

El Camino Real Academy
 194 Day Salary Schedule Level 1 Licensure (with effective date prior to 10/1/22)
 Licensed Teachers
 School year 2024-2025

Step	BA	Daily Rate	BA+15	Daily Rate	MA	Daily Rate	MA + 15	Daily Rate	MA + 45	Daily Rate	PHD	Daily Rate
0	55,880	288.04	56,160	289.48	56,439	290.92	56,719	292.37	56,998	293.80	57,277	295.24
1	56,080	289.07	56,360	290.52	56,639	291.95	56,919	293.40	57,198	294.84	57,477	296.27
2	56,280	290.10	56,560	291.55	56,839	292.98	57,119	294.43	57,398	295.87	57,677	297.30
3	56,480	291.13	56,760	292.58	57,039	294.02	57,319	295.46	57,598	296.90	57,877	298.34
4	56,680	292.16	56,960	293.61	57,239	295.05	57,519	296.49	57,798	297.93	58,077	299.37
5	56,880	293.20	57,160	294.64	57,439	296.08	57,719	297.52	57,998	298.96	58,277	300.40

Additional merit salary for licensed teachers:

National Board Certification:

If NBC is awarded prior to October 1, the recipient is provided a stipend whose value is determined by multiplying 1.5 units at established unit value. Documentation of the certification received after October 1 will cause the merit to be granted in the next fiscal year.
 NBC also allows teacher to receive level 3 licensure (note licensure issuance date above)

For each additional certification, **if used in job/stars**: such as art, reading specialist, gifted education American Sign Language, administration, Special Education, Endorsements in Content Areas Certifications must be reflected on licensure by October 1 in order to grant merit in the current contract year. Supporting documentation received after this date will cause the merit to be granted in the next fiscal year. \$ 1,000

Hard to Fill and Special circumstances compensation

The Executive Director may offer increments for hard to fill positions (such as math, science and special education) and for other situations may match offers made by other educational institutions calculated by daily rate, provided the offer would not exceed the offer made to a current ECRA employee at the same or higher level on the salary schedule.

Terms and Conditions

El Camino Real Academy
194 Day Salary Schedule Level 1 Licensure (with effective date prior to 10/1/22)
Licensed Teachers
School year 2024-2025

1. This schedule is based upon a 194-day school year and a 8.0 hour (.5 hour paid lunch) on-campus workday.
2. Steps correspond with years of experience recognized.

3. Verification of Teaching/Ancillary Years of Experience Policy

Employee will complete forms for verification of the total years of employment and submit them to the Finance office in order to calculate their salary on the ECRA salary schedule, and in order to calculate their Training and Experience Level for the New Mexico Public Education (NMPED) each year as required by law. Every full year experience teaching/providing ancillary services elsewhere will be allowed for each year worked (a year is defined as 750 or more hours for a 9-month position) of approved, verified experience in public or private schools, or 15 credit hours teaching per academic year (including summer school) at the University level. The Finance Department must receive verification of experience on a verification form provided by the Finance Department by October 10 or within 90 days of employment in order to grant credit for experience in the current contract year. Experience verifications received after this date will be granted in the next fiscal year. Days or hours of experience in different school years may not be accumulated or totaled in order to receive experience on the salary schedule. **Responsibility for verification of prior experience rests solely with the certified employee. Working as a contractor does not constitute employment for this purpose.**

4. Additional credit hours

Additional semester credit hours qualifying for salary purposes must be earned subsequent to the date on which the certified employee earned an initial degree BA/BS degree or earned subsequent to the MA/MS degree. **These hours must be course level 500 or higher.**

The Finance Department must receive an official college transcript by October 1 in order to grant credit in the current contract year. Official transcripts received after this date will be granted in the next fiscal year.

