%	N/A	N/A	N/A	N/A
RIO RANCHO	N/A	N/A	N/A	N/A	\$54,655	\$54,655	\$0	0.00%	\$95,593	\$95,593	\$0	0.00%
ROSWELL	\$39,769	\$39,769	\$0	0.00%	\$51,262	\$51,262	\$0	0.00%	\$99,822	\$99,822	\$0	0.00%
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 <sup>1</sup>	\$39,769	\$39,769	\$0	0.00%	\$51,262	\$51,262	\$0	0.00%	\$99,822	\$99,822	\$0	0.00%
ROY <sup>2</sup>	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	\$42,158	\$42,158	\$0	0.00%	\$66,712	\$66,712	\$0	0.00%
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 <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SANDOVAL ACADEMY OF BILINGUAL ED (SABE)	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**  
**2015-2016 Estimated Actual to 2016-2017 Budgeted\***

District	Bus Assistants & Crosswalk Guards 1319 and 1623				Data Processing 1511				Administrative Associates 1113			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
SANTA FE Academy for Tech. and the Classics	\$20,245 N/A	\$20,245 N/A	\$0 N/A	0.00% N/A	\$55,751 N/A	\$55,751 N/A	\$0 N/A	0.00% N/A	\$99,491 N/A	\$99,551 N/A	\$60 N/A	0.06% N/A
SANTA FE W/CHARTERS <sup>1</sup>	\$20,245	\$20,245	\$0	0.00%	\$55,751	\$55,751	\$0	0.00%	\$99,491	\$99,551	\$60	0.06%
SANTA ROSA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$46,272	\$47,000	\$728	1.57%
SCHOOL OF DREAMS ACADEMY	N/A	N/A	N/A	N/A	\$37,545	\$37,545	\$0	0.00%	N/A	N/A	N/A	N/A
SILVER CITY	N/A	N/A	N/A	N/A	\$57,349	\$57,350	\$1	0.00%	\$104,230	\$104,231	\$1	0.00%
SOCORRO <sup>3</sup> Cottonwood Valley Charter School	\$14,673 N/A	\$14,966 N/A	\$293 N/A	2.00% N/A	\$38,646 N/A	\$39,419 N/A	\$773 N/A	2.00% N/A	\$66,963 N/A	\$68,302 N/A	\$1,339 N/A	2.00% N/A
SOCORRO W/CHARTER <sup>1</sup>	\$14,673	\$14,966	\$293	2.00%	\$38,646	\$39,419	\$773	2.00%	\$66,963	\$68,302	\$1,339	2.00%
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	N/A	N/A	N/A	N/A	\$60,000	\$61,800	\$1,800	3.00%	\$120,000	\$120,000	\$0	0.00%
SOUTHWEST INTERMEDIATE LEARNING CENTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$120,000	\$120,000	\$0	0.00%
SOUTHWEST PRIMARY LEARNING CENTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$120,000	\$120,000	\$0	0.00%
SOUTHWEST SECONDARY LEARNING CENTER	N/A	N/A	N/A	N/A	\$77,943	\$80,000	\$2,057	2.64%	\$120,000	\$120,000	\$0	0.00%
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 Anansi Charter School	N/A N/A	N/A N/A	N/A N/A	N/A N/A	\$36,194 N/A	\$36,556 N/A	\$362 N/A	1.00% N/A	\$68,910 N/A	\$72,831 N/A	\$3,921 N/A	5.69% 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 <sup>1</sup>	N/A	N/A	N/A	N/A	\$36,194	\$36,556	\$362	1.00%	\$68,910	\$72,831	\$3,921	5.69%
TAOS ACADEMY 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 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
TAOS INTERNATIONAL SCHOOL	N/A	N/A	N/A	N/A	\$19,000	\$20,000	\$1,000	5.26%	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	\$50,395	\$51,146	\$751	1.49%
TECHNOLOGY LEADERSHIP	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$65,192	\$70,000	\$4,808	7.37%
TEXICO	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 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
TIERRA ENCANTADA CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$66,607	\$66,940	\$333	0.50%	\$99,691	\$99,691	\$0	0.00%
TRUTH OR CONSEQUENCES	N/A	N/A	N/A	N/A	\$55,777	\$56,386	\$609	1.09%	\$92,214	\$92,389	\$175	0.19%
TUCUMCARI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$89,310	\$89,310	\$0	0.00%
TULAROSA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$48,094	\$50,980	\$2,886	6.00%
TURQUOISE TRAIL CHARTER SCHOOL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$54,235	\$55,104	\$869	1.60%
UPLIFT COMMUNITY	N/A	N/A	N/A	N/A	\$28,800	\$30,000	\$1,200	4.17%	N/A	N/A	N/A	N/A
VAUGHN	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 <sup>2</sup>	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 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	N/A N/A	N/A N/A	\$70,109 N/A	\$70,110 N/A	\$1 N/A	0.00% N/A
WEST LAS VEGAS W/CHARTER <sup>1</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$70,109	\$70,110	\$1	0.00%
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	N/A	N/A	N/A	N/A	\$105,483	\$105,483	\$0	0.00%
STATEWIDE	\$20,530	\$20,631	\$101	0.49%	\$46,016	\$46,193	\$177	0.38%	\$86,940	\$87,438	\$498	0.57%

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

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

<sup>3</sup>Negative amounts due to salary reduction.

<sup>4</sup>Did not report any data.

\*The salary data presented in this table was provided by the school districts with their 2016-2017 Operating Budgets. The 2016-2017 salaries were estimated since operating budgets were due before 06/30/16.

