

Teacher Compensation

Training and Experience

Recruitment

Value

RECEIVED
JULY 11 2016
LESC

Training and Experience vs Three Tiered Licensure

- Salary Schedules across the state have imploded due to the continuation of the two systems.
 - Not aligned
- Comparison of T & E (2014-15)
 - Hobbs Municipal Schools 1.079
 - (*) represents additional funds Hobbs could generate if they had the following districts' T&E
 - Tatum Municipal Schools – 1.273 (\$10.7 million*)
 - Carlsbad- 1.236 (\$8.7 million*)
 - Lovington- 1.115 (\$1.9 million*)
 - Clovis- 1.055 (-\$1.3 million*)

HOBBS MUNICIPAL SCHOOLS
CERTIFIED TEACHER SALARY SCHEDULE
2016-17

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Years	BA			BA+15			BA+45			MA			MA+15			MA+45		
	Lev. 1	Lev. 2	Lev. 3	Lev. 1	Lev. 2	Lev. 3	Lev. 1	Lev. 2	Lev. 3	Lev. 1	Lev. 2	Lev. 3	Lev. 1	Lev. 2	Lev. 3	Lev. 1	Lev. 2	Lev. 3
0	34,000	0	0	34,680	0	0	37,060	0	0	37,774	0	0	38,522	0	0	40,290	0	0
1	34,340	0	0	34,888	0	0	37,282	0	0	37,963	0	0	38,715	0	0	40,491	0	0
2	34,510	0	0	34,992	0	0	37,356	0	0	38,114	0	0	38,869	0	0	40,653	0	0
3	34,748	44,540	0	35,270	45,084	0	37,690	45,176	0	38,416	45,329	0	39,177	45,340	0	40,935	45,367	0
4	35,326	44,807	0	36,067	45,760	0	38,172	45,763	0	38,907	45,782	0	39,678	45,794	0	41,902	45,820	0
5	36,142	44,941	0	37,801	45,986	0	39,098	45,989	0	39,852	45,995	0	41,604	46,020	0	43,715	46,229	0
6	36,924	45,475	54,784	38,842	46,211	54,822	39,988	46,306	54,844	40,758	46,371	55,528	43,145	46,383	55,769	44,722	46,410	56,028
7	38,080	46,322	54,949	39,362	46,437	54,965	41,137	46,531	55,392	41,967	46,915	55,805	43,992	47,381	56,048	45,850	47,408	56,476
8	38,148	47,658	55,113	40,125	48,014	55,124	41,322	48,158	55,666	42,118	48,275	56,028	44,108	48,469	56,271	46,132	48,542	56,868
9	38,420	48,771	55,222	40,159	48,826	55,261	41,396	49,558	55,941	42,231	49,590	56,472	44,223	49,693	56,717	46,334	49,858	57,148
10	38,590	49,751	55,387	40,229	49,755	56,302	41,470	49,829	56,379	42,307	49,907	56,749	44,339	50,328	57,163	46,535	50,357	57,596
11	0	49,796	56,428	0	49,818	56,522	0	49,874	56,763	0	50,088	56,860	0	50,781	57,386	0	50,811	57,877
12	0	49,840	56,483	0	49,885	56,741	0	50,010	57,038	0	50,224	57,055	0	51,008	57,665	0	51,015	58,101
13	0	0	0	0	49,953	56,796	0	50,191	57,147	0	50,315	57,155	0	51,235	57,776	0	51,287	58,269
14	0	0	0	0	50,043	56,905	0	50,326	57,312	0	50,768	57,471	0	51,325	57,999	0	51,400	58,549
15	0	0	0	0	50,269	56,960	0	50,597	57,531	0	50,995	57,555	0	51,416	58,167	0	51,432	58,829
16	0	0	0	0	50,494	57,015	0	50,868	57,641	0	51,222	57,693	0	51,507	58,278	0	51,536	58,997
17	0	0	0	0	0	0	0	51,049	57,751	0	51,448	57,777	0	51,597	58,334	0	51,623	59,221
18	0	0	0	0	0	0	0	51,275	57,805	0	51,584	57,888	0	51,688	58,390	0	51,718	59,333
19	0	0	0	0	0	0	0	51,410	57,860	0	51,675	57,971	0	51,779	58,446	0	52,172	59,389
20	0	0	0	0	0	0	0	51,546	57,915	0	51,765	58,193	0	51,869	58,501	0	52,852	59,501
21	0	0	0	0	0	0	0	51,636	57,970	0	51,811	58,221	0	51,960	58,557	0	53,759	59,613
22	0	0	0	0	0	0	0	51,727	58,025	0	51,901	58,271	0	52,141	58,613	0	54,440	59,726
23	0	0	0	0	0	0	0	51,862	58,052	0	52,037	58,293	0	52,595	58,669	0	55,347	59,838
24	0	0	0	0	0	0	0	51,953	58,134	0	52,128	58,360	0	53,502	58,724	0	56,073	59,950
25	0	0	0	0	0	0	0	52,043	58,162	0	52,309	58,410	0	53,955	58,780	0	56,708	60,006
26	0	0	0	0	0	0	0	52,178	58,244	0	52,581	58,465	0	54,862	58,836	0	57,616	60,174
27	0	0	0	0	0	0	0	52,314	58,283	0	53,488	58,526	0	55,315	58,892	0	58,069	60,342
28	0	0	0	0	0	0	0	52,585	58,326	0	53,941	58,554	0	55,995	58,947	0	58,523	60,454
29	0	0	0	0	0	0	0	53,217	58,354	0	54,349	58,637	0	56,675	59,003	0	59,657	60,622
30	0	0	0	0	0	0	0	53,534	58,409	0	55,301	58,748	0	57,582	59,115	0	60,111	63,300