5. Salaries are not currently under a negotiated agreement

El Camino Real Academy
 194 Day Salary Schedule Level 2 Licensure (with effective date prior to 10/1/22)
 Licensed Teachers
 School year 2024-2025

Step	BA	Daily Rate	BA+15	Daily Rate	MA	Daily Rate	MA + 15	Daily Rate	MA + 45	Daily Rate	PHD	Daily Rate
0	N/A		N/A		N/A		N/A		N/A		N/A	
1	N/A		N/A		N/A		N/A		N/A		N/A	
2	N/A		N/A		N/A		N/A		N/A		N/A	
3	67,057	345.65	67,336	347.09	67,615	348.53	67,895	349.97	68,174	351.41	68,454	352.86
4	67,257	346.69	67,536	348.12	67,815	349.56	68,095	351.01	68,374	352.44	68,654	353.89
5	67,457	347.72	67,736	349.15	68,015	350.59	68,295	352.04	68,574	353.47	68,854	354.92
6	67,657	348.75	67,936	350.19	68,215	351.62	68,495	353.07	68,774	354.51	69,054	355.95
7	67,857	349.78	68,136	351.22	68,415	352.65	68,695	354.10	68,974	355.54	69,254	356.98
8	68,057	350.81	68,336	352.25	68,615	353.69	68,895	355.13	69,174	356.57	69,454	358.01
9	68,257	351.84	68,536	353.28	68,815	354.72	69,095	356.16	69,374	357.60	69,654	359.04
10	68,457	352.87	68,736	354.31	69,015	355.75	69,295	357.19	69,574	358.63	69,854	360.07
11	68,657	353.90	68,936	355.34	69,215	356.78	69,495	358.22	69,774	359.66	70,054	361.10
12	68,857	354.93	69,136	356.37	69,415	357.81	69,695	359.25	69,974	360.69	70,254	362.13
13	69,057	355.96	69,336	357.40	69,615	358.84	69,895	360.28	70,174	361.72	70,454	363.16
14	69,257	356.99	69,536	358.43	69,815	359.87	70,095	361.31	70,374	362.75	70,654	364.20
15	69,457	358.03	69,736	359.46	70,015	360.90	70,295	362.35	70,574	363.78	70,854	365.23
16	69,657	359.06	69,936	360.49	70,215	361.93	70,495	363.38	70,774	364.81	71,054	366.26
17	69,857	360.09	70,136	361.53	70,415	362.96	70,695	364.41	70,974	365.85	71,254	367.29
18	70,057	361.12	70,336	362.56	70,615	363.99	70,895	365.44	71,174	366.88	71,454	368.32
19	70,257	362.15	70,536	363.59	70,815	365.03	71,095	366.47	71,374	367.91	71,654	369.35
20	70,457	363.18	70,736	364.62	71,015	366.06	71,295	367.50	71,574	368.94	71,854	370.38
21	70,657	364.21	70,936	365.65	71,215	367.09	71,495	368.53	71,774	369.97	72,054	371.41

Additional merit salary for licensed teachers:

National Board Certification:

If NBC is awarded prior to October 1, the recipient is provided a stipend whose value is determined by multiplying 1.5 units at established unit value. Documentation of the certification received after October 1 will cause the merit to be granted in the next fiscal year.

NBC also allows teacher to receive level 3 licensure (note licensure issuance date above)

For each additional certification, **if used in job/stars:** such as art, reading specialist, gifted education

\$ 1,000

American Sign Language, administration, Special Education, Endorsements in Content Areas

Certifications must be reflected on licensure by October 1 in order to grant merit in the current contract year. Supporting documentation received after this date

El Camino Real Academy
194 Day Salary Schedule Level 2 Licensure (with effective date prior to 10/1/22)
Licensed Teachers
School year 2024-2025

will cause the merit to be granted in the next fiscal year.

Hard to Fill and Special circumstances compensation

The Eecutive Director may offer increments for hard to fill positions (such as math, science and special education) and for other situations may match offers made by other educational institutions calculated by daily rate, provided the offer would not exceed the offer made to a current ECRA employee at the same or higher level on the salary schedule.

Hard to Fill and Special circumstances compensation

The Eecutive Director may match offers made by other educational institutions, calculated by daily rate, provided the offer would not exceed the offer made to a current ECRA employee at the same or higher level on the salary schedule.

