

**CLOVIS MUNICIPAL SCHOOLS
SALARY SCHEDULES
2009-2010**

- 01 Administrative
- 02 Clerical Salaried
- 03 Ed. Assts.; Special Ed. Assts.; B.A Para.; Uncert. Elem. Librarians
- 04 Child Nutrition
- 05 Guidance Counselors
- 06 Instructional
- 07 Interpreters
- 08 Maintenance, Warehouse, Custodian Staff
- 09 Nurses
- 10 Physical Therapy Asst., Occupational Therapy Asst.-Certified, & Apprentice Speech Therapist
- 11 Related Service Providers
- 12 Secretarial
- 13 Technology Specialists
- 14 Non-Certified/Classified Supervisors
- 15 Increment Schedule

Approved: May 26, 2009

**CLOVIS MUNICIPAL SCHOOLS
EMPLOYEE CALENDAR
2009-2010**

Position	Start Date	End Date	Hrs/day	Holidays	Contract	1st Paycheck on:
12-month employees	July 1	June 30	8	Calendar	260 days	July 15
Assistive Technologist	July 31	June 1	8	Calendar	193 days	August 15*
C.O. Receptionist	July 1	June 30	5	Calendar	260 days	July 15
CHS-Receptionist/Secretary/Guidance	July 14	May 28	8	Calendar	205 days	July 30*
COTA/CPTA/ASL	August 10	May 25	7.25	Calendar	183 days	August 30*
Counselor, Elementary	August 6	May 28	8	Calendar	188 days	August 30*
Counselor, CHS Freshman Academy/Middle School	July 14	June 7	8	Calendar	210 days	July 30*
Counselor, Secondary	July 14	May 28	8	Calendar	205 days	July 30*
Educational Assistants	August 10	May 25	7.25	Calendar	183 days	August 30*
Educational Assistants, ISS	August 10	May 25	7.25	Calendar	183 days	August 30*
Educational Asst., Computer Lab	August 10	May 25	7.25	Calendar	183 days	August 30*
Educational Asst., Security Guard	August 12	May 25	8	Calendar	181 days	August 30*
Elementary Media Specialist	August 6	May 27	7.25	Calendar	187 days	August 30*
Child Nutrition Employees	August 12	May 25	4 to 6	off 8/13; 9/28; 1/4; 1/5; 4/19	176 days	August 30*
Instructional Coach	July 28	May 26	8	Calendar	193 days	August 15
Interpreter	August 14	May 25	7.25	9/28; 12/18 (.5); 1/4; 1/5; 4/19; 5/25 (.5)	174 days	August 30*
JAG Specialist	July 2	May 25	7.25	Calendar	209 days	July 15
Librarian, Licensed Elementary	August 10	May 25	7.25	Calendar	183 days	August 30*
Librarian, Secondary	August 6	May 28	7.25	Calendar	188 days	August 30*
Literacy Specialist	July 24	June 8	8	Calendar	203 days	August 15
Nurses	August 3	May 27	7.25	off 9/28; 1/4; 4/19	187 days	August 30*
Nursing, Director	July 14	June 7	8	Calendar	210 days	July 30*
Principal, Elementary	July 14	May 28	8	Calendar	205 days	July 30*
Principal, Mid/Sec Asst/EPPS Coord/Music Dir	July 14	June 7	8	Calendar	210 days	July 30*
Secretary, Attendance	August 3	May 25	8	off 9/28; 1/4; 4/19	185 days	August 15*
Secretary, Choices/CHS Finance	July 14	May 28	8	Calendar	205 days	July 30*
Secretary, Elementary/Title I Home Liaison	July 14	May 28	8	Calendar	205 days	July 30*
Secretary, CHS Freshman Academy/Middle School	July 14	May 28	8	Calendar	205 days	July 30*
SLP/Social Worker/Psychologist/Diag.	August 5	May 27	8	Calendar	188 days	August 30*
Special Education Liaison	July 31	June 1	8	Calendar	193 days	August 30*
Teacher, New	August 10	May 25	7.25	Calendar (plus pre-service orientation days)	183 days	August 30*
Teacher, Returning	August 10	May 25	7.25	Calendar	183 days	August 30*
Technology Specialist	Varies	Varies	8	Calendar	222 days	July 15*
Title I Family Service Specialist	August 6	May 28	8	Calendar	188 days	August 30*

*Effective July 1, 2009 double insurance premiums will no longer be deducted from paychecks. Insurance premiums will be divided equally over 24 paychecks.

