

**CLOVIS MUNICIPAL SCHOOLS
SALARY SCHEDULES
2024 - 2025**

Schedule

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- 01 ADMINISTRATION
- 01A MANAGEMENT
- 02 EDUCATIONAL ASSISTANTS
- 03 STUDENT NUTRITION
- 04 GUIDANCE COUNSELORS
- 05 INSTRUCTIONAL
- 06 INTERPRETERS
- 07 MAINTENANCE, WAREHOUSE, AND CUSTODIAN STAFF
- 08 RELATED SERVICE PROVIDERS
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APPROVED 05/07/24
REVISED/APPROVED 05/28/24

CLOVIS MUNICIPAL SCHOOLS

EMPLOYEE CALENDAR

2024 - 2025

Schedule 00

12 Month Employees	July 1	June 30	8	School/Admin Office Closings Calendar	238 days	July 15
Admin Asst: School Finance; School Registrar	July 15	June 6	8	Instructional Calendar	205 days	July 30
Admin Asst: Medicaid Clerk	July 15	June 6	8	Instructional Calendar	205 days	July 30
Admin Asst: Preschool; Assistant Principals	July 15	June 6	8	Instructional Calendar	205 days	July 30
Admin Asst: Attendance; Attendance/Family Connec	July 19	May 23	8	Instructional Calendar	192 days	July 30
Audio Visual Tech	July 15	June 13	8	Instructional Calendar	210 days	July 30
Counselor, CHS Freshman Academy/Middle School	July 15	June 13	8	Instructional Calendar	210 days	July 30
Counselor: CHS	July 15	June 6	8	Instructional Calendar	205 days	July 30
Deans: iAcademy, ECHS - Regular	July 15	June 13	8	Instructional Calendar	210 days	July 30
Educational Assistants	August 1	May 23	7.5	Instructional Calendar	183 days	August 15
Educational Asst: Edgenuity, ISS, Interv. F/A, Sec Computer	August 1	May 23	8	Instructional Calendar	183 days	August 15
Educational Assistant: Security Guard	August 8	May 23	8	Instructional Calendar	178 days	August 30
Educational Assistant: Elementary Media Specialist	July 29	May 27	7.5	Instructional Calendar	187 days	August 15
Immigrant Liasion	July 15	June 20	8	Instructional Calendar; Also off 10/09; 10/10; 10/15; 4/17	210 days	July 15
Instructional Coach: CHS	July 15	June 13	7.5	Instructional Calendar	210 days	July 30
Instructional Coach: Student Support, SAT	July 18	May 23	8	Instructional Calendar	193 Days	July 30
Interpreter for Special Education	August 8	May 23	7.5	Instructional Calendar; Also Off 1/6; 1/7	176 days	August 30
Librarian, CHS, MS, CHSFA	August 1	May 23	7.5	Instructional Calendar	183 days	August 15
Nurses	August 1	May 23	7.5	Instructional Calendar	183 days	August 15
Lead School Nurse	July 25	May 23	7.5	Instructional Calendar	188 days	July 30
Principal: Elem., Pre-School, Elem. Asst. - Regular	July 15	June 6	8	Instructional Calendar	205 days	July 30
Principal:Secondary, iAcademy, & Sec.Asst - Regular	July 15	June 13	8	Instructional Calendar	210 days	July 30
SLP/Audiologist/Diags/OT/PT/O&M/MH Couns	August 1	May 23	8	Instructional Calendar	183 days	August 15
SLPA/COTA/CPTA	August 1	May 23	8	Instructional Calendar	183 days	August 15
Social Workers/Psychologist	August 1	May 23	8	Instructional Calendar	183 days	August 15
Social Worker - Non-Certified	August 1	May 23	8	Instructional Calendar	183 days	August 15
Student Nutrition Employees	August 5	May 23	8	Instructional Calendar; Also Off 9/13, 10/11 and 3/14	178 days	August 15
Teacher	August 1	May 23	7.5	Instructional Calendar	183 days	August 15
Teacher - New (Starting at beginning of school year)	July 26	May 23	7.5	Instructional Calendar	187 days	August 15
Community Health Workers	July 15	June 6	8	Instructional Calendar	205 days	July 30

APPROVED 05/07/24
REVISED/APPROVED 05/28/24

**CLOVIS MUNICIPAL SCHOOLS
ADMINISTRATION/MANAGEMENT
2024-2025**

Schedule 01

STEPS	R0A	R1	R1E	R2	R3	R4	R5	R6	R6D	R7	R9
	Elementary	Mid Asst/ Assistant	Executive Coordinator	High School Assistant	Elementary Principal	Mid / Freshman Principal	Directors	Executive Directors	Senior Directors	High School Principal	Deputy Superintendent
	Principal	Principal	238 Day	Principal	205 Day	Dean 210 Day	238 Day	238 Day	238 Day	238 Day	238 Day
0-5	89,739	94,091	96,305	98,365	98,185	107,120	113,990	122,570	126,247	122,570	146,847
6-10	90,254	94,606	96,820	98,880	98,700	107,635	114,505	123,085	126,762	123,085	147,362
11+	90,769	95,121	97,335	99,395	99,215	108,150	115,020	123,600	127,277	123,600	147,939

1. This salary schedule is effective during the 2024-2025 School Year ONLY.
2. Salary will be paid in 24 equal payments.

R1E Executive Coordinator For Child Find
Executive Coordinator For SSC
Executive Coordinator of English Learner Initiatives

R6D Senior Director of Operations
Senior Director of Finance
Senior Director of Student Sup
Senior Director of Stud Nutr/W
Senior Director of Technology

R5 Director of Athletics
Director of Educator Quality
Director of Health and Related Services
Director of Curriculum and Assessments
Director of Fine Arts
Director of Mental Health

R6 Exec Dir-Talent Mgt/Developmen
Exec Dir-StratPlan/School Supp
Exec Dir-StratPlan/School Supp
Exec Dir-Lang/Culture/At Risk

APPROVED 05/07/24
REVISED/APPROVED 05/28/24

**CLOVIS MUNICIPAL SCHOOLS
MANAGEMENT
2024-2025**

Schedule 01A

STEPS	R0	R1D	R1E
	Manager	Coordinator	Executive
			Coordinator
	238 Day	238 Day	238 Day
0-5	71,070	86,520	96,305
6-10	71,585	87,035	96,820
11+	72,100	87,550	97,335

1. This salary schedule is effective during the 2024-2025 School Year ONLY.
2. Salary will be paid in 24 equal payments.

R0	Comptroller Warehouse Manager Employee Services Manager	
R1D	Bilingual Multi-Cultural Coordinator Chief Procurement Officer Coordinator of Title IX	Coordinator of Elementary Youth Programs Coordinator of Safe Schools
R1E	Executive Coordinator of Accounting Services Executive Coordinator of Student Nutrition Executive Coordinator of Technology Exec.Coordinator/Physical Plants/Grounds Exec. Coordinator/Custodial & Trans	