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



SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Administrative Assistants 1114				Finance/Business Manager 1115				Business Office Support & Warehouse Delivery 1220 and 1616			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
ACADEMY OF TRADES & TECHNOLOGY	N/A	N/A	N/A	N/A	\$85,222	\$86,502	\$1,280	1.50%	N/A	N/A	N/A	N/A
ACE LEADERSHIP HIGH SCHOOL	N/A	N/A	N/A	N/A	\$80,000	\$80,000	\$0	0.00%	\$46,000	\$46,000	\$0	0.00%
ALAMOGORDO	\$62,729	\$62,729	\$0	0.00%	\$88,406	\$88,406	\$0	0.00%	\$28,672	\$28,672	\$0	0.00%
ALBUQUERQUE	\$66,242	\$66,242	\$0	0.00%	\$76,181	\$76,181	\$0	0.00%	\$37,826	\$37,826	\$0	0.00%
Albuquerque Charter Academy (formerly SIA Tech)	N/A	N/A	N/A	N/A	\$94,785	\$95,733	\$948	1.00%	N/A	N/A	N/A	N/A
Albuquerque Talent Development Secondary Charter	N/A	N/A	N/A	N/A	\$61,886	\$63,745	\$1,859	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
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	N/A	N/A	N/A	N/A	\$63,492	\$63,492	\$0	0.00%
East Mountain High School	N/A	N/A	N/A	N/A	\$61,000	\$61,610	\$610	1.00%	\$32,562	\$37,919	\$5,357	16.45%
El Camino Real Academy	\$55,788	\$56,000	\$212	0.38%	\$75,495	\$75,495	\$0	0.00%	N/A	N/A	N/A	N/A
Gordon Bernell Charter School	N/A	N/A	N/A	N/A	\$77,265	\$80,000	\$2,735	3.54%	N/A	N/A	N/A	N/A
La Academia de Esperanza	N/A	N/A	N/A	N/A	\$75,000	\$76,500	\$1,500	2.00%	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	\$70,871	\$71,580	\$709	1.00%	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	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	\$49,998	\$49,998	\$0	0.00%
Robert F. Kennedy Charter School	N/A	N/A	N/A	N/A	\$70,720	\$70,720	\$0	0.00%	N/A	N/A	N/A	N/A
South Valley Academy	N/A	N/A	N/A	N/A	\$60,400	\$60,800	\$400	0.66%	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 <sup>1</sup>	\$66,092	\$66,095	\$3	0.00%	\$75,188	\$75,460	\$271	0.36%	\$38,041	\$38,101	\$60	0.16%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	N/A	N/A	N/A	N/A	\$96,161	\$97,124	\$963	1.00%	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	\$67,519	\$70,000	\$2,481	3.67%	N/A	N/A	N/A	N/A
ALDO LEOPOLD CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$66,391	\$68,383	\$1,991	3.00%	N/A	N/A	N/A	N/A
ALMA D' ARTE CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	\$52,015	\$52,015	\$0	0.00%	N/A	N/A	N/A	N/A
AMY BIEHL CHARTER HIGH SCHOOL	N/A	N/A	N/A	N/A	\$70,891	\$73,891	\$3,000	4.23%	\$28,342	\$29,192	\$850	3.00%
ANIMAS <sup>2</sup>	\$42,174	\$43,335	\$1,161	2.75%	\$60,317	\$62,014	\$1,697	2.81%	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	N/A	N/A	N/A	N/A	\$97,063	\$97,068	\$5	0.01%	\$30,406	\$30,497	\$91	0.30%
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	\$95,578	\$95,578	\$0	0.00%	\$45,275	\$45,275	\$0	0.00%
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 <sup>1</sup>	N/A	N/A	N/A	N/A	\$95,578	\$95,578	\$0	0.00%	\$45,275	\$45,275	\$0	0.00%
BELEN	\$70,460	\$70,460	\$0	0.00%	\$92,700	\$92,700	\$0	0.00%	\$33,316	\$33,316	\$0	0.00%
BERNALILLO	\$75,909	\$75,909	\$0	0.00%	\$83,806	\$83,806	\$0	0.00%	\$39,501	\$39,501	\$0	0.00%
BLOOMFIELD	\$46,674	\$46,674	\$0	0.00%	\$73,240	\$73,240	\$0	0.00%	\$36,082	\$36,082	\$0	0.00%
CAPITAN	N/A	N/A	N/A	N/A	\$60,854	\$60,855	\$1	0.00%	\$47,455	\$47,456	\$1	0.00%
CARLSBAD	\$62,620	\$62,620	\$0	0.00%	\$119,180	\$119,180	\$0	0.00%	\$38,291	\$38,291	\$0	0.00%
Jefferson Montessori Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$46,519	\$46,520	\$1	0.00%
CARLSBAD W/CHARTER <sup>1</sup>	\$62,620	\$62,620	\$0	0.00%	\$119,180	\$119,180	\$0	0.00%	\$39,205	\$39,205	\$0	0.00%
CARRIZOZO <sup>2</sup>	N/A	N/A	N/A	N/A	\$42,498	\$42,498	\$0	0.00%	\$24,445	\$24,445	\$0	0.00%
CENTRAL	\$67,500	\$67,500	\$0	0.00%	\$97,000	\$97,000	\$0	0.00%	\$36,977	\$36,977	\$0	0.00%
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	N/A	N/A	N/A	N/A	\$53,056	\$53,057	\$1	0.00%	\$31,933	\$31,934	\$1	0.00%
CIEN AGUAS INTERNATIONAL	N/A	N/A	N/A	N/A	\$101,000	\$102,010	\$1,010	1.00%	N/A	N/A	N/A	N/A
CIMARRON	\$32,725	\$33,518	\$793	2.42%	\$41,660	\$41,660	\$0	0.00%	\$33,313	\$39,021	\$5,708	17.13%
Moreno Valley High School <sup>4</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$30,000	\$35,000	\$5,000	16.67%
CIMARRON W/CHARTER <sup>1</sup>	\$32,725	\$33,518	\$793	2.42%	\$41,660	\$41,660	\$0	0.00%	\$31,657	\$37,011	\$5,354	16.91%
CLAYTON	\$28,779	\$29,066	\$288	1.00%	\$53,783	\$54,321	\$538	1.00%	N/A	N/A	N/A	N/A
CLOUDCROFT	N/A	N/A	N/A	N/A	\$47,629	\$47,629	\$0	0.00%	\$28,088	\$28,088	\$0	0.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Administrative Assistants 1114				Finance/Business Manager 1115				Business Office Support & Warehouse Delivery 1220 and 1616			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
CLOVIS	\$75,601	\$75,893	\$292	0.39%	\$107,850	\$109,100	\$1,250	1.16%	\$36,528	\$37,238	\$710	1.94%
COBRE	\$77,250	\$77,250	\$0	0.00%	\$79,524	\$79,524	\$0	0.00%	\$46,221	\$46,221	\$0	0.00%
CORAL COMMUNITY CHARTER	N/A	N/A	N/A	N/A	\$51,500	\$58,000	\$6,500	12.62%	N/A	N/A	N/A	N/A
CORONA <sup>2</sup>	N/A	N/A	N/A	N/A	\$54,099	\$54,100	\$1	0.00%	N/A	N/A	N/A	N/A
COTTONWOOD CLASSICAL PREPARATORY	N/A	N/A	N/A	N/A	\$51,500	\$51,500	\$0	0.00%	N/A	N/A	N/A	N/A
CUBA	N/A	N/A	N/A	N/A	\$74,470	\$76,705	\$2,235	3.00%	\$50,116	\$51,620	\$1,504	3.00%
DEMING	\$63,050	\$63,050	\$0	0.00%	\$97,268	\$97,268	\$0	0.00%	\$33,251	\$33,251	\$0	0.00%
Deming Cesar Chavez Charter High	\$30,593	\$34,500	\$3,907	12.77%	\$73,000	\$77,380	\$4,380	6.00%	N/A	N/A	N/A	N/A
DEMING W/CHARTERS <sup>1</sup>	\$46,822	\$48,775	\$1,954	4.17%	\$89,179	\$90,639	\$1,460	1.64%	\$33,251	\$33,251	\$0	0.00%
DES MOINES <sup>2</sup>	N/A	N/A	N/A	N/A	\$66,147	\$66,147	\$0	0.00%	\$28,611	\$28,611	\$0	0.00%
DEXTER	N/A	N/A	N/A	N/A	\$71,990	\$71,990	\$0	0.00%	\$33,030	\$33,030	\$0	0.00%