Terms and Conditions

1. This schedule is based upon a 194-day school year and a 8.0 hour (.5 hour paid lunch) on-campus workday.
2. Steps correspond with years of experience recognized.

3. Verification of Teaching/Ancillary Years of Experience Policy

Employee will complete forms for verification of the total years of employment and submit them to the Finance office in order to calculate their salary on the ECRA salary schedule, and in order to calculate their Training and Experience Level for the New Mexico Public Education (NMPED) each year as required by law. Every full year experience teaching/providing ancillary services elsewhere will be allowed for each year worked (a year is defined as 750 or more hours for a 9-month position) of approved, verified experience in public or private schools, or 15 credit hours teaching per academic year (including summer school) at the University level. The Finance Department must receive verification of experience on a verification form provided by the Finance Department by October 10 or within 90 days of employment in order to grant credit for experience in the current contract year. Experience verifications received after this date will be granted in the next fiscal year. Days or hours of experience in different school years may not be accumulated or totaled in order to receive experience on the salary schedule. **Responsibility for verification of prior experience rests solely with the certified employee. Working as a contractor does not constitute employment for this purpose.**

El Camino Real Academy
194 Day Salary Schedule Level 2 Licensure (with effective date prior to 10/1/22)
Licensed Teachers
School year 2024-2025

4. Additional credit hours

Additional semester credit hours qualifying for salary purposes must be earned subsequent to the date on which the certified employee earned an initial degree BA/BS degree or earned subsequent to the MA/MS degree. **These hours must be course level 500 or higher.**

The Finance Department must receive an official college transcript by October 1 in order to grant credit in the current contract year. Official transcripts received after this date will be granted in the next fiscal year.

5. Salaries are not currently under a negotiated agreement

El Camino Real Academy
 194 Day Salary Schedule Level 3 Licensure Regular (with effective date prior to 10/1/22)
 Licensed Teachers
 School year 2022-2023

Step	BA	BA+15	MA	Daily Rate	MA + 15	Daily Rate	MA + 45	Daily Rate	PHD	Daily Rate
0	N/A	N/A	N/A		N/A		N/A		N/A	
1	N/A	N/A	N/A		N/A		N/A		N/A	
2	N/A	N/A	N/A		N/A		N/A		N/A	
3	N/A	N/A	N/A		N/A		N/A		N/A	
4	N/A	N/A	N/A		N/A		N/A		N/A	
5	N/A	N/A	N/A		N/A		N/A		N/A	
6	N/A	N/A	78,233	403.26	78,428	404.27	78,624	405.28	78,819	406.28
7	N/A	N/A	78,433	404.29	78,628	405.30	78,824	406.31	79,019	407.31
8	N/A	N/A	78,633	405.32	78,828	406.33	79,024	407.34	79,219	408.35
9	N/A	N/A	78,833	406.36	79,028	407.36	79,224	408.37	79,419	409.38
10	N/A	N/A	79,033	407.39	79,228	408.39	79,424	409.40	79,619	410.41
11	N/A	N/A	79,233	408.42	79,428	409.42	79,624	410.43	79,819	411.44
12	N/A	N/A	79,433	409.45	79,628	410.45	79,824	411.46	80,019	412.47
13	N/A	N/A	79,633	410.48	79,828	411.48	80,024	412.49	80,219	413.50
14	N/A	N/A	79,833	411.51	80,028	412.52	80,224	413.53	80,419	414.53
15	N/A	N/A	80,033	412.54	80,228	413.55	80,424	414.56	80,619	415.56
16	N/A	N/A	80,233	413.57	80,428	414.58	80,624	415.59	80,819	416.59
17	N/A	N/A	80,433	414.60	80,628	415.61	80,824	416.62	81,019	417.62
18	N/A	N/A	80,633	415.63	80,828	416.64	81,024	417.65	81,219	418.65
19	N/A	N/A	80,833	416.66	81,028	417.67	81,224	418.68	81,419	419.69
20	N/A	N/A	81,033	417.70	81,228	418.70	81,424	419.71	81,619	420.72

Additional merit salary for licensed teachers:

National Board Certification:

If NBC is awarded prior to October 1, the recipient is provided a stipend whose value is determined by multiplying 1.5 units at established unit value. Documentation of the certification received after October 1 will cause the merit to be granted in the next fiscal year.