NOTE: All coaches, band directors, and other non-12 month employees with 10 or more extended days PRIOR to the teacher reporting date will receive paychecks on August 15 and 30, with insurance premiums deducted from each.

Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)

Schedule 01

**CLOVIS MUNICIPAL SCHOOLS
ADMINISTRATIVE
2009-2010**

LANE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
1	58,673	59,183	59,693	60,204	60,714	61,224	61,734	62,245	62,755	63,775
2	63,775	64,285	64,795	65,306	65,816	66,326	66,836	67,346	68,000	69,000
3	64,285	65,612	66,428	67,653	68,775	70,000	71,224	72,448	73,571	75,101
4	71,428	71,938	72,448	72,959	73,469	74,489	75,510	76,530	77,551	79,081
5	71,938	72,448	72,959	73,469	73,979	75,000	76,020	77,040	79,081	80,612
6	75,510	76,530	78,061	79,591	81,122	82,652	83,775	84,897	86,020	87,142
7	81,632	82,652	84,183	85,714	87,244	88,928	90,306	92,857	93,877	95,571

1. This salary schedule is effective during the 2009-2010 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. **There will not be step increases for FY 2009-2010**
5. Lane 1 from the FY 2008-2009 salary schedule was moved to Non-Certified/Classified Supervisors salary schedule.

ADMINISTRATIVE SALARY SCHEDULE

1	Middle School Assistant Principal (210)	CHS Freshman Academy Assistant Principal (210)
2	Assistant Director of Student Support Services (260) Early Childhood Coordinator (260) EPPS/IRC Coordinator (210) Curriculum/Data Specialist (210)	Coordinator of Early Intervention (260) High School Assistant Principal (210) 21st CCLC Program Coordinator (260)
3	Elementary Principal (205) Director of Music Instruction (210)	Director of Health Services (210)
4	CHS Freshman Academy Principal (210)	Middle School Principal (210)
5	Director of Instruction (260) Director of Federal Programs (260)	Director of Personnel Services (260)
6	Executive Director of Student Support Services (260)	
7	Executive Director of Personnel (260)	High School Principal (260)

Off Schedule: Superintendent (260); Deputy Superintendents (260); Chief Financial Officer (260)

Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)
Revised: June 1, 2009 (job titles only)
Revised: August 27, 2009 (added Curriculum/Data Specialist)

Schedule 02

CLOVIS MUNICIPAL SCHOOLS
Clerical Salaried Positions
2009-2010

	Position Title	Salary Range	
E1	Executive Assistant to the Superintendent	\$30,000-\$41,000	12 month
E2	Chief Payroll Clerk	\$30,000-\$41,000	12 month
E3	Comptroller	\$30,000-\$41,000	12 month
E4	Personnel Contracts Clerk	\$30,000-\$41,000	12 month
E5	Web Developer	\$30,000-\$41,000	12 month
E6	Executive Assistant to the Deputy Superintendent	\$30,000-\$41,000	12 month
E7	Executive Assistant to Supervisor of Child Nutrition	\$30,000-\$41,000	12 month
E8	Communications Specialist	\$30,000-\$41,000	180 day
E9	Fixed Asset Clerk	\$30,000-\$41,000	12 month

1. This salary schedule is effective during the 2009-2010 School Year ONLY.
2. Salary will be paid in 24 equal payments.
3. Salary will be determined on individual basis.
4. **There will not be step increases for FY 2009-2010**

Approved: May 26, 2009
 Revised: May 29, 2009 (job titles only)
 Revised: August 27, 2009 (added E8 & E9 Pos)

CLOVIS MUNICIPAL SCHOOLS

Educational Assistants

2009-2010

Schedule 03

This schedule includes Classroom Assistants, Special Education Assistants, P.E. Assistants, ISS Assistants, Computer Lab Assistants, Behavior Assistant/Paraprofessionals, Uncertified Elementary Librarians, Art Educational Assistants, and Security Guards.