The Hobbs Municipal Schools (HMS) does not participate in collective bargaining.
Thirty years experience is allowed for teachers new to HMS at BA + 45, MA, MA + 15, MA +45/ED S.

**CLOVIS MUNICIPAL SCHOOLS
INSTRUCTIONAL
2015-2016**

Schedule 06

STEPS	BA		BA+15		BA+45		MA		MA+15		MA+45 or ED SP	
	Level I	Level II	Level I	Level II	Level I	Level II	Level II	Level III	Level II	Level III	Level II	Level III
0	34,000	42,015	34,100	42,220	34,250	43,296	44,578	51,240	45,603	51,753	46,628	52,053
1	34,010	42,025	34,110	42,230	34,260	43,306	44,588	51,250	45,613	51,763	46,638	52,063
2	34,020	43,286	34,313	43,497	34,576	44,605	45,926	52,788	46,982	53,316	48,037	53,616
3	34,122	43,720	34,657	43,933	34,922	45,051	46,385	53,316	47,452	53,850	48,518	54,150
4	34,132	43,730	34,667	43,943	34,933	45,063	46,396	53,326	47,463	53,860	48,529	54,160
5	34,144	43,740	34,677	43,953	34,943	45,074	46,406	53,337	47,473	53,870	48,539	54,170
6	34,155	43,752	34,688	43,965	34,953	45,084	46,417	53,348	47,483	53,881	48,549	54,181
7	34,165	44,018	34,698	44,284	34,965	45,350	46,427	53,358	47,493	54,147	48,560	54,447
8	34,491	44,284	35,197	44,818	35,419	45,617	46,961	53,464	48,027	54,414	49,093	54,725
9	35,182	44,321	35,419	46,121	35,530	46,150	47,493	53,572	48,560	54,681	49,626	54,958
10		44,349	35,640	46,148	35,751	46,204	48,027	53,678	49,093	54,948	50,160	55,491
11			35,863	46,175	35,973	46,259	48,560	53,785	49,626	55,213	50,693	56,024
12			36,029	46,204	36,140	46,286	49,093	53,891	50,160	55,481	51,226	56,557
13			36,194	46,232	36,639	46,315	49,626	53,998	50,693	55,747	51,759	57,090
14			36,361	46,259	37,082	46,342	50,160	54,159	51,226	56,024	52,292	57,624
15			36,528	46,315	37,304	46,370	50,693	54,425	51,759	56,557	52,825	58,426
16			36,538	46,342	37,526	46,398	51,226	54,958	52,292	57,090	54,425	58,691