APPROVED 05/07/24
REVISED/APPROVED 05/28/24

**CLOVIS MUNICIPAL SCHOOLS
EDUCATIONAL ASSISTANTS
2024-2025**

Schedule 02

STEPS	High School Diploma/GED								Associate Degree or 60 College Hours								BA Degree								Sec. Guard
	183 Day 7.5	183 Day 8	Para 7.5 8	Para 183 8	Libr 187 7.5	183 Day 7.5	183 Day 7.5	183 Day 7.5	183 Day 8	Para 183 7.5	Para 183 8	Libr 187 7.5	183 Day 7.5	183 Day 7.5	183 Day 7.5	183 Day 8	Para 183 7.5	Para 183 8	Libr 187 7.5	183 Day 7.5	183 Day 7.5	178 8			
	A1	AA1	PA	PPA	ELB	IEA	RBT	A2	AA2	P1	PP1	ELBAS	IEAA	RBT1	A3	AA3	P2	PP2	ELBBA	IEAB	RBT2	PO			
0	25,799.57 18.80	27,523.20 18.80	26,502.98 19.31	28,269.84 19.31	27,082.28 19.31	27,916.65 20.34	29,289.15 21.34	26,791.20 19.52	28,577.28 19.52	27,491.18 20.03	29,323.92 20.03	28,092.08 20.03	28,904.85 21.06	30,277.35 22.06	27,779.40 20.24	29,631.36 20.24	28,630.35 20.86	30,539.04 20.86	29,242.13 20.85	30,044.03 21.89	31,416.53 22.89	27,796.48 19.52			
1	25,940.94 18.90	27,669.60 18.90	26,653.95 19.42	28,430.88 19.42	27,236.55 19.42	28,067.63 20.45	29,440.13 21.45	26,928.45 19.62	28,723.68 19.62	27,642.15 20.14	29,484.96 20.14	28,246.35 20.14	29,055.83 21.17	30,428.33 22.17	27,916.65 20.34	29,777.76 20.34	28,767.60 20.96	30,685.44 20.96	29,396.40 20.96	30,181.28 21.99	31,553.78 22.99	27,938.88 19.62			
2	26,077.50 19.00	27,816.00 19.00	26,791.20 19.52	28,577.28 19.52	27,376.80 19.52	28,204.88 20.55	29,577.38 21.55	27,065.70 19.72	28,870.08 19.72	27,779.40 20.24	29,631.36 20.24	28,386.60 20.24	29,193.08 21.27	30,565.58 22.27	28,067.63 20.45	29,938.80 20.45	28,904.85 21.06	30,831.84 21.06	29,536.65 21.06	30,318.53 22.09	31,691.03 23.09	28,081.28 19.72			
3	26,228.48 19.11	27,977.04 19.11	26,928.45 19.62	28,723.68 19.62	27,517.05 19.62	28,342.13 20.65	29,714.63 21.65	27,216.68 19.83	29,031.12 19.83	27,916.65 20.34	29,777.76 20.34	28,526.85 20.34	29,330.33 21.37	30,702.83 22.37	28,204.88 20.55	30,085.20 20.55	29,055.83 21.17	30,992.88 21.17	29,690.93 21.17	30,469.50 22.20	31,842.00 23.20	28,237.92 19.83			
4	26,365.73 19.21	28,123.44 19.21	27,065.70 19.72	28,870.08 19.72	27,657.30 19.72	28,479.38 20.75	29,851.88 21.75	27,353.93 19.93	29,177.52 19.93	28,067.63 20.45	29,938.80 20.45	28,681.13 20.45	29,481.30 21.48	30,853.80 22.48	28,342.13 20.65	30,231.60 20.65	29,193.08 21.27	31,139.28 21.27	29,831.18 21.27	30,606.75 22.30	31,979.25 23.30	28,380.32 19.93			
5	26,502.98 19.31	28,269.84 19.31	27,216.68 19.83	29,031.12 19.83	27,811.58 19.83	28,630.35 20.86	30,002.85 21.86	27,491.18 20.03	29,323.92 20.03	28,204.88 20.55	30,085.20 20.55	28,821.38 20.55	29,618.55 21.58	30,991.05 22.58	28,479.38 20.75	30,378.00 20.75	29,330.33 21.37	31,285.68 21.37	29,971.43 21.37	30,744.00 22.40	32,116.50 23.40	28,522.72 20.03			
6	26,653.95 19.42	28,430.88 19.42	27,353.93 19.93	29,177.52 19.93	27,951.83 19.93	28,767.60 20.96	30,140.10 21.96	27,642.15 20.14	29,484.96 20.14	28,342.13 20.65	30,231.60 20.65	28,961.63 20.65	29,755.80 21.68	31,128.30 22.68	28,630.35 20.86	30,539.04 20.86	29,481.30 21.48	31,446.72 21.48	30,125.70 21.48	30,894.98 22.51	32,267.48 23.51	28,679.36 20.14			
7	26,791.20 19.52	28,577.28 19.52	27,491.18 20.03	29,323.92 20.03	28,092.08 20.03	28,904.85 21.06	30,277.35 22.06	27,779.40 20.24	29,631.36 20.24	28,479.38 20.75	30,378.00 20.75	29,101.88 20.75	29,893.05 21.78	31,265.55 22.78	28,767.60 20.96	30,685.44 20.96	29,618.55 21.58	31,593.12 21.58	30,265.95 21.58	31,032.23 22.61	32,404.73 23.61	28,821.76 20.24			
8	26,928.45 19.62	28,723.68 19.62	27,642.15 20.14	29,484.96 20.14	28,246.35 20.14	29,055.83 21.17	30,428.33 22.17	27,916.65 20.34	29,777.76 20.34	28,630.35 20.86	30,539.04 20.86	29,256.15 20.86	30,044.03 21.89	31,416.53 22.89	28,904.85 21.06	30,831.84 21.06	29,755.80 21.68	31,739.52 21.68	30,406.20 21.68	31,169.48 22.71	32,541.98 23.71	28,964.16 20.34			
9	27,065.70 19.72	28,870.08 19.72	27,779.40 20.24	29,631.36 20.24	28,386.60 20.24	29,193.08 21.27	30,565.58 22.27	28,067.63 20.45	29,938.80 20.45	28,767.60 20.96	30,685.44 20.96	29,396.40 20.96	30,181.28 21.99	31,553.78 22.99	29,055.83 21.17	30,992.88 21.17	29,893.05 21.78	31,885.92 21.78	30,546.45 21.78	31,306.73 22.81	32,679.23 23.81	29,120.80 20.45			
10	27,216.68 19.83	29,031.12 19.83	27,916.65 20.34	29,777.76 20.34	28,526.85 20.34	29,330.33 21.37	30,702.83 22.37	28,204.88 20.55	30,085.20 20.55	28,904.85 21.06	30,831.84 21.06	29,536.65 21.06	30,318.53 22.09	31,691.03 23.09	29,193.08 21.27	31,139.28 21.27	30,044.03 21.89	32,046.96 21.89	30,700.73 21.89	31,457.70 22.92	32,830.20 23.92	29,263.20 20.55			
11	27,353.93 19.93	29,177.52 19.93	28,067.63 20.45	29,938.80 20.45	28,681.13 20.45	29,481.30 21.48	30,853.80 22.48	28,342.13 20.65	30,231.60 20.65	29,055.83 21.17	30,992.88 21.17	29,690.93 21.17	30,469.50 22.20	31,842.00 23.20	29,330.33 21.37	31,285.68 21.37	30,181.28 21.99	32,193.36 21.99	30,840.98 21.99	31,594.95 23.02	32,967.45 24.02	29,405.60 20.65			
12	27,491.18 20.03	29,323.92 20.03	28,204.88 20.55	30,085.20 20.55	28,821.38 20.55	29,618.55 21.58	30,991.05 22.58	28,479.38 20.75	30,378.00 20.75	29,193.08 21.27	31,139.28 21.27	29,831.18 21.27	30,606.75 22.30	31,979.25 23.30	29,481.30 21.48	31,446.72 21.48	30,318.53 22.09	32,339.76 22.09	30,981.23 22.09	31,732.20 23.12	33,104.70 24.12	29,880.00 20.75			
13	27,642.15 20.14	29,484.96 20.14	28,342.13 20.65	30,231.60 20.65	28,961.63 20.65	29,755.80 21.68	31,128.30 22.68	28,630.35 20.86	30,539.04 20.86	29,330.33 21.37	31,285.68 21.37	29,971.43 21.37	30,744.00 22.40	32,116.50 23.40	29,618.55 21.58	31,593.12 21.58	30,469.50 22.20	32,500.80 22.20	31,135.50 22.20	31,883.18 23.23	33,255.68 24.23	30,038.40 20.86			
14	27,779.40 20.24	29,631.36 20.24	28,479.38 20.75	30,378.00 20.75	29,101.88 20.75	29,893.05 21.78	31,265.55 22.78	28,767.60 20.96	30,685.44 20.96	29,481.30 21.48	31,446.72 21.48	30,125.70 21.48	30,894.98 22.51	32,267.48 23.51	29,755.80 21.68	31,739.52 21.68	30,606.75 22.30	32,647.20 22.30	31,275.75 22.30	32,020.43 23.33	33,392.93 24.33	30,182.40 20.96			
15	27,916.65 20.34	29,777.76 20.34	28,630.35 20.86	30,539.04 20.86	29,256.15 20.86	30,044.03 21.89	31,416.53 22.89	28,904.85 21.06	30,831.84 21.06	29,618.55 21.58	31,593.12 21.58	30,265.95 21.58	31,032.23 22.61	32,404.73 23.61	29,893.05 21.78	30,744.00 22.40	31,885.92 22.40	30,744.00 22.40	32,793.60 22.40	31,416.00 23.40	32,157.68 24.43	30,326.40 21.06			
16	28,067.63 20.45	29,938.80 20.45	28,767.60 20.96	30,685.44 20.96	29,396.40 20.96	30,181.28 21.99	31,553.78 22.99	29,055.83 21.17	30,992.88 21.17	29,755.80 21.68	31,739.52 21.68	30,406.20 21.68	31,169.48 22.71	32,541.98 23.71	29,893.05 21.89	30,744.00 22.40	32,046.96 22.51	30,894.98 22.51	32,954.64 22.51	31,570.28 23.54	32,308.65 24.54	30,484.80 21.17			
17	28,204.88 20.55	30,085.20 20.55	28,904.85 21.06	30,831.84 21.06	29,536.65 21.06	30,318.53 22.09	31,691.03 23.09	29,193.08 21.27	31,139.28 21.27	29,893.05 21.78	31,885.92 21.78	30,546.45 21.78	31,306.73 22.81	32,679.23 23.81	30,181.28 21.99	31,446.72 21.99	32,193.36 22.61	33,032.23 22.61	33,101.04 22.61	31,710.53 23.64	32,445.90 24.64	30,628.80 21.27			
18	28,342.13 20.65	30,231.60 20.65	29,055.83 21.17	30,992.88 21.17	29,690.93 21.17	30,469.50 22.20	31,842.00 23.20	29,330.33 21.37	31,285.68 21.37	30,044.03 21.89	32,046.96 21.89	30,700.73 21.89	31,457.70 22.92	32,830.20 23.92	30,318.53 22.09	32,339.76 22.09	31,169.48 22.71	33,247.44 22.71	31,850.78 22.71	33,247.44 23.74	33,955.65 24.74	30,772.80 21.37			
19	28,479.38 20.75	30,378.00 20.75	29,193.08 21.27	31,139.28 21.27	29,831.18 21.27	30,606.75 22.30	31,979.25 23.30	29,481.30 21.48	31,446.72 21.48	30,181.28 21.99	32,193.36 21.99	30,840.98 21.99	31,594.95 23.02	32,967.45 24.02	30,469.50 22.20	32,500.80 22.20	31,306.73 22.81	33,393.84 22.81	31,991.03 22.81	32,720.40 23.84	34,092.90 24.84	30,931.20 21.48			
20	28,630.35 20.86	30,539.04 20.86	29,330.33 21.37	31,285.68 21.37	29,971.43 21.37	30,744.00 22.40	32,116.50 23.40	29,618.55 21.58	31,593.12 21.58	30,318.53 22.09	32,339.76 22.09	30,981.23 22.09	31,732.20 23.12	33,104.70 24.12	30,606.75 22.30	32,647.20 22.30	31,457.70 23.33	33,554.88 23.33	32,145.30 23.33	32,871.38 24.33	34,243.88 25.33	31,075.20 21.58			
21	28,767.60 20.96	30,685.44 20.96	29,481.30 21.48	31,446.72 21.48	30,125.70 21.48	30,894.98 22.51	32,267.48 23.51	29,755.80 21.68	31,739.52 21.68	30,469.50 22.20	32,500.80 22.20	31,135.50 22.20	31,883.18 23.23	33,255.68 24.23	30,744.00 22.40	32,793.60 22.40	31,594.95 23.02	33,701.28 23.02	32,285.55 23.02	33,008.63 24.05	34,381.13 25.05	31,219.20 21.68			
22	28,904.85 21.06	30,831.84 21.06	29,618.55 21.58	31,593.12 21.58	30,265.95 21.58	31,032.23 22.61	32,404.73 23.61	29,893.05 21.78	31,885.92 21.78	30,606.75 22.30	32,647.20 22.30	31,275.75 22.30	32,020.43 23.33	33,392.93 24.33	30,894.98 22.51	32,954.64 22.51	31,732.20 23.12	33,847.68 23.12	32,425.80 23.12	33,145.88 24.15	34,518.38 25.15	31,363.20 21.78			
23	29,055.83 21.17	30,992.88 21.17	29,755.80 21.68	31,739.52 21.68	30,406.20 21.68	31,169.48 22.71	32,541.98 23.71	30,044.03 21.89	32,046.96 21.89	30,744.00 22.40	32,793.60 22.40	31,416.00 22.40	32,157.68 23.43	33,530.18 24.43	31,032.23 22.61	33,101.04 22.61	31,883.18 23.23	34,008.72 23.23	32,580.08 23.23	33,296.85 24.26	34,669.35 25.26	31,521.60 21.89			
24	29,193.08 21.27	31,139.28 21.27	29,893.05 21.78	31,885.92 21.78	30,546.45 21.78	31,306.73 22.81	32,679.23 23.81	30,181.28 21.99	32,193.36 21.99	30,894.98 22.51	32,954.64 22.51	31,570.28 23.54	32,308.65 24												