DORA	N/A	N/A	N/A	N/A	\$36,094	\$36,816	\$722	2.00%	\$27,191	\$27,735	\$544	2.00%
DREAM DINE' 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
DULCE	N/A	N/A	N/A	N/A	\$82,500	\$83,000	\$500	0.61%	\$47,750	\$48,500	\$750	1.57%
DZIT DIT LOOL (DEAP)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	\$57,451	\$57,451	\$0	0.00%	\$80,538	\$80,538	\$0	0.00%	\$42,637	\$42,637	\$0	0.00%
Cariños Charter School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$45,060	\$45,486	\$426	0.94%
ESPAÑOLA W/CHARTERS <sup>1</sup>	\$57,451	\$57,451	\$0	0.00%	\$80,538	\$80,538	\$0	0.00%	\$42,879	\$42,922	\$43	0.10%
ESTANCIA	N/A	N/A	N/A	N/A	\$88,500	\$88,500	\$0	0.00%	\$32,021	\$32,021	\$0	0.00%
ESTANCIA VALLEY CLASSICAL 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
EUNICE	N/A	N/A	N/A	N/A	\$47,337	\$47,747	\$410	0.87%	\$36,734	\$37,500	\$766	2.09%
EXPLORE 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	\$47,587	\$47,587	\$0	0.00%	\$109,056	\$109,056	\$0	0.00%	\$39,988	\$39,988	\$0	0.00%
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 <sup>1</sup>	\$47,587	\$47,587	\$0	0.00%	\$109,056	\$109,056	\$0	0.00%	\$39,988	\$39,988	\$0	0.00%
FLOYD <sup>2</sup>	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	\$53,581	\$54,181	\$600	1.12%	\$38,408	\$39,008	\$600	1.56%
GADSDEN	\$72,926	\$73,655	\$729	1.00%	\$90,724	\$91,631	\$907	1.00%	\$33,130	\$33,685	\$555	1.67%
GALLUP	\$84,193	\$84,193	\$0	0.00%	\$88,283	\$88,283	\$0	0.00%	\$49,195	\$50,288	\$1,093	2.22%
Middle College High School	N/A	N/A	N/A	N/A	\$87,500	\$85,000	-\$2,500	-2.86%	N/A	N/A	N/A	N/A
GALLUP W/CHARTER <sup>1</sup>	\$84,193	\$84,193	\$0	0.00%	\$87,892	\$86,642	-\$1,250	-1.42%	\$49,195	\$50,288	\$1,093	2.22%
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 <sup>2</sup>	\$12,131	\$12,132	\$1	0.01%	\$46,819	\$46,820	\$1	0.00%	N/A	N/A	N/A	N/A
GRANTS	\$56,317	\$56,317	\$0	0.00%	N/A	N/A	N/A	N/A	\$32,613	\$32,613	\$0	0.00%
GREAT ACADEMY (THE)	N/A	N/A	N/A	N/A	\$65,000	\$66,950	\$1,950	3.00%	N/A	N/A	N/A	N/A
HAGERMAN	N/A	N/A	N/A	N/A	\$50,845	\$50,845	\$0	0.00%	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	\$39,732	\$39,732	\$0	0.00%
HEALTH LEADERSHIP HIGH SCHOOL	\$60,000	\$60,600	\$600	1.00%	\$80,764	\$81,572	\$808	1.00%	\$34,500	\$35,535	\$1,035	3.00%
HOBBS	\$65,137	\$65,137	\$0	0.00%	\$87,647	\$89,931	\$2,284	2.61%	\$40,012	\$40,527	\$515	1.29%
HONDO <sup>2</sup>	N/A	N/A	N/A	N/A	\$40,887	\$40,888	\$1	0.00%	N/A	N/A	N/A	N/A
HORIZON ACADEMY WEST	N/A	N/A	N/A	N/A	\$80,000	\$81,600	\$1,600	2.00%	N/A	N/A	N/A	N/A
HOUSE <sup>2</sup>	N/A	N/A	N/A	N/A	\$45,999	\$46,000	\$1	0.00%	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	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	\$46,790	\$47,227	\$436	0.93%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN <sup>2</sup>	N/A	N/A	N/A	N/A	\$52,441	\$52,442	\$1	0.00%	\$32,892	\$32,893	\$1	0.00%
Lindrieth Area Heritage Charter School	N/A	N/A	N/A	N/A	\$48,100	\$49,100	\$1,000	2.08%	\$15,480	\$15,720	\$240	1.55%
JEMEZ MOUNTAIN W/CHARTER <sup>1</sup>	N/A	N/A	N/A	N/A	\$50,813	\$51,189	\$376	0.74%	\$29,990	\$30,030	\$41	0.14%
JEMEZ VALLEY	N/A	N/A	N/A	N/A	\$59,085	\$59,085	\$0	0.00%	\$35,934	\$35,934	\$0	0.00%
San Diego Riverside 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 VALLEY W/CHARTERS <sup>1</sup>	N/A	N/A	N/A	N/A	\$59,085	\$59,085	\$0	0.00%	\$35,934	\$35,934	\$0	0.00%
LA ACADEMIA DOLORES HUERTA	N/A	N/A	N/A	N/A	\$80,000	\$80,000	\$0	0.00%	\$37,000	\$37,000	\$0	0.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Administrative Assistants 1114				Finance/Business Manager 1115				Business Office Support & Warehouse Delivery 1220 and 1616			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
LA PROMESA EARLY LEARNING CENTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$65,602	\$65,602	\$0	0.00%
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 SCHOOL OF THE ARTS & SCIENCES	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	\$42,050	\$42,150	\$100	0.24%	\$29,775	\$29,875	\$100	0.34%
LAS CRUCES	\$84,310	\$84,310	\$0	0.00%	\$123,288	\$123,288	\$0	0.00%	\$36,456	\$36,456	\$0	0.00%
LAS MONTANAS	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 VEGAS CITY	\$27,994	\$27,995	\$1	0.00%	\$69,945	\$69,946	\$1	0.00%	\$35,003	\$35,004	\$1	0.00%
LOGAN	N/A	N/A	N/A	N/A	\$62,767	\$64,022	\$1,255	2.00%	N/A	N/A	N/A	N/A
LORDSBURG	N/A	N/A	N/A	N/A	\$47,743	\$47,743	\$0	0.00%	\$30,668	\$30,668	\$0	0.00%
LOS ALAMOS	\$73,693	\$74,093	\$400	0.54%	\$106,575	\$106,575	\$0	0.00%	\$40,811	\$41,074	\$263	0.64%
LOS LUNAS	\$74,356	\$74,356	\$0	0.00%	\$98,487	\$98,487	\$0	0.00%	\$40,744	\$40,744	\$0	0.00%
LOVING	N/A	N/A	N/A	N/A	\$65,000	\$65,000	\$0	0.00%	\$29,121	\$29,121	\$0	0.00%
LOVINGTON	N/A	N/A	N/A	N/A	\$85,000	\$85,000	\$0	0.00%	\$39,070	\$40,179	\$1,109	2.84%
MAGDALENA	\$38,882	\$39,660	\$779	2.00%	\$80,007	\$81,600	\$1,593	1.99%	\$25,460	\$28,800	\$3,340	13.12%
MASTERS PROGRAM (THE)	N/A	N/A	N/A	N/A	\$76,156	\$76,918	\$762	1.00%	\$37,481	\$37,856	\$375	1.00%
MAXWELL <sup>2</sup>	N/A	N/A	N/A	N/A	\$59,928	\$59,928	\$0	0.00%	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	\$28,000	\$33,000	\$5,000	17.86%
MEDIA ARTS COLLABORATIVE CHARTER	N/A	N/A	N/A	N/A	\$68,275	\$69,300	\$1,025	1.50%	N/A	N/A	N/A	N/A
MELROSE	N/A	N/A	N/A	N/A	\$50,879	\$50,880	\$1	0.00%	\$24,747	\$24,749	\$1	0.01%
MESA VISTA	\$45,867	\$45,867	\$0	0.00%	\$69,003	\$69,003	\$0	0.00%	\$52,248	\$52,248	\$0	0.00%
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
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
MONTESSORI ELEMENTARY SCHOOL	N/A	N/A	N/A	N/A	\$98,506	\$98,506	\$0	0.00%	N/A	N/A	N/A	N/A
MORA	\$32,000	\$32,001	\$1	0.00%	\$60,000	\$60,000	\$0	0.00%	\$27,272	\$35,000	\$7,728	28.34%
MORIARTY	N/A	N/A	N/A	N/A	\$77,255	\$77,255	\$0	0.00%	\$33,120	\$33,120	\$0	0.00%