1. This salary schedule is effective during the 2015-2016 School Year ONLY.
2. Salary will be paid in 24 equal payments.
3. The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.
4. Level I teachers who have a MA Degree will be paid from the BA+45, level I Column.
5. Level I teachers who have a MA+15 Degree will be paid from the BA+45, level I Column, plus \$100.
6. Level I teachers who have a MA+45 Degree will be paid from the BA+45, level I Column, plus \$200.
7. Level III teachers who have less than a MA Degree will be paid \$50,000, plus \$10 per year of granted experience.
8. Job class codes included in this salary schedule: 1411, 1412, 1413, 1414, 1415, 1416, 1211, 1212.

All Level II contracted licensed employees who are reported on the annual T & E Index must earn a Master's Degree from a school that is accredited by a nationally recognized accrediting association or the New Mexico Public Education Department, as outlined in the Clovis Municipal Schools Board Policy G-3600. Employees hired prior to January 10, 1998 will be exempt from the requirements of this policy. See Board Policy G-3600 for exemptions and additional information.

**LOVINGTON MUNICIPAL SCHOOLS
CERTIFIED SALARY SCHEDULE 2016-2017**

STEP	Level I BA+0	Level II BA+0	Level I BA+15	Level II BA+15	Level I BA+45/ MA	Level II BA+45/ MA	5000 Level III MA	Level I MA+15	Level II MA+15	Level III MA+15	Level I MA+45/ PhD	Level II MA+45/ PhD	5000 Level III MA+45/ PhD
	2015-16	2015-16	2015-16	2015-16	2015-16	2015-16	2015-16	2015-16	2015-16	2015-16	2015-16	2015-16	2015-16
0	34,000		34,832		35,664			36,378			37,328		
1	34,416		35,070		35,724			36,496			37,875		
2	34,832		35,308		36,333			36,821			38,342		
3	35,250	42,000	35,546	44,000	37,021	44,001		38,016	44,002		39,011	44,003	
4	35,460	42,420	35,547	44,441	37,691	45,075		39,497	45,600		40,250	47,000	
5	36,088	42,640	37,225	44,443	38,361	46,891		39,750	47,278		40,633	48,328	
6	37,553	42,861	37,588	44,590	38,621	47,000		39,882	47,978		41,017	48,608	
7	38,261	43,719	38,279	44,812	39,353	48,091	52,000	40,621	48,678	52,247	41,781	48,908	53,271
8	38,828	45,031	38,848	46,156	39,997	49,348	52,200	42,826	49,500	54,206	44,055	50,000	54,250
9	41,890	46,387	41,909	46,391	41,936	50,000	53,000	43,376	50,200	54,500	44,677	50,500	54,400
10	41,891	46,393	41,910	46,500	41,937	50,200	53,700	43,377	50,700	55,741	44,678	51,000	54,800
11	41,892	46,398	41,911	46,600	41,938	50,300	54,825	43,380	51,200	55,900	44,679	51,600	56,000
12	41,893	46,404	41,912	46,700	41,940	50,400	55,000	43,381	51,700	56,293	44,681	52,200	56,300
13	41,894	46,410	41,913	46,800	41,942	50,500	55,125	43,382	52,200	56,350	44,682	52,900	56,800
14	41,895	46,416	41,914	46,900	41,944	50,600	55,250	43,383	52,650	56,445	44,684	53,600	58,100
15	41,897	46,421	41,915	47,000	41,945	50,700	55,400	43,384	53,150	56,549	44,685	54,000	58,500
16	41,898	46,427	41,916	47,100	41,946	50,800	55,550	43,385	53,900	56,789	44,686	54,700	58,800
17	41,899	46,433	41,917	47,200	41,947	50,900	55,700	43,387	54,200	57,029	44,687	55,500	60,100
18	41,900	46,438	41,918	47,400	41,948	51,200	55,800	43,388	54,700	57,289	44,688	56,300	60,500
19	41,901	46,444	41,920	47,500	41,949	51,800	55,900	43,389	55,250	57,507	44,690	57,100	60,900
20	41,902	46,450	41,921	47,600	41,950	53,034	56,100	43,390	55,800	57,748	44,691	57,900	61,100
21	41,903	46,455	41,922	47,848	41,951	53,125	56,200	43,391	56,000	57,950	44,693	58,500	61,500
22	41,905	46,460	41,923	48,271	41,952	53,249	56,300	43,392	56,500	58,498	44,694	60,400	61,900
23	41,906	46,466	41,924	48,500	41,953	53,600	56,364	43,393	57,000	60,189	44,695	60,800	62,200
24	41,907	46,471	41,925	49,000	41,954	54,117	59,086	43,394	57,500	61,290	44,696	61,300	63,000
25	41,909	46,477	41,926	51,000	41,955	58,000	61,365	43,395	58,000	63,523	44,697	61,600	64,000
26	41,910	46,483	41,927	52,000	41,956	59,000	62,700	43,396	58,500	64,627	44,699	61,900	65,000
27	41,911	46,489	41,928	54,106	41,957	59,600	63,000	43,397	59,500	65,071	44,700	62,200	66,000
28	41,912	46,494	41,929	54,894	41,959	62,200	63,100	43,400	60,000	65,958	44,701	62,500	68,000
29	41,913	46,499	41,930	55,500	41,960	64,033	64,100	43,401	61,000	67,733	44,702	63,000	68,400
30	41,914	46,505	41,931	56,489	41,961	64,487	64,500	43,402	64,028	68,176	44,703	63,647	68,600
31	41,915	46,511	41,932	56,470	41,962	65,467	65,500	43,403	68,414	69,296	44,704	68,600	70,268
31+	41,916	46,512	41,933	56,471	41,963	65,993	69,228	43,404	70,187	71,370	44,705	70,603	73,588