	HS/GED 183 Days 7.25 hrs/day	60 Hrs 183 Days 7.25 hrs/day	BA Degree 183 Days 7.25 hrs/day	Choral 185 Days 8 hrs/day	Para 60 Hrs 183 Days 7.25 hrs/day	Para BA Deg 183 Days 7.25 hrs/day	Librarian 187 Days 7.25 hrs/day	Librarian w/BA 187 Days 7.25 hrs/day
	1326.75	1326.75	1326.75	1480	1326.75	1326.75	1355.75	1355.75
STEPS	A1	A2	A3	A4	P1	P2	Elb	Elb BA
0	13002.15 9.80	13201.16 9.95	13479.78 10.16	18233.60 12.32	13625.72 10.27	14023.75 10.57	13923.55 10.27	16702.84 12.32
1	13041.95 9.83	13320.57 10.04	13944.14 10.51	19166.00 12.95	14023.75 10.57	14448.31 10.89	14425.18 10.64	17434.95 12.86
2	13174.63 9.93	13599.19 10.25	14421.77 10.87	20142.80 13.61	14448.31 10.89	14886.14 11.22	14940.37 11.02	18207.72 13.43
3	13320.57 10.04	13864.54 10.45	14899.40 11.23	21178.80 14.31	14886.14 11.22	15323.96 11.55	15482.67 11.42	19007.62 14.02
4	13439.98 10.13	14143.16 10.66	15416.84 11.62	22259.20 15.04	15323.96 11.55	15788.33 11.90	16038.52 11.83	19848.18 14.64
5	13572.65 10.23	14421.77 10.87	15934.27 12.01	23398.80 15.81	15788.33 11.90	16265.96 12.26	16607.94 12.25	20715.86 15.28
6	13705.33 10.33	14713.66 11.09	17035.47 12.84	24597.60 16.62	16265.96 12.26	16743.59 12.62	17204.47 12.69	21624.21 15.95
7	13851.27 10.44	15005.54 11.31	17619.24 13.28	25855.60 17.47	16743.59 12.62	17247.75 13.00	17828.11 13.15	22573.24 16.65
8	13983.95 10.54	15310.70 11.54	18216.28 13.73	27172.80 18.36	17247.75 13.00	17765.18 13.39	18465.32 13.62	23562.94 17.38
9	14129.89 10.65	15615.85 11.77	18826.58 14.19	28564.00 19.30	17765.18 13.39	18295.88 13.79	19129.63 14.11	24606.86 18.15
10	14262.56 10.75	15921.00 12.00	19476.69 14.68	30029.20 20.29	18295.88 13.79	18853.12 14.21	19821.07 14.62	25691.46 18.95
11	14408.51 10.86	16239.42 12.24	20140.07 15.18	31568.40 21.33	18853.12 14.21	19423.62 14.64	20539.61 15.15	26816.74 19.78
12	14554.45 10.97	16571.11 12.49	20246.21 15.26	33181.60 22.42	19423.62 14.64	19994.12 15.07	21271.72 15.69	27996.24 20.65

1. This salary schedule is effective during the 2009-2010 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. **There will not be step increases for FY 2009-2010**

Approved: May 26, 2009

Revised: May 29, 2009 (job titles only)

CLOVIS MUNICIPAL SCHOOLS

Schedule 04

**CHILD NUTRITION
2009-2010**

Steps	G14		G24		G16		G26		Non-Certified Manager		Certified Manager	
00	5280.00	7.50	5343.36	7.59	7920.00	7.50	8015.04	7.59	14685.44	10.43	16135.68	11.46
01	5322.24	7.56	5463.04	7.76	7983.36	7.56	8194.56	7.76	15502.08	11.01	16952.32	12.04
02	5434.88	7.72	5589.76	7.94	8152.32	7.72	8384.64	7.94	15727.36	11.17	17332.48	12.31
03	5561.60	7.90	5730.56	8.14	8342.40	7.90	8595.84	8.14	16051.20	11.40	17557.76	12.47
04	5681.28	8.07	5836.16	8.29	8521.92	8.07	8754.24	8.29	16572.16	11.77	18036.48	12.81
05	5800.96	8.24	5955.84	8.46	8701.44	8.24	8933.76	8.46	16938.24	12.03	18388.48	13.06
06	5934.72	8.43	6089.60	8.65	8902.08	8.43	9134.40	8.65	17318.40	12.30	18768.64	13.33
07	6089.60	8.65	6216.32	8.83	9134.40	8.65	9324.48	8.83	17698.56	12.57	19148.80	13.60
08	6174.08	8.77	6343.04	9.01	9261.12	8.77	9514.56	9.01	18064.64	12.83	19514.88	13.86
09	6293.76	8.94	6420.48	9.12	9440.64	8.94	9630.72	9.12	18458.88	13.11	19923.20	14.15
10	6413.44	9.11	6561.28	9.32	9620.16	9.11	9841.92	9.32	18853.12	13.39	20303.36	14.42
11	6512.00	9.25	6659.84	9.46	9768.00	9.25	9989.76	9.46	19838.72	14.09	21718.00	15.13
12	6645.76	9.44	6807.68	9.67	9968.64	9.44	10211.52	9.67				
13	6744.32	9.58	6885.12	9.78	10116.48	9.58	10327.68	9.78				
14	6856.96	9.74	7025.92	9.98	10285.44	9.74	10538.88	9.98				
15	6972.00	9.91	7159.68	10.17	10464.96	9.91	10739.52	10.17				