MOSQUERO <sup>2</sup>	N/A	N/A	N/A	N/A	\$40,943	\$45,669	\$4,726	11.54%	N/A	N/A	N/A	N/A
MOUNTAINAIR	N/A	N/A	N/A	N/A	\$47,305	\$47,306	\$1	0.00%	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	\$62,300	\$63,546	\$1,246	2.00%
NEW AMERICA SCHOOL-LAS CRUCES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$50,231	\$53,736	\$3,505	6.98%
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	\$60,000	\$65,000	\$5,000	8.33%	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	N/A	N/A	N/A	N/A	\$75,750	\$75,750	\$0	0.00%	N/A	N/A	N/A	N/A
PECOS	N/A	N/A	N/A	N/A	\$79,289	\$80,082	\$793	1.00%	\$32,235	\$33,202	\$967	3.00%
PENASCO	N/A	N/A	N/A	N/A	\$72,414	\$72,414	\$0	0.00%	N/A	N/A	N/A	N/A
POJOAQUE	N/A	N/A	N/A	N/A	\$72,000	\$72,000	\$0	0.00%	\$36,662	\$37,996	\$1,333	3.64%
PORTALES	N/A	N/A	N/A	N/A	\$80,301	\$80,302	\$1	0.00%	\$31,970	\$32,382	\$412	1.29%
QUEMADO <sup>2</sup>	N/A	N/A	N/A	N/A	\$41,000	\$41,000	\$0	0.00%	\$35,813	\$35,813	\$0	0.00%
QUESTA	\$28,011	\$28,011	\$0	0.00%	\$62,594	\$62,594	\$0	0.00%	\$32,066	\$32,066	\$0	0.00%
Roots & Wings Community School	N/A	N/A	N/A	N/A	\$39,566	\$58,333	\$18,768	47.43%	N/A	N/A	N/A	N/A
QUESTA W/CHARTERS <sup>1</sup>	\$28,011	\$28,011	\$0	0.00%	\$53,958	\$60,996	\$7,038	13.04%	\$32,066	\$32,066	\$0	0.00%
RATON	N/A	N/A	N/A	N/A	\$57,939	\$57,940	\$1	0.00%	\$24,349	\$24,350	\$1	0.00%
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	\$58,149	\$58,149	\$0	0.00%	N/A	N/A	N/A	N/A
RIO RANCHO	\$78,521	\$78,521	\$0	0.00%	\$99,883	\$99,883	\$0	0.00%	\$52,233	\$52,233	\$0	0.00%
ROSWELL	\$78,063	\$78,063	\$0	0.00%	\$104,330	\$104,330	\$0	0.00%	\$41,315	\$41,315	\$0	0.00%
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 <sup>1</sup>	\$78,063	\$78,063	\$0	0.00%	\$104,330	\$104,330	\$0	0.00%	\$41,315	\$41,315	\$0	0.00%
ROY <sup>2</sup>	N/A	N/A	N/A	N/A	\$36,367	\$36,367	\$0	0.00%	N/A	N/A	N/A	N/A
RUIDOSO	N/A	N/A	N/A	N/A	\$92,873	\$92,873	\$0	0.00%	\$40,562	\$40,562	\$0	0.00%
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 <sup>2</sup>	N/A	N/A	N/A	N/A	\$61,352	\$62,579	\$1,227	2.00%	N/A	N/A	N/A	N/A
SANDOVAL ACADEMY OF BILINGUAL ED (SABE)	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  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	Administrative Assistants 1114				Finance/Business Manager 1115				Business Office Support & Warehouse Delivery 1220 and 1616			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
SANTA FE Academy for Tech. and the Classics	\$80,829 N/A	\$80,829 N/A	\$0 N/A	0.00% N/A	\$130,000 \$62,000	\$130,000 \$62,000	\$0 \$0	0.00% 0.00%	\$44,835 N/A	\$44,835 N/A	\$0 N/A	0.00% N/A
SANTA FE W/CHARTERS <sup>1</sup>	\$80,829	\$80,829	\$0	0.00%	\$96,000	\$96,000	\$0	0.00%	\$44,835	\$44,835	\$0	0.00%
SANTA ROSA	N/A	N/A	N/A	N/A	\$45,000	\$49,000	\$4,000	8.89%	\$26,000	\$29,500	\$3,500	13.46%
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	\$43,029	\$43,030	\$1	0.00%	\$84,862	\$84,863	\$1	0.00%	\$39,029	\$39,030	\$1	0.00%
SOCORRO <sup>3</sup> Cottonwood Valley Charter School	N/A N/A	N/A N/A	N/A N/A	N/A N/A	\$75,500 \$54,111	\$77,010 \$54,652	\$1,510 \$541	2.00% 1.00%	\$38,500 N/A	\$39,270 N/A	\$770 N/A	2.00% N/A
SOCORRO W/CHARTER <sup>1</sup>	N/A	N/A	N/A	N/A	\$65,368	\$66,419	\$1,051	1.61%	\$38,500	\$39,270	\$770	2.00%
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	N/A	N/A	N/A	N/A	\$45,000	\$50,500	\$5,500	12.22%	N/A	N/A	N/A	N/A
SOUTHWEST INTERMEDIATE 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
SOUTHWEST PRIMARY 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
SOUTHWEST SECONDARY 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
SPRINGER	N/A	N/A	N/A	N/A	\$35,360	\$36,067	\$707	2.00%	N/A	N/A	N/A	N/A
TAOS Anansi Charter School	\$29,864 N/A	\$30,163 N/A	\$299 N/A	1.00% N/A	\$90,000 N/A	\$90,900 N/A	\$900 N/A	1.00% N/A	\$31,737 N/A	\$32,054 N/A	\$318 N/A	1.00% 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 <sup>1</sup>	\$29,864	\$30,163	\$299	1.00%	\$90,000	\$90,900	\$900	1.00%	\$31,737	\$32,054	\$318	1.00%
TAOS ACADEMY 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 INTEGRATED SCHOOL OF THE ARTS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$40,000	\$42,000	\$2,000	5.00%
TAOS 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
TATUM	N/A	N/A	N/A	N/A	\$65,340	\$66,340	\$1,000	1.53%	N/A	N/A	N/A	N/A
TECHNOLOGY LEADERSHIP	N/A	N/A	N/A	N/A	\$66,743	\$68,078	\$1,335	2.00%	N/A	N/A	N/A	N/A
TEXICO	N/A	N/A	N/A	N/A	\$68,713	\$68,713	\$0	0.00%	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
TIERRA ENCANTADA CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$79,359	\$79,718	\$359	0.45%	\$54,720	\$54,970	\$250	0.46%
TRUTH OR CONSEQUENCES	\$34,316	\$35,013	\$697	2.03%	\$65,743	\$65,918	\$175	0.27%	\$35,601	\$35,866	\$265	0.74%
TUCUMCARI	\$38,605	\$38,605	\$0	0.00%	\$63,630	\$63,630	\$0	0.00%	\$29,625	\$29,625	\$0	0.00%
TULAROSA	N/A	N/A	N/A	N/A	\$78,758	\$83,483	\$4,725	6.00%	\$31,545	\$33,437	\$1,893	6.00%
TURQUOISE TRAIL CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$65,279	\$66,506	\$1,227	1.88%	\$36,603	\$36,865	\$262	0.72%
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$33,014	\$33,015	\$1	0.00%
WAGON MOUND <sup>2</sup>	N/A	N/A	N/A	N/A	\$34,359	\$34,360	\$1	0.00%	N/A	N/A	N/A	N/A
WALATOWA HIGH CHARTER SCHOOL	N/A	N/A	N/A	N/A	\$52,554	\$52,555	\$1	0.00%	N/A	N/A	N/A	N/A
WEST LAS VEGAS Rio Gallinas School	\$62,323 N/A	\$62,324 N/A	\$1 N/A	0.00% N/A	\$78,398 N/A	\$78,399 N/A	\$1 N/A	0.00% N/A	\$41,822 N/A	\$41,823 N/A	\$1 N/A	0.00% N/A
WEST LAS VEGAS W/CHARTER <sup>1</sup>	\$62,323	\$62,324	\$1	0.00%	\$78,398	\$78,399	\$1	0.00%	\$41,822	\$41,823	\$1	0.00%
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	\$47,422	\$47,763	\$341	0.72%	\$105,483	\$105,483	\$0	0.00%	\$41,317	\$41,712	\$395	0.96%
STATEWIDE	\$64,707	\$64,806	\$98	0.15%	\$71,801	\$72,442	\$641	0.89%	\$38,560	\$38,792	\$232	0.60%