- A. Beginning with the 2002-03 school year, all newly contracted licensed employees who are reported on the annual T&E Index must earn a Master's Degree from an accredited college or university (which must be approved by the Superintendent) before the seventh consecutive contract is issued.
- B. All work beyond M.A./M.S. degree must be approved by the Superintendent.
- C. Increments for experience are granted upon the satisfactory completion of years' worked. Credit will not be allowed for less than one-half (1/2) year's experience; full semester or 91 days. The District will allow all certifiable teaching experience from an accredited educational institution.
- D. Bilingually-endorsed teachers currently providing instruction under the bilingual program will receive a \$2,500 stipend.
- E. Diagnosticians that submit results demonstrating a passing score on the Prueba or comparable bilingual assessment will receive a \$2,500 stipend.

CARLSBAD MUNICIPAL SCHOOLS
TEACHER SALARY SCHEDULE
2015 - 2016 SCHOOL YEAR

EXP	LEVEL 1					LEVEL 2					LEVEL 3		
	B.A.	B.A. +15	B.A. +45 or M.A.	M.A. +15	M.A. +45	B.A.	B.A. +15	B.A. +45 or M.A.	M.A. +15	M.A. +45	B.A. +45 or M.A.	M.A. +15	M.A. +45
0	40,000	40,100	40,400	42,000	46,500								
1	40,100	40,200	40,600	42,200	46,700								
2	40,200	40,300	40,700	42,300	47,100								
3	40,300	40,400	40,800	42,600	47,650	46,200	46,300	46,400	48,000	49,000			
4	40,400	40,500	40,900	43,100	49,500	46,300	46,350	46,550	48,700	51,000			
5	40,600	42,900	43,000	43,650	51,500	46,400	46,450	47,000	49,000	53,250			
6	42,900	46,000	47,800	50,100	55,100	46,500	46,550	47,950	50,500	55,350	53,000	56,600	58,100
7	43,400	46,700	48,300	50,800	56,350	46,600	46,650	48,450	51,500	56,500	53,500	56,700	58,300
8	46,400	47,000	48,400	51,600	57,000	47,000	47,450	49,450	53,000	59,500	54,000	56,800	61,000
9	47,700	47,850	49,500	54,200	61,650	48,200	49,000	50,100	55,200	62,000	56,100	56,900	63,000
10	48,800	48,950	50,250	55,900	63,000	48,950	49,500	51,000	60,000	63,350	56,600	60,700	63,750
11	49,300	49,850	50,800	56,500	64,450	49,400	50,150	51,550	61,500	64,600	57,000	62,300	65,000
12	50,000	51,900	55,000	62,000	66,000	50,400	53,600	55,200	62,500	66,950	57,250	62,750	67,450
13	50,500	53,250	55,650	63,500	66,700	50,950	55,500	55,900	63,550	67,650	60,200	63,800	68,400
14	50,750	53,800	56,200	64,000	67,350	51,500	56,100	56,500	64,200	68,200	60,600	64,300	69,100
15	50,800	54,100	56,300	64,250	67,450	51,600	56,200	56,600	64,400	68,400	60,750	64,500	69,300
16	50,900	54,300	56,400	64,400	67,600	51,750	56,300	56,750	64,700	68,550	60,850	64,700	69,600
17	51,000	54,850	56,500	64,500	67,750	51,900	56,450	56,800	64,750	68,750	60,950	64,850	70,500
18	51,200	55,300	56,850	64,600	67,900	52,000	56,900	57,100	64,800	70,100	61,100	65,000	73,500
19	51,300	55,400	57,000	64,700	76,700	52,150	57,000	58,500	65,000	77,350	61,250	65,200	78,800
20 & OVER	51,500	56,500	58,200	65,600	78,500	52,400	58,200	60,600	66,250	79,800	61,750	67,000	80,000

TATUM MUNICIPAL SCHOOLS
LEVEL I SALARY SCHEDULE FOR TEACHING
2016-2017

YEARS EXP.	INDEX	BA	BA+15	BA+45 MA	MA+15	MA+30	MA+45
		100.0%	106.0%	112.0%	118.0%	124.0%	131.0%
0.00	1.006	35611	37748	39885	42021	44158	46651
1	1.026	36319	38498	40678	42857	45036	47578
2	1.046	37027	39249	41470	43692	45914	48506
3	1.066	37735	39999	42263	44527	46792	49433
4	1.086	38443	40750	43056	45363	47669	50361
5	1.106	39151	41500	43849	46198	48547	51288
6	1.126	39859	42251	44642	47034	49425	52215
7	1.146	40567	43001	45435	47869	50303	53143
8	1.166	41275	43752	46228	48705	51181	54070
9	1.186	41983	44502	47021	49540	52059	54998
10	1.206	42691	45252	47814	50375	52937	55925
11	1.226	43399	46003	48607	51211	53815	56853
12	1.246	44107	46753	49400	52046	54693	57780
13	1.266	44815	47504	50193	52882	55571	58708
14	1.286	45523	48254	50986	53717	56448	59635
15	1.306	46231	49005	51779	54552	57326	60562
16	1.326	46939	49755	52572	55388	58204	61490
17	1.346	47647	50506	53364	56223	59082	62417
18	1.366	48355	51256	54157	57059	59960	63345
19	1.386	49063	52007	54950	57894	60838	64272
20	1.406	49771	52757	55743	58729	61716	65200
21	1.426	50479	53507	56536	59565	62594	66127
22	1.446	51187	54258	57329	60400	63472	67055
23	1.466	51895	55008	58122	61236	64349	67982
24	1.486	52603	55759	58915	62071	65227	68909
25	1.506	53311	56509	59708	62907	66105	69837

CLARIFYING STATEMENT:

1. HOURS ABOVE DEGREE NEED NOT BE GRADUATE HOURS, BUT MUST BE APPROVED BY THE PRINCIPAL AND SUPERINTENDENT. THESE HOURS MUST BE EARNED AFTER DEGREE IS CONFIRMED.
2. COMPENSATION FOR EXTRA HOURS WILL NOT BE GRANTED UNTIL ENOUGH ARE ACCUMULATED FOR A HORIZONTAL STEP. HORIZONTAL STEPS ARE RECOGNIZED ONLY AT THE BEGINNING OF EACH CONTRACT YEAR.
3. NO LEVEL I TEACHER WILL MAKE LESS THAN \$35,000.
4. NO LEVEL II TEACHER WILL MAKE LESS THAN \$42,000.
5. NO LEVEL III TEACHER WILL MAKE LESS THAN \$52,000.
6. THE HIGH SCHOOL PRINCIPAL WILL NOT MAKE LESS THAN \$80,000 AND WILL WORK AN 11 MONTH CONTRACT
7. THE ELEMENTARY PRINCIPAL WILL NOT MAKE LESS THAN \$60,000 AND WILL WORK A 10.5 MONTH CONTRACT

THIS SCHEDULE IS BASED ON 156 TEACHING DAYS PLUS 5 IN-SERVICE DAYS FOR A TOTAL OF 161 CONTRACT DAYS.

Salary Comparisons

BA +15	6 years experience	Level I	Level II	Level III
Hobbs		\$ 38,812.00	\$ 46,211.00	
Clovis		\$ 34,677.00	\$ 43,953.00	
Lovington		\$ 37,588.00	\$ 44,812.00	
Carlsbad		\$ 46,000.00	\$ 46,550.00	
Tatum		\$ 42,251.00	\$ 42,251.00	
MA +15	20 years experience	Level I	Level II	Level III
Hobbs			\$ 51,869.00	\$ 58,193.00
Clovis			\$ 52,292.00	\$ 57,090.00
Lovington		\$ 43,390.00	\$ 55,800.00	\$ 57,746.00
Carlsbad		\$ 65,600.00	\$ 66,250.00	\$ 67,000.00
Tatum		\$ 58,729.00	\$ 58,729.00	\$ 58,729.00

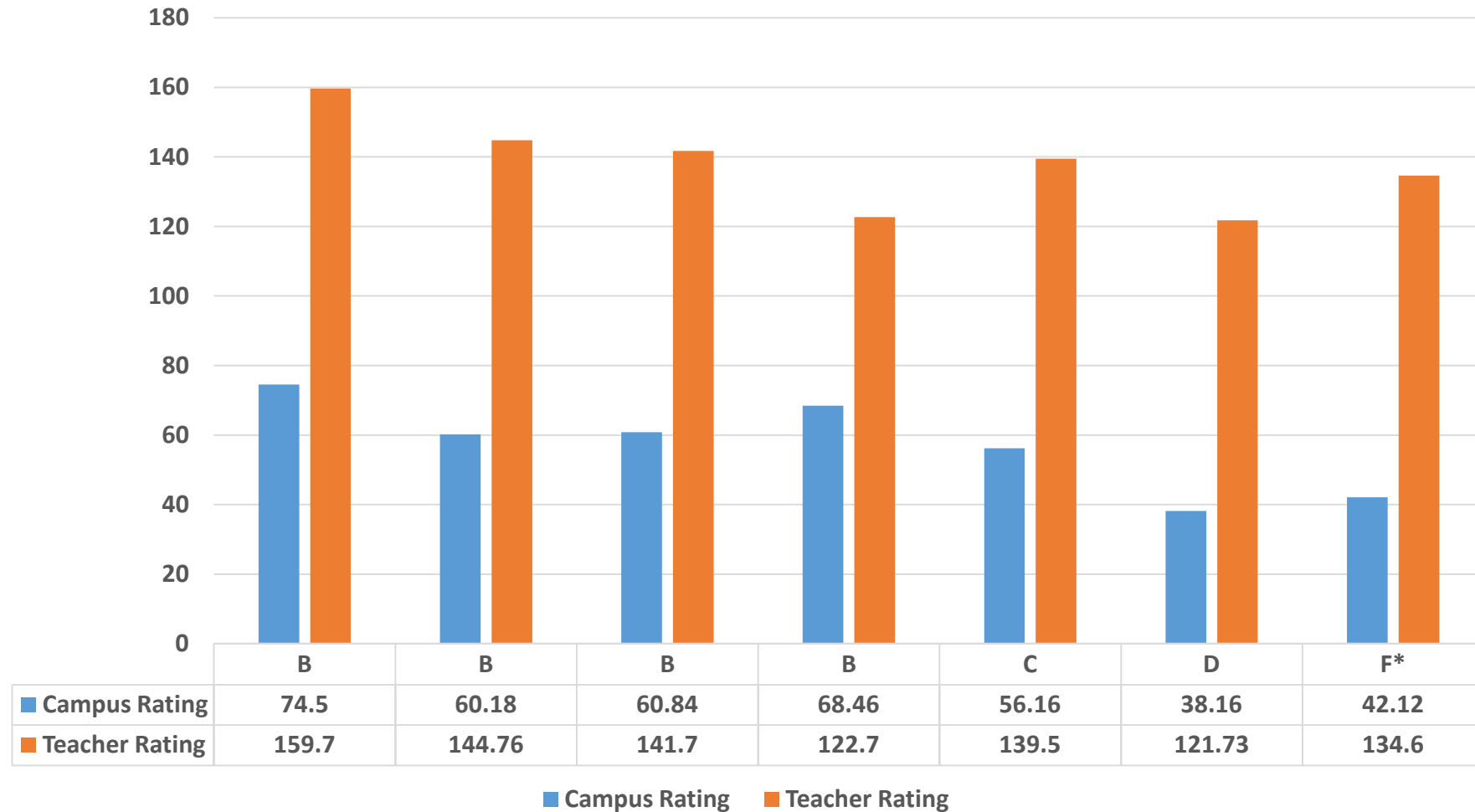
BASIC SALARY SCHEDULE
HOBBS MUNICIPAL SCHOOLS
Hobbs, New Mexico