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3. The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.
4. This salary schedule is for 176 days.
5. **There will not be step increases for FY 2009-2010**

Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)
2nd Revisison: July 14, 2009 (G16 step 15)

**CLOVIS MUNICIPAL SCHOOLS
Guidance Counselors
2009-2010**

Schedule 05

POSITION	STEP	0	1	2	3	4	5	6	7	8	9	LENGTH OF SERVICE
HEAD CHS COUNSELOR		56,979	56,989	58,113	58,836	60,015	61,810	63,016	64,248	65,373	69,167	12 Months
CHS FRESHMAN CAMPUS / MIDDLE SCHOOL COUNSELORS		57,000	57,010	58,010	59,010	60,010	61,010	62,010	63,010	63,390	66,410	210 days
SECONDARY COUNSELORS		53,000	53,010	54,010	55,010	56,010	56,510	57,070	58,250	60,551	64,425	205 days
ELEMENTARY COUNSELORS		48,695	48,705	49,674	50,293	50,535	53,578	54,654	55,731	56,296	58,400	188 days

1. This salary schedule is effective during the 2009-2010 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. No more than five years of experience will be awarded to new hires on this schedule.

**Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)**

CLOVIS MUNICIPAL SCHOOLS
INSTRUCTIONAL
2009 - 2010

Schedule 06

STEPS	BA		BA+15		BA+45		MA		MA15		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	32,000	41,000	32,500	41,200	32,750	42,250	43,500	50,000	44,500	50,500	45,500	50,500
1	32,010	41,250	32,510	41,500	32,760	42,500	43,510	50,010	44,510	50,750	45,510	50,510
2	32,316	41,500	32,978	42,000	33,186	42,750	44,010	50,110	45,010	51,000	46,010	51,010
3	32,963	41,535	33,186	43,222	33,290	43,250	44,510	50,210	45,510	51,250	46,510	51,510
4	33,067	41,560	33,394	43,248	33,498	43,300	45,010	50,310	46,010	51,500	47,010	52,010
5	33,277	41,585	33,602	43,274	33,706	43,352	45,510	50,410	46,510	51,750	47,510	52,510
6	33,485	41,610	33,758	43,300	33,862	43,378	46,010	50,510	47,010	52,000	48,010	53,010
7	33,495	41,635	33,914	43,326	34,330	43,404	46,510	50,610	47,510	52,250	48,510	53,510
8	33,505	41,660	34,070	43,352	34,746	43,430	47,010	50,760	48,010	52,510	49,010	54,010
9	33,515	41,685	34,226	43,404	34,954	43,456	47,510	51,010	48,510	53,010	49,510	54,510
10		41,725	34,236	43,430	35,162	43,482	48,010	51,510	49,010	53,510	51,010	55,010
11		41,750	34,246	43,456	35,370	43,534	48,510	52,010	49,510	54,010	51,510	55,510
12		41,775	34,256	43,508	35,578	43,586	49,010	52,510	50,010	54,510	52,010	56,010
13		41,800	34,266	43,534	35,994	43,612	49,510	53,010	50,510	55,010	52,510	56,510
14		41,825	34,276	43,560	36,306	43,638	50,010	53,510	51,010	55,510	53,010	57,010
15		41,850	34,286	43,586	37,138	43,664	50,510	54,010	51,510	56,010	53,510	57,510
16		41,900	34,296	43,628	38,282	43,706	51,010	55,000	52,010	57,000	54,010	58,500
17				43,654		43,732	52,000	55,500	53,000	57,500	55,000	59,000
18				43,680		43,762	52,500	56,000	53,500	58,000	55,500	59,500
19				43,706		44,590	53,000	56,500	55,000	58,500	56,000	60,000
20				43,784								
21		43,400		45,136								
22				46,950		48,750						
23						51,714						
24												

1. This salary schedule is effective during the 2009-2010 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.

Additional positions on this salary schedule:

Instructional Specialists: Plus additional days according to their position. They will be paid from Federal program funds.