**CLOVIS MUNICIPAL SCHOOLS
STUDENT NUTRITION
2024-2025**

Schedule 03

Steps	G26 178 Days; 8 hrs/day 1424		CMGR 178 Days; 8 hrs/day 1424	
00	23,396.32	16.43	29,775.84	20.91
01	23,538.72	16.53	29,918.24	21.01
02	23,681.12	16.63	30,074.88	21.12
03	23,837.76	16.74	30,217.28	21.22
04	23,980.16	16.84	30,359.68	21.32
05	24,122.56	16.94	30,502.08	21.42
06	24,279.20	17.05	30,658.72	21.53
07	24,421.60	17.15	30,801.12	21.63
08	24,564.00	17.25	30,943.52	21.73
09	24,720.64	17.36	31,100.16	21.84
10	24,863.04	17.46	31,242.56	21.94
11	25,005.44	17.56	31,384.96	22.04
12	25,147.84	17.66	31,541.60	22.15
13	25,304.48	17.77	31,684.00	22.25
14	25,446.88	17.87	31,826.40	22.35
15	25,589.28	17.97	31,968.80	22.45
16	25,745.92	18.08	32,125.44	22.56
17	25,888.32	18.18	32,267.84	22.66
18	26,030.72	18.28	32,410.24	22.76
19	26,187.36	18.39	32,566.88	22.87
20	26,329.76	18.49	32,709.28	22.97
21	26,472.16	18.59	32,851.68	23.07
22	26,614.56	18.69	33,008.32	23.18
23	26,771.20	18.80	33,150.72	23.28

1. This salary schedule is effective during the 2024-2025 School Year ONLY.
2. Employees will be paid on an hourly basis, annualized over 24 pay periods.
3. The steps do not necessarily reflect number of years of service. Each year staff members are
4. This salary schedule is for 178 days.

APPROVED 05/07/24

REVISED/APPROVED 05/28/24

**CLOVIS MUNICIPAL SCHOOLS
GUIDANCE COUNSELORS
2024-2025**

Schedule 04

STEPS	Head CHS Counselor HEAD 238 Day	Secondary Counselor SEC 210 Day	*High School Counselor HSC 205 Day
	0	103,618	87,859
1	103,721	87,962	83,610
2	103,824	88,065	83,713
3	103,927	88,168	83,816
4	104,030	88,271	83,919
5	104,133	88,374	84,022
6	104,236	88,477	84,125
7	104,339	88,580	84,228
8	104,442	88,683	84,331
9	104,545	88,786	84,434
10	104,648	88,889	84,537
11	104,751	88,992	84,640
12	104,854	89,095	84,743
13	104,957	89,198	84,846
14	105,060	89,301	84,949
15	105,163	89,404	85,052
16	105,266	89,507	85,155
17	105,369	89,610	85,258
18	105,472	89,713	85,361
19	105,575	89,816	85,464
20	105,678	89,919	85,567
21	105,781	90,022	85,670
22	105,884	90,125	85,773
23	105,987	90,228	85,876
24	106,090	90,331	85,979
25	106,193	90,434	86,082
26	106,296	90,537	86,185
27	106,399	90,640	86,288
28	106,502	90,743	92,803
29	106,605	90,846	92,906
30	106,708	90,949	93,009
31	106,811	91,052	93,112
32	106,914	91,155	93,215
33	107,017	91,258	93,318
34	107,120	95,069	93,421

1. This salary schedule is effective during the 2024-2025 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. Job class codes included in this salary schedule: 1214.

