



# J. PAUL TAYLOR ACADEMY

*Recapturing the Joy of Learning - Recapturar la Alegria de Aprender*



## 1) Certified (Licensed) School Administrator Salary Schedule School Year 2018-2019

Step	Step
0	\$82,500
1	Negotiation
2	Negotiation
3	Negotiation
4	Negotiation
5	Negotiation
6	Negotiation
7	Negotiation
8	Negotiation
9	Negotiation
10	Negotiation

Steps represents years of experience in this position or similar position which is negotiated and approved by the Governance Council.

## 2) Food Services Director: Salary \$33,150



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2018-19 School Year

## Hourly Pay Scale for School Secretary/Clerical

STEP	R1	R2
0	\$11.21	\$12.16
1	\$11.27	\$12.75
2	\$11.33	\$13.50
3	\$11.39	\$13.77
4	\$11.45	\$15.53
5	\$11.68	\$15.59
6	\$11.80	\$15.60
7	\$11.92	\$15.61
8	\$12.04	\$15.62
9	\$12.16	\$15.63
10	\$12.65	\$15.64
11	\$12.84	\$15.65
12	\$13.03	\$15.66
13	\$13.23	\$15.67
14	\$13.76	\$15.68
15	\$14.04	\$15.69
16	\$14.32	\$15.70
17	\$14.61	\$15.81
18	\$14.90	\$16.13
19	\$15.20	\$16.45
20	\$15.81	\$17.11
21	\$16.13	\$17.45
22	\$16.45	\$17.80
23	\$16.78	\$18.16
24	\$17.12	\$18.52
25	\$17.80	\$19.26
26	\$18.16	\$19.65
27	\$18.57	\$20.09

- Step: Each step is one year of qualified experience  
 Range 1: School Secretaries who have no Bachelor's Degree  
 Range 2: School Secretaries with a Bachelor's degree or higher



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*Estudiantes  
Personal  
Familias  
Comunidad*



## 2018-19 School Year

### Hourly Pay Scale for Educational Assistant

STEP	R1	R2	R3	R4	R5
	R0-39	R40-59	R60+	AA/90+	BA
0	\$12.12	\$12.24	\$12.36	\$12.48	\$13.09
1	\$12.18	\$12.42	\$12.54	\$12.67	\$13.35
2	\$12.24	\$12.59	\$12.72	\$12.86	\$13.51
3	\$12.30	\$12.77	\$12.91	\$13.05	\$13.71
4	\$12.36	\$12.94	\$13.09	\$13.23	\$13.92
5	\$12.73	\$13.12	\$13.27	\$13.42	\$14.13
6	\$12.98	\$13.29	\$13.45	\$13.61	\$14.34
7	\$13.24	\$13.47	\$13.63	\$13.80	\$14.55
8	\$13.50	\$13.64	\$13.82	\$13.99	\$14.75
9	\$13.77	\$13.82	\$14.00	\$14.18	\$14.96
10	\$14.46	\$14.50	\$14.60	\$14.70	\$15.17
11	\$14.79	\$14.85	\$14.90	\$15.00	\$15.38
12	\$15.12	\$15.20	\$15.30	\$15.40	\$15.59
13	\$15.46	\$15.55	\$15.60	\$15.75	\$15.85
14	\$15.77	\$15.80	\$15.95	\$16.15	\$16.25
15	\$15.81	\$15.85	\$16.05	\$16.25	\$16.35
16	\$16.00	\$16.10	\$16.20	\$16.35	\$16.45
17	\$16.10	\$16.20	\$16.30	\$16.45	\$16.55
18	\$16.20	\$16.30	\$16.40	\$16.55	\$16.75
19	\$16.30	\$16.40	\$16.50	\$16.75	\$17.25
20	\$16.40	\$16.50	\$17.00	\$17.25	\$17.50
21	Step 21 and over shall pay at the same rate as step 20				

- Step: Each step is one year of qualified experience
- Range 1: EAs who have obtained 0 to 39 credit hours from an accredited university, college, or post-secondary institution.
- Range 2: EAs who have obtained 40-59 credit hours from an accredited university, college, or post-secondary institution.
- Range 3: EAs who have obtained 60-89 credit hours from an accredited university, college, or post-secondary institution.
- Range 4: EAs who have obtained an Associate's Degree or more than 90 credit hours from an accredited university, college, or post-secondary institution.
- Range 5: EAs who have obtained a Bachelor's Degree from an accredited university, college, or post-secondary institution.



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2018-19 School Year

## Hourly Pay Scale for Kitchen Support

Step (Yrs of Exp.)	Hourly Pay Rate
0	10.10
1	10.12
2	10.15
3	10.20
4	10.25
5	10.30
6	10.40
7	10.50
8	10.60
9	10.70
10	10.80
11	10.90
12	11.00
13	11.10
14	11.20
15	11.30

1. Effective January 1, 2018-Any hourly employee whose payment is below Las Cruces minimum wage shall have his or her wage increased to minimum wage.
2. Credit for related experience will be given up to five (5) years of experience that is verified by the Executive Director for newly hired employees.
3. Classified employees will earn Sick Leave at the rate of one (1) day per month. The total amount of accrual of Sick Leave for the entire year will be posted at the beginning of the employment year. If the number of days taken during the year exceeds the number earned for the year or the number of days accrued, employees will be docked at their daily rate of pay for each day taken.
  - a. Classified Employees who work on a contract of less than twelve (12) months and therefore do not earn Annual Leave will be granted two days of Paid Personal Leave.
  - b. Two (2) additional Personal Leave days will be granted and will be deducted from the classified employee's salary at the agreed substitute rate of pay.



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2018-19 School Year

## Hourly Pay Scale for Lead Custodial Services

STEP	R1
0	\$10.10
1	\$10.15
2	\$10.20
3	\$10.65
4	\$11.10
5	\$11.55
6	\$12.00
7	\$12.45
8	\$12.90
9	\$13.35
10	\$13.80
11	\$14.25
12	\$14.70
13	\$15.15
14	\$15.60
15	\$16.05
16	\$16.50
17	\$16.95
18	\$17.40
19	\$18.85
20	\$18.30
21	\$18.75
22	\$19.20
23	\$19.65
24	\$20.00
25+	\$20.40

Any individuals at 25 or more years of experience shall pay at the same rate of \$20.40 per hour

Note: Effective January 1, 2018-Any hourly employee whose payment is below Las Cruces minimum wage shall have his or her wage increased to minimum wage.

Step: Each step is one year of qualified experience

Range 1: Lead Custodian