Adopted by the Hobbs Board of Education, April, 1955, and included in the Board's budget requests for 1955-1956, which have been approved by the Educational Budget Auditor and Lea County Education budget Commission. This schedule must be approved by the State Tax Commission before becoming final.

Experience	2 Years College	3 Years College	4 Years College BA Degree	5 Years College MA Degree	5½ Years College
0	\$3200	\$3400	\$3600	\$3900	\$3975
1	3400	3600	3800	4100	4175
2	3600	3800	4000	4300	4375
3	3750	3950	4150	4450	4525
4	3900	4100	4300	4600	4675
5			4450	4750	4825
6			4600	4900	4975
7			4700	5000	5075
8			4800	5100	5175
9			4900	5200	5275
10			5000	5300	5375
11			5100	5400	5475
12			5200	5500	5575
13			5300	5600	5675
14			5400	5700	5775
15			5500	5800	5875
16				5900	5975
17				6000	6075
18				6100	6175
19				6150	6225
20				6200	6275

A maximum of 5 years experience allowed outside Lea County at full value.

Correlation of Teacher Evaluation and School Campus grades



Recruitment

- Beginning Salary
 - Hobbs Municipal Schools- \$34,000.00
 - Lost 11 teachers in the past two years over housing issues
 - Midland Texas- \$47,000.00
 - Odessa Texas (Ector County ISD)- \$44,000
 - Seminole Texas \$39,000.00
- New York teacher \$91,000.00 comparable experience in Hobbs \$55,478.00

Compensation

- PED Recruitment and Retention RFP
 - Recruitment portion was not funded
 - HMS received recruitment and retention RFP for three previous years.
 - Our recruitment begins in March. We made an “assumption”, based on previous years.
 - The loss of the recruitment portion cost HMS \$70,000.00, as we used the recruitment “bonus” as a mean to entice teachers to work in Hobbs.
- Midland and Odessa no longer offer a signing bonus
 - They’re bonus was private business driven. The economical conditions do not allow the businesses to continue the practice
- Hobbs recruits
 - HMS pays for teachers’ Masters
 - Support/Mentoring
 - Retirement is not an important conversation with Millennials