**CLOVIS MUNICIPAL SCHOOLS
INSTRUCTIONAL
2024-2025**

Schedule 05

STEPS	BA		MA			PHD		
	Level I	Level II	Level I	Level II	Level III	Level I	Level II	Level III
0	56,444		57,577			58,762		
1	56,496		57,629			58,813		
2	56,547	68,186	57,680	69,371		58,865	70,504	
3	56,599	68,341	57,732	69,525		58,916	70,658	
4	56,650	68,495	57,783	69,680		58,968	70,813	
5	56,702	68,650	57,835	69,834	79,825	59,019	70,967	80,855
6	56,753	68,804	57,886	69,989	80,083	59,071	71,122	81,113
7	56,805	68,959	57,938	70,143	80,340	59,122	71,276	81,370
8	56,856	69,113	57,989	70,298	80,598	59,174	71,431	81,628
9		69,268		70,452	80,855		71,585	81,885
10		69,422		70,607	81,113		71,740	82,143
11		69,577		70,761	81,370		71,894	82,400
12		69,731		70,916	81,628		72,049	82,658
13		69,866		71,070	81,885		72,203	82,915
14		70,040		71,225	82,143		72,358	83,173
15		70,195		71,379	82,400		72,512	83,430
16		70,349		71,534	82,658		72,667	83,688
17		70,504		71,688	82,915		72,821	83,945
18		70,658		71,843	83,173		72,976	84,203
19		70,813		71,997	83,430		73,130	84,460
20		70,967		72,152	83,688		73,285	84,718
21		71,122		72,306	83,945		73,439	84,975
22		71,276		72,461	84,203		73,645	85,233
23		71,431		72,615	84,460		73,748	85,490
24		71,585		72,770	84,718		73,903	85,748
25		71,740		72,924	84,975		74,057	86,005
26		71,894		73,079	85,233		74,212	86,263
27		72,049		73,233	85,490		74,366	86,520
28		72,203		73,388	85,748		74,521	86,778
29		72,358		73,542	86,005		74,675	87,035
30		72,512		73,697	86,263		74,830	87,293
31		72,667		73,851	86,520		74,984	87,550
32		72,821		74,006	86,778		75,139	87,808
33		72,976		74,160	87,035		75,293	88,065

34		73,130		74,315	87,293		75,448	88,323
35		73,285		74,469	87,550		75,602	88,580
36		73,439		74,624	87,808		75,757	88,838
37		73,594		74,778	88,065		75,911	89,095
38		73,748		74,933	88,323		76,066	89,353
39		73,903		75,087	88,580		76,220	89,610
40		74,057		75,242	88,383		76,375	89,868
41		74,212		75,396	89,095		76,529	90,125
42		74,366		75,551	89,353		76,684	90,383
43		74,521		75,705	89,610		76,838	90,640

APPROVED 05/07/24

REVISED/APPROVED 05/28/24

1. This salary schedule is effective during the 2024-2025 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. Job class codes included in this salary schedule: 1411, 1412, 1413, 1414, 1415, 1416, 1422, 1211,1212.

CLOVIS MUNICIPAL SCHOOLS

INSTRUCTIONAL

2024-2025

Schedule 05 Continued

1 A minimum of ninety-one continuous days of service shall be counted as a full year's experience.

Each employee will be responsible for verification of teaching experience in other school systems. All verification of experience
2 and accompanying paperwork must be in the Employee Services Department by October 1, 2024. Special permission may be granted by Deputy Superintendent of Employee Services.

3 All degrees earned during the summer and any accompanying paperwork must be in the Employee Services Department by October 1, 2024. Special permission may be granted by Deputy Superintendent of Employee Services.

All licensure level documentation must be in the Employee Services Department by October 1, 2024 to be included in the salary
4 calculation for the 2024-2025 School Year. Special permission may be granted by Deputy Superintendent of Employee Services.

5 All college or university credit must have been earned at a college or university regionally accredited or approved by the New Mexico Public Education Department.

6 All employees who obtained their National Board Certified Teacher certificate must have the documentation turned into the Employee Services Department by November 30.

7 This information is effective during the 2024-2025 School Year ONLY. It does NOT reflect salaries, requirements, or qualifications that may be set for any other school year.

Approved: May 7, 2024

**CLOVIS MUNICIPAL SCHOOLS
INTERPRETERS
2024-2025**

Schedule 06

STEPS	L1 176 Days 7.5 hr	L2 238 Days 8 hr
0	42,279.60 32.03	60,985.12 32.03
1	42,424.80 32.14	61,194.56 32.14
2	42,556.80 32.24	61,384.96 32.24
3	42,688.80 32.34	61,575.36 32.34
4	42,834.00 32.45	61,784.80 32.45
5	42,966.00 32.55	61,975.20 32.55
6	43,098.00 32.65	62,165.60 32.65
7	43,230.00 32.75	62,356.00 32.75
8	43,375.20 32.86	62,565.44 32.86
9	43,507.20 32.96	62,755.84 32.96
10	43,639.20 33.06	62,946.24 33.06
11	43,784.40 33.17	63,155.68 33.17
12	43,916.40 33.27	63,346.08 33.27
13	44,048.40 33.37	63,536.48 33.37
14	44,193.60 33.48	63,745.92 33.48
15	44,325.60 33.58	63,936.32 33.58
16	44,457.60 33.68	64,126.72 33.68

1. This salary schedule is effective during the 2024-2025 School Year ONLY.
2. Employees will be paid on an hourly basis, annualized over 24 pay periods.
3. The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.
4. Job class codes included in this salary schedule: 1317, 1318.

APPROVED 05/07/24

REVISED/APPROVED 05/28/24

REVISED/APPROVED 06/25/24

**CLOVIS MUNICIPAL SCHOOLS
MAINTENANCE, WAREHOUSE, and CUSTODIAN STAFF
2024-2025**

Schedule 07

STEPS	G-1		G-2		G-3		G-4	
0	32,368.00	17.00	34,424.32	18.08	39,127.20	20.55	54,720.96	28.74
1	32,558.40	17.10	34,614.72	18.18	39,317.60	20.65	54,911.36	28.84
2	32,748.80	17.20	34,805.12	18.28	39,508.00	20.75	55,101.76	28.94
3	32,939.20	17.30	35,014.56	18.39	39,717.44	20.86	55,311.20	29.05
4	33,148.64	17.41	35,204.96	18.49	39,907.84	20.96	55,501.60	29.15
5	33,339.04	17.51	35,395.36	18.59	40,098.24	21.06	55,692.00	29.25
6	33,529.44	17.61	35,585.76	18.69	40,307.68	21.17	55,901.44	29.36
7	33,738.88	17.72	35,795.20	18.80	40,498.08	21.27	56,091.84	29.46
8	33,929.28	17.82	35,985.60	18.90	40,688.48	21.37	56,282.24	29.56
9	34,119.68	17.92	36,176.00	19.00	40,897.92	21.48	56,472.64	29.66
10	34,329.12	18.03	36,385.44	19.11	41,088.32	21.58	56,682.08	29.77
11	34,519.52	18.13	36,575.84	19.21	41,278.72	21.68	56,872.48	29.87
12	34,709.92	18.23	36,766.24	19.31	41,469.12	21.78	57,062.88	29.97
13	34,900.32	18.33	36,975.68	19.42	41,678.56	21.89	57,272.32	30.08
14	35,109.76	18.44	37,166.08	19.52	41,868.96	21.99	57,462.72	30.18
15	35,300.16	18.54	37,356.48	19.62	42,059.36	22.09	57,653.12	30.28
16	35,490.56	18.64	37,546.88	19.72	42,268.80	22.20	57,862.56	30.39
17	35,700.00	18.75	37,756.32	19.83	42,459.20	22.30	58,052.96	30.49
18	35,890.40	18.85	37,946.72	19.93	42,649.60	22.40	58,243.36	30.59
19	36,080.80	18.95	38,137.12	20.03	42,859.04	22.51	58,433.76	30.69
20	36,290.24	19.06	38,346.56	20.14	43,049.44	22.61	58,643.20	30.80
21	36,480.64	19.16	38,536.96	20.24	43,239.84	22.71	58,833.60	30.90
22	36,671.04	19.26	38,727.36	20.34	43,430.24	22.81	59,024.00	31.00
23	36,861.44	19.36	38,936.80	20.45	43,639.68	22.92	59,233.44	31.11
24	37,070.88	19.47	39,127.20	20.55	43,830.08	23.02	59,423.84	31.21
25	37,261.28	19.57	39,317.60	20.65	44,020.48	23.12	59,614.24	31.31

- 1 This salary schedule is effective during the 2024-2025 School Year ONLY.
- 2 Employees will be paid on an hourly basis, annualized over 24 pay periods.
- 3 The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.
- 4 All employees shall observe a minimum 8 hour workday. The length of the contract is 238 days.