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

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

<sup>3</sup>Negative amounts due to salary reduction.

<sup>4</sup>Did not report any data.

\*The salary data presented in this table was provided by the school districts with their 2016-2017 Operating Budgets. The 2016-2017 salaries were estimated since operating budgets were due before 06/30/16.

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

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 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			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALAMOGORDO	\$23,818	\$23,818	\$0	0.00%	\$28,253	\$28,253	\$0	0.00%	N/A	N/A	N/A	N/A
ALBUQUERQUE	\$30,450	\$30,450	\$0	0.00%	\$22,191	\$22,191	\$0	0.00%	\$25,561	\$25,561	\$0	0.00%
Albuquerque Charter Academy (formerly SIA Tech)	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	\$41,576	\$42,824	\$1,248	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
Christine Duncan's Heritage Academy	\$19,509	\$19,509	\$1	0.00%	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	\$34,788	\$34,788	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East Mountain High School	\$23,900	\$24,140	\$240	1.00%	\$47,647	\$48,124	\$476	1.00%	N/A	N/A	N/A	N/A
El Camino Real Academy	\$24,960	\$25,480	\$520	2.08%	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	\$41,612	\$42,444	\$832	2.00%	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	\$40,500	\$41,000	\$500	1.23%	\$33,360	\$33,694	\$334	1.00%
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)	\$19,260	\$24,780	\$5,520	28.66%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Robert F. Kennedy Charter School	\$30,611	\$30,611	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
South Valley Academy	\$28,222	\$28,617	\$395	1.40%	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 <sup>1</sup>	\$30,405	\$30,415	\$10	0.03%	\$22,254	\$22,256	\$2	0.01%	\$30,097	\$30,291	\$194	0.65%
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	\$14,260	\$14,260	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALDO LEOPOLD CHARTER SCHOOL	\$25,900	\$26,678	\$778	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ALMA D' ARTE CHARTER HIGH SCHOOL	\$26,231	\$27,122	\$891	3.40%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMY BIEHL CHARTER HIGH SCHOOL	\$43,749	\$46,911	\$3,162	7.23%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANIMAS <sup>2</sup>	\$30,941	\$31,596	\$654	2.11%	\$23,742	\$24,309	\$567	2.39%	N/A	N/A	N/A	N/A
ANTHONY CHARTER SCHOOL	\$19,239	\$19,239	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ARTESIA	\$27,529	\$27,534	\$5	0.02%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ASK ACADEMY (THE)	\$24,998	\$24,999	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AZTEC	\$25,636	\$25,636	\$0	0.00%	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 <sup>1</sup>	\$25,636	\$25,636	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BELEN	\$21,209	\$21,209	\$0	0.00%	\$41,136	\$41,136	\$0	0.00%	\$60,000	\$60,000	\$0	0.00%
BERNALILLO	\$23,975	\$23,975	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BLOOMFIELD	\$21,135	\$21,135	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CAPITAN	\$18,618	\$20,012	\$1,393	7.48%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CARLSBAD	\$40,957	\$40,957	\$0	0.00%	\$64,575	\$64,576	\$1	0.00%	\$61,610	\$61,610	\$0	0.00%
Jefferson Montessori Academy	\$34,763	\$34,764	\$1	0.00%	\$33,714	\$33,716	\$1	0.00%	N/A	N/A	N/A	N/A
CARLSBAD W/CHARTER <sup>1</sup>	\$40,838	\$40,838	\$0	0.00%	\$60,147	\$60,148	\$1	0.00%	\$61,610	\$61,610	\$0	0.00%
CARRIZOZO <sup>2</sup>	\$18,892	\$18,892	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CENTRAL	\$30,689	\$30,689	\$0	0.00%	N/A	N/A	N/A	N/A	\$42,000	\$42,000	\$0	0.00%
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	\$28,224	\$28,225	\$1	0.00%	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	\$31,378	\$31,378	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Moreno Valley High School <sup>4</sup>	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 <sup>1</sup>	\$31,378	\$31,378	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CLAYTON	\$21,584	\$21,800	\$216	1.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CLOUDCROFT	\$22,603	\$22,603	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 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			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
CLOVIS	\$22,262	\$22,723	\$462	2.07%	\$82,149	\$82,560	\$411	0.50%	N/A	N/A	N/A	N/A
COBRE	\$24,728	\$24,728	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CORAL COMMUNITY CHARTER	N/A	N/A	N/A	N/A	\$13,711	\$14,657	\$946	6.90%	N/A	N/A	N/A	N/A
CORONA <sup>2</sup>	\$18,543	\$18,544	\$1	0.01%	\$7,725	\$7,726	\$1	0.01%	N/A	N/A	N/A	N/A
COTTONWOOD CLASSICAL PREPARATORY	\$35,521	\$35,876	\$355	1.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUBA	\$24,810	\$25,554	\$745	3.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEMING	\$24,706	\$24,706	\$0	0.00%	\$17,429	\$17,429	\$0	0.00%	N/A	N/A	N/A	N/A
Deming Cesar Chavez Charter High	\$29,650	\$30,450	\$800	2.70%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DEMING W/CHARTERS <sup>1</sup>	\$24,786	\$24,799	\$13	0.05%	\$17,429	\$17,429	\$0	0.00%	N/A	N/A	N/A	N/A
DES MOINES <sup>2</sup>	\$29,609	\$29,609	\$0	0.00%	\$18,509	\$18,509	\$0	0.00%	N/A	N/A	N/A	N/A
DEXTER	\$31,445	\$31,445	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DORA	\$28,414	\$28,982	\$569	2.00%	\$17,192	\$17,536	\$344	2.00%	N/A	N/A	N/A	N/A
DREAM DINE' 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
DULCE	\$31,000	\$31,523	\$523	1.69%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DZIT DIT LOOL (DEAP)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ELIDA	\$29,804	\$30,698	\$894	3.00%	\$15,000	\$15,000	\$0	0.00%	N/A	N/A	N/A	N/A
ESPAÑOLA	\$22,228	\$22,228	\$0	0.00%	\$64,474	\$64,474	\$0	0.00%	N/A	N/A	N/A	N/A
Cariños Charter School	\$16,192	\$16,656	\$464	2.87%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ESPAÑOLA W/CHARTERS <sup>1</sup>	\$22,097	\$22,107	\$10	0.05%	\$64,474	\$64,474	\$0	0.00%	N/A	N/A	N/A	N/A
ESTANCIA	\$23,882	\$23,882	\$0	0.00%	\$11,312	\$11,312	\$0	0.00%	N/A	N/A	N/A	N/A
ESTANCIA VALLEY CLASSICAL ACADEMY	\$40,000	\$40,002	\$2	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EUNICE	\$27,337	\$28,159	\$822	3.01%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EXPLORE 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	\$26,582	\$26,582	\$0	0.00%	\$48,926	\$48,926	\$0	0.00%	\$30,000	\$30,000	\$0	0.00%
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 <sup>1</sup>	\$26,582	\$26,582	\$0	0.00%	\$48,926	\$48,926	\$0	0.00%	\$30,000	\$30,000	\$0	0.00%
FLOYD <sup>2</sup>	\$26,411	\$26,412	\$1	0.00%	\$20,870	\$20,871	\$1	0.00%	N/A	N/A	N/A	N/A
FT. SUMNER	\$20,319	\$20,919	\$600	2.95%	\$15,292	\$15,784	\$492	3.22%	N/A	N/A	N/A	N/A
GADSDEN	\$23,967	\$24,445	\$478	1.99%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GALLUP	\$21,923	\$21,966	\$43	0.20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Middle College 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
GALLUP W/CHARTER <sup>1</sup>	\$21,923	\$21,966	\$43	0.20%	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 <sup>2</sup>	\$25,796	\$25,797	\$1	0.00%	\$8,265	\$8,266	\$1	0.01%	N/A	N/A	N/A	N/A
GRANTS	\$23,902	\$23,902	\$0	0.00%	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	\$25,482	\$25,482	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HATCH	\$21,568	\$21,568	\$0	0.00%	N/A	N/A	N/A	N/A	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	\$27,020	\$27,390	\$371	1.37%	\$61,704	\$61,937	\$233	0.38%	N/A	N/A	N/A	N/A
HONDO <sup>2</sup>	\$14,000	\$14,001	\$1	0.01%	\$16,782	\$16,783	\$1	0.01%	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 <sup>2</sup>	\$32,344	\$32,346	\$1	0.00%	\$20,943	\$20,944	\$1	0.00%	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	N/A	N/A	N/A	N/A	\$25,000	\$25,000	\$0	0.00%	N/A	N/A	N/A	N/A
JAL	\$28,786	\$29,619	\$833	2.89%	\$16,405	\$16,587	\$182	1.11%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN <sup>2</sup>	\$27,371	\$27,372	\$1	0.00%	\$12,526	\$12,527	\$1	0.01%	N/A	N/A	N/A	N/A
Lindrith Area Heritage Charter School	\$16,667	\$17,333	\$667	4.00%	\$12,712	\$13,155	\$442	3.48%	N/A	N/A	N/A	N/A
JEMEZ MOUNTAIN W/CHARTER <sup>1</sup>	\$27,059	\$27,079	\$20	0.08%	\$12,622	\$12,850	\$228	1.81%	N/A	N/A	N/A	N/A
JEMEZ VALLEY	\$37,919	\$37,919	\$0	0.00%	\$9,923	\$9,934	\$12	0.12%	N/A	N/A	N/A	N/A
San Diego Riverside Charter School	\$11,416	\$22,000	\$10,584	92.71%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JEMEZ VALLEY W/CHARTERS <sup>1</sup>	\$34,132	\$35,644	\$1,512	4.43%	\$9,923	\$9,934	\$12	0.12%	N/A	N/A	N/A	N/A
LA ACADEMIA DOLORES HUERTA	\$14,460	\$14,460	\$0	0.00%	\$13,402	\$13,402	\$0	0.00%	N/A	N/A	N/A	N/A