Secondary Librarians: Plus additional days according to their degree, level and years.

All 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-3500. Employees hired prior to January 10, 1998 will be exempt from the requirements of this policy.

On the reverse side of this sheet is important additional information related to the Instructional Salary Schedule.

Approved: May 26, 2009
 Revised: May 29, 2009 (job titles only)

1. The amount of out of district experience that will be allowed, for those new to the district, is limited to BA-00-10, BA+15-16, BA+45-16, MA-00-16, MA+15-16, MA+45-16.
2. A minimum of ninety-one continuous days of service shall be counted as a full year's experience.
3. Each employee will be responsible for verification of teaching experience in other school systems. All verification of experience and accompanying paperwork must be in the Personnel Office by October 1, 2009.
4. All additional hours and degrees earned during the summer and any accompanying paperwork must be in the Personnel Office by October 1, 2009.
5. All licensure level documentation must be in the Personnel Office by October 1, 2009 to be included in salary calculation for the 2009-2010 School Year.
6. 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. All college hours earned after June 1, 2000 must have supervisor's prior approval.
7. Daily rates are computed on 183 days for returning certified employees, who were on extended contracts before 1998-1999.
8. Returning certified employees who are to receive extended days for the current year and were not on extended days before 1998-1999, and new employees to the district who are to receive extended days for the current year, will be calculated at a daily rate of \$143.00 per day. (Unless indicated in writing on addendum)
9. This information is effective during the 2009-2010 School Year ONLY.
It does NOT reflect salaries, requirements, or qualifications that may be set for any other school year.

Approved: May 26, 2009

Revised: May 29, 2009 (job titles only)

Schedule 07

CLOVIS MUNICIPAL SCHOOLS

Interpreters

2009-2010

STEPS	Level 1 174 7.25 hrs	Level 2 174 7.25 hrs	Level 3 174 7.25 hrs
0	17,888.07 14.18	22,694.39 17.99	26,806.88 21.25
1	18,253.91 14.47	23,148.53 18.35	27,336.71 21.67
2	18,493.59 14.66	23,564.82 18.68	27,715.16 21.97
3	18,720.66 14.84	23,854.97 18.91	28,068.38 22.25
4	19,099.11 15.14	24,334.34 19.29	28,636.05 22.70
5	19,666.79 15.59	25,053.39 19.86	29,493.87 23.38
6	20,070.47 15.91	25,078.62 19.88	30091.30 23.85
7	20,448.92 16.21	25,557.99 20.26	30,679.68 24.32
8	20,852.60 16.53	25,986.90 20.60	31,095.98 24.65
9	21,268.89 16.86	26,377.97 20.91	31,487.04 24.96
10	21,672.57 17.18	26,794.26 21.24	31,903.34 25.29
11	22,088.87 17.51	27,197.94 21.56	32,307.02 25.61
12	22,492.55 17.83	27,614.24 21.89	32,723.31 25.94

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3. The steps do not necessarily reflect number of years of service. Each year staff members are placed on appropriate steps.
5. **There will not be step increases for FY 2009-2010**

Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)