G-1	Custodian	Custodial & Transportation Technician
G-2	General Maintenance	Painter
	Groundskeeper - District	Warehouse - Delivery
	Groundskeeper - High School	Warehouse - Receiving
	Mail Courier	
G-3	Carpenter	Roofer
	Glass/Locks Technician	Preventive Maintenance Technician
	Groundskeeper - Athletic Fields	
	HVAC Assistant	
G-4	Electrician Journeyman	Plumber Journeyman
	HVAC Journeyman	

APPROVED 05/07/24

REVISED/APPROVED 05/28/24

**CLOVIS MUNICIPAL SCHOOLS
RELATED SERVICE PROVIDERS
2024-2025**

SCHEDULE 08

Steps	NON	NON	IMMIGRANT SUPPORT 210 DAY/8 HRS	COMMUNITY WORKER 205 Day/8 Hrs	CERTIFIED 183 DAY; 7.5 HOURS PER DAY					CERTIFIED 183 DAY; 8 HOURS PER DAY								
	CERT	CERT			AA	BA	BA+15	BA+45	MA	AA	BA	BA+15	BA+45	MA	MA+15	MA+45		
	183/8	188/8			R2AA	R2BA	R2B15	R2B45	R2MA	R3AA	R3BA	R3B15	R3B45	R3MA	R3M15	R3M45		
	R183	R188	RMR210	R1205														
0	41,207	42,333	43,008.00	25.60	34,210.40	20.86	51,500	60,847	61,156	62,289	71,044	54,951	64,916	65,251	66,461	75,782	76,812	79,490
1	41,307	42,436	43,176.00	25.70	34,374.40	20.96	51,603	60,950	61,259	62,392	71,147	55,054	65,019	65,354	66,564	75,885	76,915	79,593
2	41,408	42,539	43,344.00	25.80	34,538.40	21.06	51,706	61,053	61,362	62,495	71,250	55,157	65,122	65,457	66,667	75,988	77,018	79,696
3	41,508	42,642	43,512.00	25.90	34,718.80	21.17	51,809	61,156	61,465	62,598	71,353	55,260	65,225	65,560	66,770	76,091	77,121	79,799
4	41,608	42,745	43,696.80	26.01	34,882.80	21.27	51,912	61,259	61,568	62,701	71,456	55,363	65,328	65,663	66,873	76,194	77,224	79,902
5	41,708	42,848	43,864.80	26.11	35,046.80	21.37	52,015	61,362	61,671	62,804	71,559	55,466	65,431	65,766	66,976	76,297	77,327	80,005
6	41,809	42,951	44,032.80	26.21	35,227.20	21.48	52,118	61,465	61,774	62,907	71,662	55,569	65,534	65,869	67,079	76,400	77,430	80,108
7	41,909	43,054	44,217.60	26.32	35,391.20	21.58	52,221	61,568	61,877	63,010	71,765	55,672	65,637	65,972	67,182	76,503	77,533	80,211
8	42,009	43,157	44,385.60	26.42	35,555.20	21.68	52,324	61,671	61,980	63,113	71,868	55,775	65,740	66,075	67,285	76,606	77,636	80,314
9	42,109	43,260	44,553.60	26.52	35,719.20	21.78	52,427	61,774	62,083	63,216	71,971	55,878	65,843	66,178	67,388	76,709	77,739	80,417
10	42,210	43,363	44,738.40	26.63	35,899.60	21.89	52,530	61,877	62,186	63,319	72,074	55,981	65,946	66,281	67,491	76,812	77,842	80,520
11	42,310	43,466	44,906.40	26.73	36,063.60	21.99	52,633	61,980	62,289	63,422	72,177	56,084	66,049	66,384	67,594	76,915	77,945	80,623
12	42,410	43,569	45,074.40	26.83	36,227.60	22.09	52,736	62,083	62,392	63,525	72,280	56,187	66,152	66,487	67,697	77,018	78,048	80,726
13	42,511	43,672	45,242.40	26.93	36,408.00	22.20	52,839	62,186	62,495	63,628	72,383	56,290	66,255	66,590	67,800	77,121	78,151	80,829
14	42,611	43,775	45,427.20	27.04	36,572.00	22.30	52,942	62,289	62,598	63,731	72,486	56,393	66,358	66,693	67,903	77,224	78,254	80,932
15	42,711	43,878	45,595.20	27.14	36,736.00	22.40	53,045	62,392	62,701	63,834	72,589	56,496	66,461	66,796	68,006	77,327	78,357	81,035
16	42,811	43,981	45,763.20	27.24	36,916.40	22.51	53,148	62,495	62,804	63,937	72,692	56,599	66,564	66,899	68,109	77,430	78,460	81,138
17	42,912	44,084	45,948.00	27.35	37,080.40	22.61	53,251	62,598	62,907	64,040	72,795	56,702	66,667	67,002	68,212	77,533	78,563	81,241
18	43,012	44,187	46,116.00	27.45	37,244.40	22.71	53,354	62,701	63,010	64,143	72,898	56,805	66,770	67,105	68,315	77,636	78,666	81,344
19	43,112	44,290	46,284.00	27.55	37,408.40	22.81	53,457	62,804	63,113	64,246	73,001	56,908	66,873	67,208	68,418	77,739	78,769	81,447
20	43,212	44,393	46,468.80	27.66	37,588.80	22.92	53,560	62,907	63,216	64,349	73,104	57,011	66,976	67,311	68,521	77,842	78,872	81,550
21	43,313	44,496	46,636.80	27.76	37,752.80	23.02	53,663	63,010	63,319	64,452	73,207	57,114	67,079	67,414	68,624	77,945	78,975	81,653
22	43,413	44,599	46,804.80	27.86	37,916.80	23.12	53,766	63,113	63,422	64,555	73,310	57,217	67,182	67,517	68,727	78,048	79,078	81,756
23	43,513	44,702			38,097.20	23.23	53,869	63,216	63,525	64,658	73,413	57,320	67,285	67,620	68,830	78,151	79,181	81,859
24					38,261.20	23.33	53,972	63,319	63,628	64,761	73,516	57,423	67,388	67,723	68,933	78,254	79,284	85,324
25							54,075	63,422	63,731	64,864	73,619	57,526	67,491	67,826	69,036	78,357	79,387	85,325
26							54,178	63,525	63,834	64,967	73,722	57,629	67,594	67,929	69,139	78,460	79,490	85,326
27							54,281	63,628	63,937	65,070	73,825	57,732	67,697	68,032	69,242	78,563	79,593	85,327
28							54,384	63,731	64,040	65,173	73,928	57,835	67,800	68,135	69,345	82,215		89,364
29							54,487	63,834	64,143	65,276	74,031	57,938	67,903	68,238	69,448			89,365
30							54,590	63,937	64,246	65,379	74,134	58,041	68,006	68,341	69,551			89,366
31							54,693	64,040	64,349	65,482	74,237	58,144	68,109	68,444	69,654			92,530
32							54,796	64,143	64,452	65,585	74,340	58,247	68,212	68,547	69,757			
33							54,899	64,246	64,555	65,688	74,443	58,350	68,315	68,650	69,860			
34							55,002	64,349	64,658	65,791	74,546	58,453	68,418	68,753	69,963			

1. This salary schedule is effective during the 2024-2025 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. Employees who do not have a PED license will be paid from the Non-Certified Column
5. Job class codes included in this salary schedule: 1211, 1214, 1215, 1311, 1312, 1313, 1315, 1316, 1318.

188 Day, 8 Hour - Non-Certified Employees

188 Day, 8 Hour - Non-Certified Employees

183 Day, 7.5 Hour - Nurse

183 Day, 8 Hour - ASL, COTA, PTA, Rehab Counselor, Audiologist, Diags, OT, PT, Counselor, Psychologist, Social Worker SLP, Dist Migrant Mentor/Family Service Liaison