NBC also allows teacher to receive level 3 licensure (note licensure issuance date above)

For each additional certification, **if used in job/stars:** such as art, reading specialist, gifted education
 American Sign Language, administration, Special Education, Endorsements in Content Areas
 Certifications must be reflected on licensure by October 1 in order to grant merit
 in the current contract year. Supporting documentation received after this date
 will cause the merit to be granted in the next fiscal year. \$ 1,000

El Camino Real Academy
194 Day Salary Schedule Level 3 Licensure Regular (with effective date prior to 10/1/22)
Licensed Teachers
School year 2022-2023

Hard to Fill and Special circumstances compensation

The Executive Director may offer increments for hard to fill positions (such as math, science and special education) and for other situations may match offers made by other educational institutions calculated by daily rate, provided the offer would not exceed the offer made to a current ECRA employee at the same or higher level on the salary schedule.

1. This schedule is based upon a 194-day school year and a 8.0 hour (.5 hour paid lunch) on-campus workday.
2. Steps correspond with years of experience recognized.

3. Verification of Teaching/Ancillary Years of Experience Policy

Employee will complete forms for verification of the total years of employment and submit them to the Finance office in order to calculate their salary on the ECRA salary schedule, and in order to calculate their Training and Experience Level for the New Mexico Public Education (NMPED) each year as required by law. Every full year experience teaching/providing ancillary services elsewhere will be allowed for each year worked (a year is defined as 750 or more hours for a 9-month position) of approved, verified experience in public or private schools, or 15 credit hours teaching per academic year (including summer school) at the University level. The Finance Department must receive verification of experience on a verification form provided by the Finance Department by October 10 or within 90 days of employment in order to grant credit for experience in the current contract year. Experience verifications received after this date will be granted in the next fiscal year. Days or hours of experience in different school years may not be accumulated or totaled in order to receive experience on the salary schedule. **Responsibility for verification of prior experience rests solely with the certified employee. Working as a contractor does not constitute employment for this purpose.**

4. Additional credit hours

Additional semester credit hours qualifying for salary purposes must be earned subsequent to the date on which the certified employee earned an initial degree BA/BS degree or earned subsequent to the MA/MS degree. **These hours must be course level 500 or higher.**

The Finance Department must receive an official college transcript by October 1 in order to grant credit in the current contract year. Official transcripts received after this date will be granted in the next fiscal year.

5. Salaries are not currently under a negotiated agreement

El Camino Real Academy
 194 Day Salary Schedule Regular Level 1, 2, and 3
 Licensed Educational Assistants
 School year 2022-2023

PED Issued License level

Years Experience	Level 1	Level 2	Level 3
0	26,359	26,886	27,413
1	26,519	27,046	27,573
2	26,679	27,206	27,733
3	26,839	27,366	27,893
4	26,999	27,526	28,053
5	27,159	27,686	28,213
6	27,319	27,846	28,373
7	27,479	28,006	28,533
8	27,639	28,166	28,693
9	27,799	28,326	28,853
10	27,959	28,486	29,013
11	28,119	28,646	29,173
12	28,279	28,806	29,333
13	28,439	28,966	29,493
14	28,599	29,126	29,653
15	28,759	29,286	29,813
16	28,919	29,446	29,973
17	29,079	29,606	30,133
18	29,239	29,766	30,293
19	29,399	29,926	30,453
20	29,559	30,086	30,613
	29,719		

Serving as a long-term sub, teacher of record \$ 4,000
This stipend will be calculated on a quarterly basis at \$1000.

Terms and Conditions

1. This schedule is based upon a 194-day school year and a 8.0 hour (.5 hour paid lunch) on-campus workday.
2. Steps correspond with years of experience recognized.