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	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
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
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 SCHOOL OF THE ARTS & SCIENCES	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	\$21,200	\$21,300	\$100	0.47%	\$16,231	\$16,283	\$52	0.32%	N/A	N/A	N/A	N/A
LAS CRUCES	\$23,079	\$23,079	\$0	0.00%	N/A	N/A	N/A	N/A	\$53,797	\$53,797	\$0	0.00%
LAS MONTANAS	\$13,567	\$13,567	\$0	0.00%	\$11,900	\$11,900	\$0	0.00%	N/A	N/A	N/A	N/A
LAS VEGAS CITY	\$21,002	\$21,327	\$325	1.55%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LOGAN	\$23,005	\$23,715	\$710	3.09%	\$26,070	\$26,900	\$830	3.18%	N/A	N/A	N/A	N/A
LORDSBURG	\$27,572	\$27,572	\$0	0.00%	\$29,068	\$29,068	\$0	0.00%	N/A	N/A	N/A	N/A
LOS ALAMOS	\$32,185	\$32,195	\$10	0.03%	\$1,726	\$1,726	\$0	0.00%	\$72,659	\$72,659	\$0	0.00%
LOS LUNAS	\$26,657	\$26,657	\$0	0.00%	\$46,876	\$46,876	\$0	0.00%	N/A	N/A	N/A	N/A
LOVING	\$32,161	\$32,161	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LOVINGTON	\$26,847	\$27,392	\$544	2.03%	\$44,175	\$44,178	\$4	0.01%	N/A	N/A	N/A	N/A
MAGDALENA	\$21,055	\$21,476	\$421	2.00%	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	\$40,518	\$41,126	\$608	1.50%
MAXWELL <sup>2</sup>	\$26,487	\$26,487	\$0	0.00%	\$14,365	\$14,365	\$0	0.00%	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	\$30,000	\$30,450	\$450	1.50%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MELROSE	\$25,967	\$25,968	\$1	0.00%	\$20,201	\$20,202	\$1	0.00%	N/A	N/A	N/A	N/A
MESA VISTA	\$26,108	\$26,108	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MISSION ACHIEVEMENT AND SUCCESS	\$26,000	\$26,000	\$0	0.00%	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
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	\$22,962	\$22,963	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MORIARTY	\$21,853	\$21,853	\$0	0.00%	\$28,589	\$28,589	\$0	0.00%	N/A	N/A	N/A	N/A
MOSQUERO <sup>2</sup>	\$27,617	\$27,617	\$0	0.00%	\$11,219	\$11,219	\$0	0.00%	N/A	N/A	N/A	N/A
MOUNTAINAIR	\$23,243	\$23,244	\$1	0.00%	\$13,580	\$13,581	\$1	0.01%	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL	\$47,372	\$48,318	\$946	2.00%	\$38,272	\$39,038	\$765	2.00%	N/A	N/A	N/A	N/A
NEW AMERICA SCHOOL-LAS CRUCES	\$34,795	\$35,491	\$696	2.00%	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	N/A	N/A	N/A	N/A	\$20,797	\$20,797	\$0	0.00%	N/A	N/A	N/A	N/A
NORTH VALLEY ACADEMY	\$31,930	\$31,930	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PECOS	\$21,450	\$22,523	\$1,073	5.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PENASCO	\$31,067	\$31,067	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
POJOAQUE	\$22,758	\$23,558	\$800	3.52%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PORTALES	\$26,718	\$26,719	\$1	0.00%	\$64,950	\$64,951	\$1	0.00%	N/A	N/A	N/A	N/A
QUEMADO <sup>2</sup>	\$25,356	\$25,356	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
QUESTA	\$27,066	\$27,066	\$0	0.00%	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 <sup>1</sup>	\$27,066	\$27,066	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RATON	\$22,345	\$22,346	\$1	0.00%	N/A	N/A	N/A	N/A	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	\$22,419	\$22,419	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RIO RANCHO	\$28,255	\$28,255	\$0	0.00%	\$16,497	\$16,497	\$0	0.00%	N/A	N/A	N/A	N/A
ROSWELL	\$25,696	\$25,696	\$0	0.00%	N/A	N/A	N/A	N/A	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 <sup>1</sup>	\$25,696	\$25,696	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ROY <sup>2</sup>	\$27,371	\$27,371	\$0	0.00%	\$15,085	\$15,085	\$0	0.00%	N/A	N/A	N/A	N/A
RUIDOSO	\$23,572	\$23,572	\$0	0.00%	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 <sup>2</sup>	\$24,795	\$25,591	\$796	3.21%	\$11,253	\$12,421	\$1,168	10.38%	N/A	N/A	N/A	N/A
SANDOVAL ACADEMY OF BILINGUAL ED (SABE)	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**  
**2015-2016 Estimated Actual to 2016-2017 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			
	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change	2015-2016 Average	2016-2017 Average	Difference	Percent Change
SANTA FE	\$26,312	\$26,312	\$0	0.00%	\$18,959	\$18,959	\$0	0.00%	N/A	N/A	N/A	N/A
Academy for Tech. and the Classics	\$27,815	\$27,815	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SANTA FE W/CHARTERS <sup>1</sup>	\$26,351	\$26,351	\$0	0.00%	\$18,959	\$18,959	\$0	0.00%	N/A	N/A	N/A	N/A
SANTA ROSA	\$23,902	\$23,903	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SCHOOL OF DREAMS ACADEMY	\$21,000	\$21,000	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SILVER CITY	\$25,801	\$25,802	\$1	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOCORRO <sup>3</sup>	\$21,702	\$22,136	\$434	2.00%	\$2,900	\$2,958	\$58	2.00%	N/A	N/A	N/A	N/A
Cottonwood Valley Charter School	\$26,466	\$26,733	\$267	1.01%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOCORRO W/CHARTER <sup>1</sup>	\$22,078	\$22,499	\$421	1.91%	\$2,900	\$2,958	\$58	2.00%	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	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	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	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	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	\$21,916	\$22,354	\$438	2.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS	\$26,315	\$26,578	\$263	1.00%	\$19,266	\$19,459	\$193	1.00%	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	\$21,232	\$21,232	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TAOS W/CHARTERS <sup>1</sup>	\$26,211	\$26,468	\$258	0.98%	\$19,266	\$19,459	\$193	1.00%	N/A	N/A	N/A	N/A
TAOS ACADEMY 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 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
TAOS INTERNATIONAL SCHOOL	\$22,000	\$27,000	\$5,000	22.73%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TATUM	\$30,450	\$31,130	\$680	2.23%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TECHNOLOGY LEADERSHIP	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TEXICO	\$26,985	\$26,985	\$0	0.00%	\$19,999	\$19,999	\$0	0.00%	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
TIERRA ENCANTADA CHARTER SCHOOL	\$22,445	\$22,695	\$250	1.11%	\$22,000	\$24,563	\$2,563	11.65%	N/A	N/A	N/A	N/A
TRUTH OR CONSEQUENCES	\$28,714	\$29,155	\$441	1.54%	\$41,183	\$41,225	\$42	0.10%	N/A	N/A	N/A	N/A
TUCUMCARI	\$25,270	\$25,270	\$0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TULAROSA	\$21,077	\$22,342	\$1,265	6.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TURQUOISE TRAIL CHARTER SCHOOL	\$27,122	\$27,620	\$499	1.84%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UPLIFT COMMUNITY	N/A	N/A	N/A	N/A	\$25,480	\$26,245	\$765	3.00%	N/A	N/A	N/A	N/A
VAUGHN	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 <sup>2</sup>	\$30,992	\$30,993	\$1	0.00%	\$18,795	\$18,796	\$1	0.01%	N/A	N/A	N/A	N/A
WALATOWA HIGH CHARTER SCHOOL	\$21,128	\$21,130	\$2	0.01%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST LAS VEGAS	\$22,967	\$22,968	\$1	0.00%	\$37,974	\$37,975	\$1	0.00%	N/A	N/A	N/A	N/A
Rio Gallinas School	\$25,608	\$25,608	\$0	0.00%	\$18,326	\$18,326	\$0	0.00%	N/A	N/A	N/A	N/A
WEST LAS VEGAS W/CHARTER <sup>1</sup>	\$23,034	\$23,035	\$1	0.00%	\$32,844	\$32,845	\$1	0.00%	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	\$23,624	\$24,067	\$443	1.88%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STATEWIDE	\$26,571	\$26,681	\$110	0.41%	\$19,764	\$19,784	\$20	0.10%	\$47,478	\$47,580	\$102	0.21%

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

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

<sup>3</sup>Negative amounts due to salary reduction.

<sup>4</sup>Did not report any data.

\*The salary data presented in this table was provided by the school districts with their 2016-2017 Operating Budgets. The 2016-2017 salaries were estimated since operating budgets were due before 06/30/16.