205 Day - Community Worker

**CLOVIS MUNICIPAL SCHOOLS
ADMINISTRATIVE ASSISTANTS
2024-2025**

Schedule 9

STEPS	CO 12	C 12	C1 12	C2 12	C2 205	C3 12	C3 205	C4 192
	238 Day 8 hrs/day	238 Day 8 hrs/day	238 Day 8 hrs/day	238 Day 8 hrs/day	205 Day 8 hrs/day	238 Day 8 hrs/day	205 Day 8 hrs/day	192 Day 8 hrs/day
0	52,942.00	50,494.08 26.52	41,469.12 21.78	38,536.96 20.24	33,193.60 20.24	34,614.72 18.18	29,815.20 18.18	27,924.48 18.18
1	53,045.00	50,703.52 26.63	41,678.56 21.89	38,727.36 20.34	33,357.60 20.34	34,805.12 18.28	29,979.20 18.28	28,078.08 18.28
2	53,148.00	50,893.92 26.73	41,868.96 21.99	38,936.80 20.45	33,538.00 20.45	35,014.56 18.39	30,159.60 18.39	28,247.04 18.39
3	53,251.00	51,084.32 26.83	42,059.36 22.09	39,127.20 20.55	33,702.00 20.55	35,204.96 18.49	30,323.60 18.49	28,400.64 18.49
4	53,354.00	51,274.72 26.93	42,268.80 22.20	39,317.60 20.65	33,866.00 20.65	35,395.36 18.59	30,487.60 18.59	28,554.24 18.59
5	53,457.00	51,484.16 27.04	42,459.20 22.30	39,508.00 20.75	34,030.00 20.75	35,585.76 18.69	30,651.60 18.69	28,707.84 18.69
6	53,560.00	51,674.56 27.14	42,649.60 22.40	39,717.44 20.86	34,210.40 20.86	35,795.20 18.80	30,832.00 18.80	28,876.80 18.80
7	53,663.00	51,864.96 27.24	42,859.04 22.51	39,907.84 20.96	34,374.40 20.96	35,985.60 18.90	30,996.00 18.90	29,030.40 18.90
8	53,766.00	52,074.40 27.35	43,049.44 22.61	40,098.24 21.06	34,538.40 21.06	36,176.00 19.00	31,160.00 19.00	29,184.00 19.00
9	53,869.00	52,264.80 27.45	43,239.84 22.71	40,307.68 21.17	34,718.80 21.17	36,385.44 19.11	31,340.40 19.11	29,352.96 19.11
10	53,972.00	52,455.20 27.55	43,430.24 22.81	40,498.08 21.27	34,882.80 21.27	36,575.84 19.21	31,504.40 19.21	29,506.56 19.21
11	54,075.00	52,664.64 27.66	43,639.68 22.92	40,688.48 21.37	35,046.80 21.37	36,766.24 19.31	31,668.40 19.31	29,660.16 19.31
12	54,178.00	52,855.04 27.76	43,830.08 23.02	40,897.92 21.48	35,227.20 21.48	36,975.68 19.42	31,848.80 19.42	29,829.12 19.42
13	54,281.00	53,045.44 27.86	44,020.48 23.12	41,088.32 21.58	35,391.20 21.58	37,166.08 19.52	32,012.80 19.52	29,982.72 19.52
14	54,384.00	53,235.84 27.96	44,229.92 23.23	41,278.72 21.68	35,555.20 21.68	37,356.48 19.62	32,176.80 19.62	30,136.32 19.62
15	54,487.00	53,445.28 28.07	44,420.32 23.33	41,469.12 21.78	35,719.20 21.78	37,546.88 19.72	32,340.80 19.72	30,289.92 19.72
16	54,590.00	53,635.68 28.17	44,610.72 23.43	41,678.56 21.89	35,899.60 21.89	37,756.32 19.83	32,521.20 19.83	30,458.88 19.83
17	54,693.00	53,826.08 28.27	44,820.16 23.54	41,868.96 21.99	36,063.60 21.99	37,946.72 19.93	32,685.20 19.93	30,612.48 19.93
18	54,796.00	54,035.52 28.38	45,010.56 23.64	42,059.36 22.09	36,227.60 22.09	38,137.12 20.03	32,849.20 20.03	30,766.08 20.03
19	54,899.00	54,225.92 28.48	45,200.96 23.74	42,268.80 22.20	36,408.00 22.20	38,346.56 20.14	33,029.60 20.14	30,935.04 20.14
	CO 12	C 12	C1 12	C2 12	C2 205	C3 12	C3 205	C4 192

STEPS	238 Day	238 Day	238 Day	238 Day	205 Day	238 Day	205 Day	192 Day
	8 hrs/day	8 hrs/day	8 hrs/day	8 hrs/day	8 hrs/day	8 hrs/day	8 hrs/day	8 hrs/day
20	55,002.00	54,416.32 28.58	45,391.36 23.84	42,459.20 22.30	36,572.00 22.30	38,536.96 20.24	33,193.60 20.24	31,088.64 20.24
21	55,105.00	54,625.76 28.69	45,600.80 23.95	42,649.60 22.40	36,736.00 22.40	38,727.36 20.34	33,357.60 20.34	31,242.24 20.34
22	55,208.00	54,816.16 28.79	45,791.20 24.05	42,859.04 22.51	36,916.40 22.51	38,936.80 20.45	33,538.00 20.45	31,457.28 20.48
23	55,311.00	55,006.56 28.89	45,981.60 24.15	43,049.44 22.61	37,080.40 22.61	39,127.20 20.55	33,702.00 20.55	31,564.80 20.55
24	55,414.00	55,196.96 28.99	46,191.04 24.26	43,239.84 22.71	37,244.40 22.71	39,317.60 20.65	33,866.00 20.65	31,718.40 20.65
25	55,517.00	55,406.40 29.10	46,381.44 24.36	43,430.24 22.81	37,408.40 22.81	39,508.00 20.75	34,030.00 20.75	31,872.00 20.75
26	55,620.00	55,596.80 29.20	46,571.84 24.46	43,639.68 22.92	37,588.80 22.92	39,717.44 20.86	34,210.40 20.86	32,040.96 20.86
27	55,723.00	55,787.20 29.30	46,781.28 24.57	43,830.08 23.02	37,752.80 23.02	39,907.84 20.96	34,374.40 20.96	32,194.56 20.96
28	55,826.00	55,996.64 29.41	46,971.68 24.67	44,020.48 23.12	37,916.80 23.12	40,098.24 21.06	34,538.40 21.06	32,348.16 21.06
29	55,929.00	56,187.04 29.51	47,162.08 24.77	44,229.92 23.23	38,097.20 23.23	40,307.68 21.17	34,718.80 21.17	32,517.12 21.17
30	56,032.00	56,377.44 29.61	47,352.48 24.87	44,420.32 23.33	38,261.20 23.33	40,498.08 21.27	34,882.80 21.27	32,670.72 21.27
31	56,135.00	56,567.84 29.71	47,561.92 24.98	44,610.72 23.43	38,425.20 23.43	40,688.48 21.37	35,046.80 21.37	32,824.32 21.37

Schedule 9 Continued

1. This salary schedule is effective during the 2024-2025 School Year ONLY.
2. Employees will be paid on a hourly basis, annualized over 24 pay periods.
3. The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.

CO 12 Executive Assistant to the Superintendent

C 12	Administrative Assistant to the Senior Director of SSC Bookkeeper for Language, Culture and At-Risk Services Executive Assistant to the Deputy Superintendent of Academic Services and Executive Assistant to the Senior Director of Operations	Executive Assistant to the Deputy Superintendent of Employee Services Executive Assistant to the Senior Director of Finance SSC Compliance Administrative Assistant
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C1 12	Administrative Assistant for Academic Services Administrative Assistant to the Clovis High School Principal Administrative Assistant to the Director of Athletics Administrative Assistant to the Director of Curriculum and Assessment/IRC Administrative Assistant to the Ex. Dir. Of Language, Culture, & At Risk Svcs. Administrative Assistant to the Technology Department Administrative Assistant/Bookkeeper - Maintenance Department Administrative Assistant for Student Well Being Administrative Assistant to the Director of Health Services	Administrative Assistant/Bookkeeper - Senior Director of Student Nutrition & Well Being Administrative Assistant/Bookkeeper - Transportation Bookkeeper for Student Support Center Bookkeeper/Accounts Payable Employee Services Registrar - Pre-Employment Employee Services Registrar - New Employee Files Finance Clerk - Language, Culture, & At Risk Svcs Registrar - Clovis High School Guidance Office
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Schedule 9 Continued

C2 12 Administrative Assistant to Employee Services

Receptionist at Central Office

Financial Administrative Assistant at CHS	Receptionist at Student Support Services
C3 12 Receptionist/Administrative Assistant to Guidance Office at CHS	Information Customer Care Specialist
C2 205 Medicaid Clerk	
C3 205 Administrative Assistant to the Assistant Principals at Clovis High School Administrative Assistant to the Pre-School Principal Elementary School Administrative Assistant - Finance	Secondary School Administrative Assistant - Finance Secondary School Administrative Assistant - Registrar
C4 192 Elementary School Administrative Assistant - Attendance	Secondary School Administrative Assistant - Attendance