3. Verification of Years of Experience Policy

Employee will complete forms for verification of the total years of employment and submit them to the Finance office in order to calculate their salary on the ECRA salary schedule. Every full year experience in similar settings elsewhere will be allowed for each year worked (a year is defined as 500 or more hours for a 9-month position) of approved, verified experience in public, accredited private schools, or other venues the Principal deems comparable. The Finance Department must receive verification of experience on a verification form provided by the Finance Department by October 10 or within 90 days of employment in order to grant credit for experience in the current contract year. Experience verifications received after this date will be granted in the next fiscal year. Days or hours of experience in different school years may not be accumulated or totaled in order to receive experience on the salary schedule. **Responsibility for verification of prior experience rests solely with the certified employee. Working as a contractor does not constitute employment for this purpose.**

4. Salaries are not currently under a negotiated agreement

El Camino Real Academy
Salary Schedule Level 2 or 3 Licensure Regular (with effective date prior to 10/1/22)
Coordinators, Interventionists, Instructional Coaches
School year 2022-2023

Step	BA	BA+15	MA	MA + 15	MA + 45	PHD
0	N/A	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A	N/A	N/A
4	N/A	N/A	N/A	N/A	N/A	N/A
5	N/A	N/A	N/A	N/A	N/A	N/A
6	82,600	83,100	83,600	84,100	84,600	85,100
7	82,800	83,300	83,800	84,300	84,800	85,300
8	83,000	83,500	84,000	84,500	85,000	85,500
9	83,200	83,700	84,200	84,700	85,200	85,700
10	83,400	83,900	84,400	84,900	85,400	85,900
11	83,600	84,100	84,600	85,100	85,600	86,100
12	83,800	84,300	84,800	85,300	85,800	86,300
13	84,000	84,500	85,000	85,500	86,000	86,500
14	84,200	84,700	85,200	85,700	86,200	86,700
15	84,400	84,900	85,400	85,900	86,400	86,900
16	84,600	85,100	85,600	86,100	86,600	87,100
17	84,800	85,300	85,800	86,300	86,800	87,300
18	85,000	85,500	86,000	86,500	87,000	87,500
19	85,200	85,700	86,200	86,700	87,200	87,700
20	85,400	85,900	86,400	86,900	87,400	87,900

Additional merit salary for licensed teachers:

National Board Certification:

If NBC is awarded prior to October 1, the recipient is provided a stipend whose value is determined by multiplying 1.5 units at established unit value. Documentation of the certification received after October 1 will cause the merit to be granted in the next fiscal year.

NBC also allows teacher to receive level 3 licensure (note licensure issuance date above)

Hard to Fill position bonus negotiable

Terms and Conditions

1. This schedule is based upon a 205-day school year and a 8.0 hour (.5 hour paid lunch) on-campus workday.

El Camino Real Academy
Salary Schedule Level 2 or 3 Licensure Regular (with effective date prior to 10/1/22)
Coordinators, Interventionists, Instructional Coaches
School year 2022-2023

2. Steps correspond with years of experience recognized.

3. Verification of Teaching/Ancillary Years of Experience Policy

Employee will complete forms for verification of the total years of employment and submit them to the Finance office in order to calculate their salary on the ECRA salary schedule, and in order to calculate their Training and Experience Level for the New Mexico Public Education (NMPED) each year as required by law. Every full year experience teaching/providing ancillary services elsewhere will be allowed for each year worked (a year is defined as 750 or more hours for a 9-month position) of approved, verified experience in public or private schools, or 15 credit hours teaching per academic year (including summer school) at the University level. The Finance Department must receive verification of experience on a verification form provided by the Finance Department by October 10 or within 90 days of employment in order to grant credit for experience in the current contract year. Experience verifications received after this date will be granted in the next fiscal year. Days or hours of experience in different school years may not be accumulated or totaled in order to receive experience on the salary schedule. **Responsibility for verification of prior experience rests solely with the certified employee. Working as a contractor does not constitute employment for this purpose.**

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