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



SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	All Personnel Other than Classroom Teachers			
	2015-2016 Average	2016-2017 Average	Difference	Change
ACADEMY OF TRADES & TECHNOLOGY	\$67,062	\$67,888	\$826	1.23%
ACE LEADERSHIP HIGH SCHOOL	\$58,251	\$58,448	\$197	0.34%
ALAMOGORDO	\$46,197	\$46,197	\$0	0.00%
ALBUQUERQUE	\$46,820	\$46,820	\$0	0.00%
Albuquerque Charter Academy (formerly SIA Tech)	\$74,841	\$75,982	\$1,141	1.52%
Albuquerque Talent Development Secondary Charter	\$48,169	\$49,351	\$1,182	2.45%
Alice King Community School	\$31,417	\$31,507	\$90	0.29%
Christine Duncan's Heritage Academy	\$23,626	\$24,096	\$470	1.99%
Corrales International School	\$27,655	\$27,655	\$0	0.00%
Digital Arts & Technology Academy	\$47,576	\$47,577	\$0	0.00%
East Mountain High School	\$45,937	\$46,834	\$897	1.95%
El Camino Real Academy	\$57,727	\$60,312	\$2,586	4.48%
Gordon Bernell Charter School	\$71,883	\$72,614	\$731	1.02%
La Academia de Esperanza	\$52,327	\$53,373	\$1,046	2.00%
Los Puentes Charter School	\$54,718	\$59,260	\$4,542	8.30%
Montessori of the Rio Grande	\$52,351	\$53,439	\$1,088	2.08%
Mountain Mahogany Community School	\$48,136	\$48,209	\$72	0.15%
Native American Community Academy	\$57,543	\$57,543	\$0	0.00%
Nuestros Valores Charter School	\$57,117	\$58,283	\$1,166	2.04%
Public Academy for Performing Arts (PAPA)	\$49,456	\$51,219	\$1,762	3.56%
Robert F. Kennedy Charter School	\$57,424	\$57,424	\$0	0.00%
South Valley Academy	\$48,004	\$48,524	\$520	1.08%
Twenty-First Century Public Academy	\$50,549	\$51,346	\$797	1.58%
ALBUQUERQUE W/CHARTERS <sup>1</sup>	\$50,144	\$51,054	\$910	1.82%
ALBUQUERQUE INSTITUTE FOR MATH & SCIENCE (AIMS)	\$66,732	\$67,400	\$668	1.00%
ALBUQUERQUE SCHOOL OF EXCELLENCE	\$49,559	\$52,120	\$2,562	5.17%
ALBUQUERQUE SIGN LANGUAGE ACADEMY	\$50,975	\$52,735	\$1,760	3.45%
ALDO LEOPOLD CHARTER SCHOOL	\$47,342	\$48,762	\$1,420	3.00%
ALMA D' ARTE CHARTER HIGH SCHOOL	\$51,784	\$52,078	\$294	0.57%
AMY BIEHL CHARTER HIGH SCHOOL	\$57,060	\$59,939	\$2,878	5.04%
ANIMAS <sup>2</sup>	\$44,582	\$45,596	\$1,013	2.27%
ANTHONY CHARTER SCHOOL	\$50,417	\$50,417	\$0	0.00%
ARTESIA	\$52,009	\$52,469	\$460	0.88%
ASK ACADEMY (THE)	\$54,806	\$56,135	\$1,329	2.42%
AZTEC	\$51,208	\$51,208	\$0	0.00%
Mosaic Academy Charter	\$47,792	\$48,370	\$578	1.21%
AZTEC W/CHARTER <sup>1</sup>	\$49,500	\$49,789	\$289	0.58%
BELEN	\$48,794	\$48,794	\$0	0.00%
BERNALILLO	\$48,743	\$48,743	\$0	0.00%
BLOOMFIELD	\$51,600	\$51,600	\$0	0.00%
CAPITAN	\$43,983	\$44,191	\$208	0.47%
CARLSBAD	\$63,234	\$63,234	\$0	0.00%
Jefferson Montessori Academy	\$41,363	\$41,364	\$1	0.00%
CARLSBAD W/CHARTER <sup>1</sup>	\$52,299	\$52,299	\$1	0.00%
CARRIZOZO <sup>2</sup>	\$38,357	\$38,357	\$0	0.00%
CENTRAL	\$56,771	\$56,771	\$0	0.00%
CESAR CHAVEZ COMMUNITY SCHOOL	\$48,864	\$49,618	\$754	1.54%
CHAMA	\$45,856	\$45,857	\$1	0.00%
CIEN AGUAS INTERNATIONAL	\$51,968	\$54,098	\$2,130	4.10%
CIMARRON	\$39,746	\$40,947	\$1,201	3.02%
Moreno Valley High School <sup>4</sup>	\$55,000	\$57,500	\$0	0.00%
CIMARRON W/CHARTER <sup>1</sup>	\$47,373	\$49,224	\$1,851	3.91%
CLAYTON	\$43,369	\$43,803	\$434	1.00%
CLOUDCROFT	\$41,190	\$41,190	\$0	0.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	All Personnel Other than Classroom Teachers			
	2015-2016 Average	2016-2017 Average	Difference	Change
CLOVIS	\$54,685	\$55,277	\$592	1.08%
COBRE	\$46,850	\$46,850	\$0	0.00%
CORAL COMMUNITY CHARTER	\$37,851	\$39,977	\$2,126	5.62%
CORONA <sup>2</sup>	\$47,314	\$47,316	\$1	0.00%
COTTONWOOD CLASSICAL PREPARATORY	\$47,970	\$48,871	\$901	1.88%
CUBA	\$48,281	\$49,730	\$1,449	3.00%
DEMING	\$47,296	\$47,296	\$0	0.00%
Deming Cesar Chavez Charter High	\$42,526	\$44,865	\$2,340	5.50%
DEMING W/CHARTERS <sup>1</sup>	\$44,911	\$46,081	\$1,170	2.60%
DES MOINES <sup>2</sup>	\$38,807	\$38,807	\$0	0.00%
DEXTER	\$52,417	\$52,417	\$0	0.00%
DORA	\$36,824	\$37,561	\$737	2.00%
DREAM DINE' CHARTER SCHOOL	\$23,264	\$23,264	\$0	0.00%
DULCE	\$56,178	\$56,877	\$699	1.24%
DZIT DIT LOOL (DEAP)	\$25,000	\$25,050	\$50	0.20%
ELIDA	\$37,239	\$38,266	\$1,027	2.76%
ESPANOLA	\$51,884	\$51,884	\$0	0.00%
Cariños Charter School	\$47,539	\$47,765	\$226	0.48%
ESPANOLA W/CHARTERS <sup>1</sup>	\$49,711	\$49,824	\$113	0.23%
ESTANCIA	\$41,186	\$41,186	\$0	0.00%
ESTANCIA VALLEY CLASSICAL ACADEMY	\$39,144	\$39,239	\$96	0.24%
EUNICE	\$43,289	\$43,693	\$404	0.93%
EXPLORE ACADEMY	\$44,287	\$44,287	\$0	0.00%
FARMINGTON	\$51,919	\$51,919	\$0	0.00%
New Mexico Virtual Academy	\$58,500	\$58,500	\$0	0.00%
FARMINGTON W/CHARTERS <sup>1</sup>	\$55,210	\$55,210	\$0	0.00%
FLOYD <sup>2</sup>	\$40,429	\$40,653	\$223	0.55%
FT. SUMNER	\$35,183	\$36,291	\$1,108	3.15%
GADSDEN	\$50,330	\$50,909	\$579	1.15%
GALLUP	\$53,941	\$54,090	\$149	0.28%
Middle College High School	\$67,825	\$68,391	\$566	0.83%
GALLUP W/CHARTER <sup>1</sup>	\$60,883	\$61,240	\$357	0.59%
GILBERT L. SENA CHARTER HIGH SCHOOL	\$51,019	\$53,905	\$2,886	5.66%
GRADY <sup>2</sup>	\$35,609	\$35,611	\$2	0.00%
GRANTS	\$47,326	\$47,326	\$0	0.00%
GREAT ACADEMY (THE)	\$66,513	\$68,722	\$2,209	3.32%
HAGERMAN	\$40,005	\$40,005	\$0	0.00%
HATCH	\$46,358	\$46,358	\$0	0.00%
HEALTH LEADERSHIP HIGH SCHOOL	\$58,747	\$59,908	\$1,161	1.98%
HOBBS	\$55,201	\$55,770	\$569	1.03%
HONDO <sup>2</sup>	\$26,906	\$26,907	\$1	0.00%
HORIZON ACADEMY WEST	\$55,614	\$56,726	\$1,112	2.00%
HOUSE <sup>2</sup>	\$27,751	\$27,752	\$1	0.00%
INTERNATIONAL SCHOOL at MESA DEL SOL (THE)	\$36,754	\$36,754	\$0	0.00%
J. PAUL TAYLOR	\$36,890	\$36,890	\$0	0.00%
JAL	\$45,516	\$45,867	\$352	0.77%
JEMEZ MOUNTAIN <sup>2</sup>	\$40,757	\$41,040	\$283	0.69%
Lindrieth Area Heritage Charter School	\$33,935	\$34,519	\$584	1.72%
JEMEZ MOUNTAIN W/CHARTER <sup>1</sup>	\$37,346	\$37,780	\$433	1.16%
JEMEZ VALLEY	\$45,213	\$45,214	\$1	0.00%
San Diego Riverside Charter School	\$34,342	\$37,870	\$3,528	10.27%
JEMEZ VALLEY W/CHARTERS <sup>1</sup>	\$39,778	\$41,542	\$1,764	4.44%
LA ACADEMIA DOLORES HUERTA	\$42,800	\$42,800	\$0	0.00%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	All Personnel Other than Classroom Teachers			
	2015-2016 Average	2016-2017 Average	Difference	Change
LA PROMESA EARLY LEARNING CENTER	\$57,043	\$57,104	\$61	0.11%
LA RESOLANA LEADERSHIP ACADEMY	\$54,096	\$54,096	\$0	0.00%
LA TIERRA MONTESSORI SCHOOL OF THE ARTS & SCIENCES	\$51,250	\$52,600	\$1,350	2.63%
LAKE ARTHUR	\$38,174	\$38,264	\$90	0.24%
LAS CRUCES	\$55,060	\$55,060	\$0	0.00%
LAS MONTANAS	\$41,974	\$42,133	\$159	0.38%
LAS VEGAS CITY	\$43,972	\$43,996	\$24	0.05%
LOGAN	\$47,737	\$48,430	\$692	1.45%
LORDSBURG	\$41,739	\$41,739	\$0	0.00%
LOS ALAMOS	\$56,043	\$56,184	\$141	0.25%
LOS LUNAS	\$52,771	\$52,771	\$0	0.00%
LOVING	\$46,617	\$46,617	\$0	0.00%
LOVINGTON	\$56,079	\$56,428	\$349	0.62%
MAGDALENA	\$45,880	\$47,033	\$1,153	2.51%
MASTERS PROGRAM (THE)	\$58,288	\$60,164	\$1,876	3.22%
MAXWELL <sup>2</sup>	\$40,472	\$40,677	\$206	0.51%
MCCURDY CHARTER	\$48,580	\$51,968	\$3,388	6.97%
MEDIA ARTS COLLABORATIVE CHARTER	\$54,749	\$55,668	\$919	1.68%
MELROSE	\$37,803	\$37,804	\$1	0.00%
MESA VISTA	\$45,794	\$45,794	\$0	0.00%
MISSION ACHIEVEMENT AND SUCCESS	\$46,771	\$49,539	\$2,768	5.92%
MONTE DEL SOL CHARTER SCHOOL	\$49,810	\$50,240	\$430	0.86%
MONTESSORI ELEMENTARY SCHOOL	\$67,740	\$67,740	\$0	0.00%
MORA	\$38,041	\$40,320	\$2,279	5.99%
MORIARTY	\$44,324	\$44,324	\$0	0.00%
MOSQUERO <sup>2</sup>	\$27,277	\$28,695	\$1,419	5.20%
MOUNTAINAIR	\$40,113	\$40,114	\$1	0.00%
NEW AMERICA SCHOOL	\$51,103	\$52,125	\$1,022	2.00%
NEW AMERICA SCHOOL-LAS CRUCES	\$47,344	\$48,708	\$1,364	2.88%
NEW MEXICO CONNECTIONS ACADEMY	\$58,181	\$59,419	\$1,238	2.13%
NEW MEXICO INTERNATIONAL SCHOOL	\$49,619	\$52,181	\$2,562	5.16%
NEW MEXICO SCHOOL FOR THE ARTS	\$57,066	\$57,577	\$511	0.90%
NORTH VALLEY ACADEMY	\$51,988	\$52,009	\$21	0.04%
PECOS	\$43,767	\$44,616	\$849	1.94%
PENASCO	\$43,861	\$43,827	-\$34	-0.08%
POJOAQUE	\$48,961	\$49,616	\$655	1.34%
PORTALES	\$48,173	\$48,806	\$633	1.31%
QUEMADO <sup>2</sup>	\$38,431	\$38,431	\$0	0.00%
QUESTA	\$43,576	\$43,576	\$0	0.00%
Roots & Wings Community School	\$32,632	\$36,962	\$4,330	13.27%
QUESTA W/CHARTERS <sup>1</sup>	\$38,104	\$40,269	\$2,165	5.68%
RATON	\$41,368	\$41,369	\$1	0.00%
RED RIVER VALLEY CHARTER SCHOOL	\$78,166	\$78,166	\$0	0.00%
RESERVE	\$40,468	\$40,468	\$0	0.00%
RIO RANCHO	\$51,613	\$51,613	\$0	0.00%
ROSWELL	\$53,122	\$53,122	\$0	0.00%
Sidney Gutierrez Middle School	\$50,552	\$50,552	\$1	0.00%
ROSWELL W/CHARTER <sup>1</sup>	\$51,837	\$51,837	\$0	0.00%
ROY <sup>2</sup>	\$24,427	\$24,427	\$0	0.00%
RUIDOSO	\$49,554	\$49,554	\$0	0.00%
SAGE MONTESSORI	\$41,228	\$41,228	\$0	0.00%
SAN JON <sup>2</sup>	\$28,961	\$29,789	\$828	2.86%
SANDOVAL ACADEMY OF BILINGUAL ED (SABE)	\$40,008	\$40,058	\$50	0.12%