APPROVED MAY 7, 2024

REVISED/APPROVED 05/28/24

**CLOVIS MUNICIPAL SCHOOLS
SUPPORT STAFF
2024-2025**

Schedule 10

STEPS	SS 12	S 12	S1 12	SR 12	SR 183
	238 Day 8 hrs/day 1904	238 Day 8 hrs/day 1904	238 Day 8 hrs/day 1904	238 Day 8 hrs/day 1904	238 Day 8 hrs/day 1464
0	51,084.32 26.83	50,494.08 26.52	41,469.12 21.78	47,066.88 24.72	36,190.08 24.72
1	51,274.72 26.93	50,703.52 26.63	41,678.56 21.89	47,257.28 24.82	36,336.48 24.82
2	51,484.16 27.04	50,893.92 26.73	41,868.96 21.99	47,466.72 24.93	36,497.52 24.93
3	51,674.56 27.14	51,084.32 26.83	42,059.36 22.09	47,657.12 25.03	36,643.92 25.03
4	51,864.96 27.24	51,274.72 26.93	42,268.80 22.20	47,847.52 25.13	36,790.32 25.13
5	52,074.40 27.35	51,484.16 27.04	42,459.20 22.30	48,056.96 25.24	36,951.36 25.24
6	52,264.80 27.45	51,674.56 27.14	42,649.60 22.40	48,247.36 25.34	37,097.76 25.34
7	52,455.20 27.55	51,864.96 27.24	42,859.04 22.51	48,437.76 25.44	37,244.16 25.44
8	52,664.64 27.66	52,074.40 27.35	43,049.44 22.61	48,628.16 25.54	37,390.56 25.54
9	52,855.04 27.76	52,264.80 27.45	43,239.84 22.71	48,837.60 25.65	37,551.60 25.65
10	53,045.44 27.86	52,455.20 27.55	43,430.24 22.81	49,028.00 25.75	37,698.00 25.75
11	53,235.84 27.96	52,664.64 27.66	43,639.68 22.92	49,218.40 25.85	37,844.40 25.85
12	53,445.28 28.07	52,855.04 27.76	43,830.08 23.02	49,427.84 25.96	38,005.44 25.96
13	53,635.68 28.17	53,045.44 27.86	44,020.48 23.12	49,618.24 26.06	38,151.84 26.06
14	53,826.08 28.27	53,235.84 27.96	44,229.92 23.23	49,808.64 26.16	38,298.24 26.16

Schedule 10 Continued

STEPS	SS 12	S 12	S1 12	SR 12	SR 183
	238 Day 8 hrs/day 1904	238 Day 8 hrs/day 1904	238 Day 8 hrs/day 1904	238 Day 8 hrs/day 1904	238 Day 8 hrs/day 1464
15	54,035.52 28.38	53,445.28 28.07	44,420.32 23.33	50,018.08 26.27	38,459.28 26.27
16	54,225.92 28.48	53,635.68 28.17	44,610.72 23.43	50,208.48 26.37	38,605.68 26.37
17	54,416.32 28.58	53,826.08 28.27	44,820.16 23.54	50,398.88 26.47	38,752.08 26.47
18	54,625.76 28.69	54,035.52 28.38	45,010.56 23.64	50,589.28 26.57	38,898.48 26.57
19	54,816.16 28.79	54,225.92 28.48	45,200.96 23.74	50,798.72 26.68	39,059.52 26.68
20	55,006.56 28.89	54,416.32 28.58	45,391.36 23.84	50,989.12 26.78	39,205.92 26.78
21	55,196.96 28.99	54,625.76 28.69	45,600.80 23.95	51,179.52 26.88	39,352.32 26.88
22	55,406.40 29.10	54,816.16 28.79	45,791.20 24.05	51,388.96 26.99	39,513.36 26.99
23	55,596.80 29.20	55,006.56 28.89	45,981.60 24.15	51,579.36 27.09	39,659.76 27.09
24	55,787.20 29.30	55,196.96 28.99	46,191.04 24.26	51,769.76 27.19	39,806.16 27.19

1. This salary schedule is effective during the 2024-2025 School Year ONLY.
2. Employees will be paid on a hourly basis, annualized over 24 pay periods.
3. The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate

SS 12 Payroll Processor

S 12 Procurement Clerk
Benefits Clerk

Fixed Asset/Accounting Clerk
Payroll/Contracts Clerk

S1 12 District Records Clerk

SR 12 School Resource Officer (12 Month)

APPROVED MAY 7, 2024

REVISED/APPROVED 05/28/24

SR 183 School Resource Officer (183 Day)

**CLOVIS MUNICIPAL SCHOOLS
TECHNOLOGY and INFORMATION SYSTEMS SPECIALISTS
2024-2025**

Schedule 11

STEPS	CV 210		TSI		TSII		TSIII		T4
	210 Day/8 Hour		238 Day		238 Day		238 Day		238Day
0	41,277.60	24.57	39,032.00	20.50	53,350.08	28.02	67,268.32	35.33	74,598
1	41,445.60	24.67	39,222.40	20.60	53,540.48	28.12	67,458.72	35.43	74,701
2	41,613.60	24.77	39,412.80	20.70	53,730.88	28.22	67,668.16	35.54	74,804
3	41,781.60	24.87	39,622.24	20.81	53,940.32	28.33	67,858.56	35.64	74,907
4	41,966.40	24.98	39,812.64	20.91	54,130.72	28.43	68,048.96	35.74	75,010
5	42,134.40	25.08	40,003.04	21.01	54,321.12	28.53	68,239.36	35.84	75,113
6	42,302.40	25.18	40,212.48	21.12	54,511.52	28.63	68,448.80	35.95	75,216
7	42,487.20	25.29	40,402.88	21.22	54,720.96	28.74	68,639.20	36.05	75,319
8	42,655.20	25.39	40,593.28	21.32	54,911.36	28.84	68,829.60	36.15	75,422
9	42,823.20	25.49	40,783.68	21.42	55,101.76	28.94	69,039.04	36.26	75,525
10	43,008.00	25.60	40,993.12	21.53	55,311.20	29.05	69,229.44	36.36	75,628
11	43,176.00	25.70	41,183.52	21.63	55,501.60	29.15	69,419.84	36.46	75,731
12	43,344.00	25.80	41,373.92	21.73	55,692.00	29.25	69,629.28	36.57	75,834
13	43,512.00	25.90	41,583.36	21.84	55,901.44	29.36	69,819.68	36.67	75,937
14	43,696.80	26.01	41,773.76	21.94	56,091.84	29.46	70,010.08	36.77	76,040
15	43,864.80	26.11	41,964.16	22.04	56,282.24	29.56	70,200.48	36.87	76,143
16	44,032.80	26.21	42,173.60	22.15	56,472.64	29.66	70,409.92	36.98	76,246
17	44,217.60	26.32	42,364.00	22.25	56,472.64	29.77	70,600.32	37.08	76,349
18	44,385.60	26.42	42,554.40	22.35	56,682.08	29.87	70,790.72	37.18	76,452
19	44,553.60	26.52	42,744.80	22.45	56,872.48	29.97	71,000.16	37.29	76,555
20	44,738.40	26.63					71,190.56	37.39	
21							71,380.96	37.49	
22							71,590.40	37.60	
23							71,780.80	37.70	
24							71,971.20	37.80	
25							72,161.60	37.90	
26							72,352.00	38.00	

1. This salary schedule is effective during the 2024-2025 School Year ONLY.
2. Salary will be paid in 24 equal payments, annualized over 24 pay periods.
3. The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.
4. Increments for additional education and certification will be determined on an individual basis. In no case will the total compensation for experience, education, and certification exceed the maximum amount for each skill level.
5. For TS1 - TS3, initial placement will be on TS1, Step 0 until verification of experience and certifications can be verified.
6. All licensure level documentation and degrees earned must be in the Employee Services Department by October 1, 2024 to be included in the salary calculation for the 2024-2025 school year.

CV 210	Audio Visual Technician
TSI	Technology Specialist I
TSII	Technology Specialist II
TSIII	Technology Specialist III
T4	Employee Services Contract Systems Specialist Information Systems Specialist Special Education Systems Specialist Public Relations Specialist

CERTIFICATIONS: Network: Network+, CCNA, CCNP, CCIE Microsoft: MCP, MCSA, MCSE Hardware: A+, Apple
Limit of one stipend per category.
If Tech moves to Level 2 by obtaining National Certification, they will not receive a stipend until the 6th year, unless they obtain more than one stipend category.
If Tech moves to Level 3 by obtaining National Certification, they will not receive a stipend until the 10th year, unless they obtain more than one stipend category.