SALARY CHANGES FOR PERSONNEL OTHER THAN CLASSROOM TEACHERS  
2015-2016 Estimated Actual to 2016-2017 Budgeted\*

District	All Personnel Other than Classroom Teachers			
	2015-2016 Average	2016-2017 Average	Difference	Change
SANTA FE	\$52,221	\$52,258	\$38	0.07%
Academy for Tech. and the Classics	\$44,400	\$45,813	\$1,413	3.18%
SANTA FE W/CHARTERS <sup>1</sup>	\$48,310	\$49,036	\$725	1.50%
SANTA ROSA	\$42,907	\$43,906	\$1,000	2.33%
SCHOOL OF DREAMS ACADEMY	\$41,877	\$41,984	\$107	0.26%
SILVER CITY	\$55,074	\$55,075	\$1	0.00%
SOCORRO <sup>3</sup>	\$40,959	\$41,778	\$819	2.00%
Cottonwood Valley Charter School	\$43,433	\$44,175	\$743	1.71%
SOCORRO W/CHARTER <sup>1</sup>	\$42,196	\$42,977	\$781	1.85%
SOUTH VALLEY PREPARATORY SCHOOL	\$53,229	\$54,078	\$849	1.59%
SOUTHWEST AERONAUTICS, MATHEMATICS ACADEMY	\$54,636	\$56,830	\$2,193	4.01%
SOUTHWEST INTERMEDIATE LEARNING CENTER	\$80,505	\$82,352	\$1,847	2.29%
SOUTHWEST PRIMARY LEARNING CENTER	\$58,777	\$59,133	\$356	0.61%
SOUTHWEST SECONDARY LEARNING CENTER	\$67,586	\$70,400	\$2,814	4.16%
SPRINGER	\$41,048	\$41,273	\$225	0.55%
TAOS	\$42,294	\$42,974	\$680	1.61%
Anansi Charter School	\$37,875	\$37,963	\$88	0.23%
Taos Municipal Charter School	\$24,791	\$25,337	\$546	2.20%
Vista Grande High School	\$43,770	\$45,973	\$2,203	5.03%
TAOS W/CHARTERS <sup>1</sup>	\$37,182	\$38,062	\$879	2.37%
TAOS ACADEMY CHARTER SCHOOL	\$69,849	\$70,115	\$267	0.38%
TAOS INTEGRATED SCHOOL OF THE ARTS	\$55,000	\$56,000	\$1,000	1.82%
TAOS INTERNATIONAL SCHOOL	\$35,100	\$36,610	\$1,510	4.30%
TATUM	\$48,399	\$48,888	\$489	1.01%
TECHNOLOGY LEADERSHIP	\$59,426	\$62,016	\$2,590	4.36%
TEXICO	\$52,091	\$52,092	\$0	0.00%
TIERRA ADENTRO	\$40,922	\$41,434	\$512	1.25%
TIERRA ENCANTADA CHARTER SCHOOL	\$57,336	\$57,900	\$564	0.98%
TRUTH OR CONSEQUENCES	\$47,523	\$47,846	\$323	0.68%
TUCUMCARI	\$44,007	\$45,157	\$1,150	2.61%
TULAROSA	\$47,707	\$50,800	\$3,093	6.48%
TURQUOISE TRAIL CHARTER SCHOOL	\$45,499	\$45,983	\$484	1.06%
UPLIFT COMMUNITY	\$37,466	\$39,309	\$1,843	4.92%
VAUGHN	\$27,145	\$27,146	\$1	0.00%
WAGON MOUND <sup>2</sup>	\$37,526	\$37,527	\$1	0.00%
WALATOWA HIGH CHARTER SCHOOL	\$47,142	\$47,143	\$1	0.00%
WEST LAS VEGAS	\$48,426	\$48,461	\$35	0.07%
Rio Gallinas School	\$36,234	\$36,234	\$0	0.00%
WEST LAS VEGAS W/CHARTER <sup>1</sup>	\$84,660	\$84,695	\$35	0.04%
WILLIAM W. & JOSEPHINE DORN	\$46,971	\$47,321	\$350	0.75%
ZUNI	\$58,205	\$58,561	\$356	0.61%
STATEWIDE	\$47,623	\$48,313	\$689	1.45%

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

<sup>2</sup>Utilizes a head teacher as the Administrator/Principal.

<sup>3</sup>Negative amounts due to salary reduction.

<sup>4</sup>Did not report any data.

\*The salary data presented in this table was provided by the school districts with their 2016-2017 Operating Budgets. The 2016-2017 salaries were estimated since operating budgets were due before 06/30/16.

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