Schedule 12 CLOVIS MUNICIPAL SCHOOLS 2024-2025

ATHLETIC INCREMENTS - 11000	OTHER	MIDDLE SCHOOL	FRESHMAN	HIGH SCHOOL
Athletic Coordinator (FA -1) (YUCCA-1) (GATTIS-1) (MARSHALL-2)		5,000	5,000	
Athletic Director - Assistant (1)				6,000
Athletic Trainer (1)				22,000
Assistant Athletic Trainer (1)				16,000
Baseball Coach - Head (CHS-1)				6,000
Baseball Coach - Assistant (9B-1) (CHS-2)				4,000
Baseball Field Prep (1)				1,500
Basketball Coach - Head (CHSB-1) (CHSG-1)				16,000
Basketball Coach - JV (CHSB-1) (CHSG-1)				4,000
Basketball Coach - Assistant (7B-2) (7G-2) (8B-2) (8G-2) (9B-1) (9G-1) (CHSB-1) (CHSG-1)		3,000	4,000	5,000
Cheerleader Coach - Head (4)		6,000	7,000	12,000
Cheerleader Coach - JV (1)				8,000
Cross Country Coach (1)				6,000
Cross Country Assistant (CHS-2) (MID-2)		3,000		4,000
Drill Team Coach (3)		6,000	7,000	12,000
Drill Team Coach - Assistant (2)				8,000
E-Sports (CHS -1)				10,000
E-Sports Assistant Coach (CHS-1)				6,000
Football Coach - Head (CHS-1) (CHSFA - 1)			5,000	16,000
Football Coach - Assistant (B7-6) (B8-4) (F-3) (CHS-7)		3,000	4,000	5,000
Golf Coach - Head (B-1) (G-1)				6,000
Golf Coach - JV (1)				4,000
Pep Squad Coach (6th)	5,000			
Power Lifting - Head (CHS-1)				6,000
Power Lifting - Assistant (CHS-1)				4,000
Pre-Athletics (6th grade - 2)	3,000			
Soccer Coach - Head (B-1) (G-1)				6,000
Soccer Coach - Assistant (B-2) (G-2)				4,000
Softball Coach - Head (CHSG-1)				6,000
Softball Coach - Assistant (CHS-3)				4,000
Softball Field Prep (1)				1,500
Strength Coach (1)				4,000
Swimming Coach - Head (B-1) (G-1)				6,000
Assistant Swim Coach				4,000
Tennis Coach - Head (B-1) (G-1)				6,000
Track Coach - Head (CHSB-1) (CHSG-1)				6,000
Track Coach - Assistant (B7-4) (G7-4) (B8-4) (G8-4) (CHSB-6) (CHSG-6) (CHS-CO-ED)		3,000		4,000
Volleyball Coach - Head (CHS-1)				16,000
Volleyball Coach - Assistant (G7-2) (G8-2) (G9-1) (CHS-2)		3,000	4,000	5,000
Wrestling Coach (CHS-1)				6,000
Wrestling - Assistant (CHS-2)				4,000
MUSIC INCREMENTS - 11000	8TH GRADE	MIDDLE SCHOOL	FRESHMAN	HIGH SCHOOL
Band Color Guard (2)				4,000
Band Color Guard - Assistant (1)				2,000
Band Director (MID-3) (FA-1) (HS-1)		8,000	8,000	16,000
Band Director - Assistant (HS-2)				8,000
Field Assistant - maximum of 2				1,500
Jazz Band Director (HS-1)				4,000
Pep Band Director (HS-1)				4,000
Sectional Instructor - maximum of 6 per year				1,500
Vocal Music Director (MID-3) (FA-1) (HS-1)		6,000	6,000	12,000
Vocal Music Director - Assistant (HS-1)				6,000
Vocal Music Coaches - (FA-1) (MID - 3) (HS-4)		300	300	300
Vocal Music Piano Accompanist - per cycle, 6 cycles per school		500	500	
SCHOOL INCREMENTS - 11000	ELEMENTARY	MIDDLE SCHOOL	FRESHMAN	HIGH SCHOOL
Activities Director				2,640
Ag Assistant Teacher		3,700	3,700	6,000
Bilingually endorsed employees in a bilingual setting.				3,000
Civil Air Patrol		2,500		
Class Sponsor - Senior				500
Class Sponsor - Junior				700
Class Sponsor - Sophomore				600
Department Chairperson (English, Science, Math, Electives, Social Studies, Special Education, CTE)		1,000		2,400
Department Head Liaison-CHSFA (English, Science, Math, Electives, Social Studies, Special Education)			1,000	
Drama Sponsor			900	1,200
English Learner Case Manager 1 (1-15 students)	1,000	1,000	1,000	1,000
English Learner Case Manager 2 (16-35 students)	1,750	1,750	1,750	1,750
English Learner Case Manager 3 (36-50 students)	2,500	2,500	2,500	2,500
Family Engagement Military Liaison				1,500
CTSO - BPA/FCCLA/DECA/PROSTART/HOSA/SKILLS USA/EDUCATORS RISING Advisor		2,000	2,500	3,000

Folklorico Dance Sponsor	2,000	2,000	2,000	2,000
Folklorico Dance Assistant	1,000	1,000	1,000	1,000
On-Site Language Assistant - must show proficient on Avant test	500	500	500	500
Librarian - Head				2,400
National Honor Society Sponsor		900	900	1,200
N.B.P.T.S. Certification	To Be Determined by NM PED			
Night School Supervisor				15,000
Online Class Instructor (per class)		1,750	1,750	1,750
Plainsman Sponsor				1,450
Professional Activity Level 1				2,000
Professional Activity Level 2				4,000
Professional Activity Level 3				6,000
Purple Press Sponsor				1,450
Recruiter Stipend - Only available to Head Coaches or Activity Lead				1,000
ROTC Color Guard Specialist				2,200
ROTC Drill Team				2,200
SAT Chair Level1				800
SAT Chair Level 2				1,200
SAT Chair Level 3				1,600
Sped/Gifted Teachers In a SPED Setting				3,000
Structured Literacy Training - per unit	250			
Student Council Sponsor		1,000	1,000	1,700
Attendance Success Coach Lead				2,500
Team Leader			800	
TESOL Endorsement -	1,500	1,500	1,500	1,500
Vocational Business Cooperative				1,700
SCHOOL INCREMENTS - FEDERAL FUNDS- Budget is based on available funding	ELEMENTARY	MIDDLE SCHOOL	FRESHMAN	HIGH SCHOOL
Advanced Placement Coach - 1 FTE - 24189				10,000
CHAMPS - Classroom Management Trainer - Maximum of 5 - 24189				1,000
CPI - Crisis Prevention and Intervention Trainer - Maximum of 3 - 24189				1,000
English Learner Instructional Leaders - 24101	2,500	2,500	2,500	2,500
Family Engagement Liaison - 24101	1,500	1,500	1,500	1,500
Family Service Program Lead - 24101				2,500
Lead Nurse - 25153				9,500
Math & Science Teacher (endorsed and actively teaching) - Per Section - 24154			250	250
National Board Coach - 24154				2,000
Novice Teacher Mentor - 24154	500	500	500	500
Special Education Classroom Teacher - 24160				3,000
SPED Behavior Assistant Oversight - 24106				1,500
SPED Leadership - 24106				5,000
ESY Supervisor - 24106				5,000
Supervision of medicaid notes or licensure per provider - 24106 or 25153				750
Teacher Leader - 2 at each Pre-K-8 Campus - 24154 (30 Maximum Stipends)	2,500	2,500		
MISCELLANEOUS INCREMENTS AND TRAVEL - 11000				
On-Call Cell Phone				500
Clerk for the Board of Education				6,000
CPR District Trainer				2,000
Ed Fellows Coordinator - per 20 employees				2,500
Social Media Posting				500
Teacher (year 1) Mentor Coaches (per semester)				500
Technology - Network * See Note on Schedule 11				500
Technology - Microsoft *See Note on Schedule 11				500
Technology - Hardware *See Note on Schedule 11				500
Travel - Category 1 (less than 450 miles/year)				300
Travel - Category 2 (450-950 miles/year)				475
Travel - Category 3 (950-1200 miles/year)				710
Travel - Category 4 (1200-1450 miles/year)				875
Travel - Category 5 (over 1450 miles/year)				1,000

- 1). Substitute teachers \$140/day
- 2). Long-term substitute teacher \$155/day; Long-term Certified Teacher Sub - \$175/day
- 3). EA Subs - \$115/day; EA Subs - Intensive Needs - \$125/day
- 3). Licensed Administrative Subs - \$250 per day.
- 4). Related Service Provider Subs - \$200/per day
- 5). All other substitutes will be paid \$15.00/hour
- 6). Summer School and After School Teacher pay will be based on their daily/hourly rate, unless otherwise specified in grant agreement.
- 7). Title IX Intake - \$150 per case

APPROVED MAY 7, 2024
REVISED/APPROVED 05/28/24
REVISED/APPROVED 06/25/24