Schedule 08

**CLOVIS MUNICIPAL SCHOOLS
MAINTENANCE, WAREHOUSE, & CUSTODIAN STAFF
2009-2010**

STEPS	G-1		G-2		G-3		G-4		G-5	
0	17534.40	8.43	19593.60	9.42	22401.60	10.77	26312.00	12.65	30929.60	14.87
1	18220.80	8.76	20779.20	9.99	22526.40	10.83	27206.40	13.08	32468.80	15.61
2	18574.40	8.93	20862.40	10.03	22755.20	10.94	27788.80	13.36	33508.80	16.11
3	18844.80	9.06	21049.60	10.12	23587.20	11.34	28579.20	13.74	34028.80	16.36
4	19052.80	9.16	21444.80	10.31	24523.20	11.79	29286.40	14.08	34548.80	16.61
5	19302.40	9.28	22443.20	10.79	25084.80	12.06	30139.20	14.49	35048.00	16.85
6	19531.20	9.39	22880.00	11.00	25646.40	12.33	31096.00	14.95	35796.80	17.21
7	19864.00	9.55	23379.20	11.24	26312.00	12.65	31616.00	15.20	36088.00	17.35
8	20196.80	9.71	23857.60	11.47	27206.40	13.08	31948.80	15.36	36608.00	17.60
9	20321.60	9.77	24980.80	12.01	28100.80	13.51	33134.40	15.93	37107.20	17.84
10	20592.00	9.90	25979.20	12.49	28870.40	13.88	33217.60	15.97	37627.20	18.09
11	20987.20	10.09	26852.80	12.91	29764.80	14.31	34860.80	16.76	38147.20	18.34
12	21091.20	10.14	27788.80	13.36	30576.00	14.70	35692.80	17.16	38667.20	18.59
13	21590.40	10.38	28704.00	13.80	31324.80	15.06	36462.40	17.53	39686.40	19.08
14	21715.20	10.44	29723.20	14.29	32115.20	15.44	37294.40	17.93	40206.40	19.33
15	22235.20	10.69	30867.20	14.84	32739.20	15.74	37689.60	18.12	40726.40	19.58
16	22568.00	10.85	31761.60	15.27	33592.00	16.15	38521.60	18.52	41246.40	19.83
17	22672.00	10.90	32718.40	15.73	34361.60	16.52	39000.00	18.75	41766.40	20.08
18	23275.20	11.19	33529.60	16.12	35048.00	16.85	39707.20	19.09	42265.60	20.32
19	23566.40	11.33	34195.20	16.44	35713.60	17.17	40372.80	19.41	42785.60	20.57
20	23795.20	11.44	34860.80	16.76	36358.40	17.48				
21	24252.80	11.66	35526.40	17.08	37024.00	17.80				

1. This salary schedule is effective during the 2009-2010 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 260 days.
5. **There will not be step increases for FY 2009-2010**

On the reverse side of this sheet is important additional information related to the Maintenance & Custodian Schedule.

Approved: May 26, 2009

Revised: May 29, 2009 (job titles only)

MAINTENANCE, CUSTODIAN
LENGTH OF CONTRACT

- G-1 Custodian
- G-2 General Maintenance; Groundskeeper (non-certified); Mail Courier;
Plumber's Assistant; Warehouseperson; Warehouseperson/Food; Lead Custodian
- G-3 Carpenter; Groundskeeper (certified); Mechanic/Maintenance (non-certified);
Painter; Printer; Roofer; Preventive Maintenance Technician
- G-4 Electrician; Electronic Tech/Comp Repair; Electronic Tech/Copier/Typewriter;
Heating/Vent/Air Condition Tech; Mechanic/Maintenance (certified); Plumber;
Refrigeration/Heating/Cooling
- G-5 Master Plumbers; Electricians; HVAC

Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)

Schedule 09

CLOVIS MUNICIPAL SCHOOLS
Nurses
2009-2010

STEPS	BA		BA + 15	MA
0	30,200		30,804	37,000
1	30,210		30,814	37,500
2	31,025		31,646	38,000
3	31,510		32,140	38,500
4	31,910		32,548	39,000
5	32,510		33,160	39,500
6	32,710		33,364	40,000
7	32,910		33,568	40,500
8	33,038		33,699	41,000
9	33,217		33,881	41,500
10	33,961		34,640	42,000
11	34,731		35,426	42,500
12	34,750		35,445	43,000
13	35,760		36,475	43,500
14	37,510		38,260	44,000
15	38,130		38,893	44,500
16	38,523		39,293	45,000
17	43,899		44,777	45,500
18				46,000
19				46,500
20	43,899		44,777	47,000
21				48,000
22	47,053		47,994	49,000

1. This salary schedule is effective during the 2009-2010 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. New hires maximum hours and experience will be BA-00-10, MA-00-16
5. This salary schedule is for 187 days, 7.25 hours per day.

Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)

Schedule 10

CLOVIS MUNICIPAL SCHOOLS
Physical Therapy Assistant
Occupational Therapy Assistant
Apprentice Speech Therapist
2009-2010

STEPS	SALARY
0	31,828
1	32,464
2	33,883
3	33,302
4	33,355
5	33,407
6	33,459
7	33,512
8	33,669
9	33,826
10	33,930
11	34,035
12	34,140
13	34,716
14	35,344
15	36,025
16	36,653
17	37,282
18	37,937
19	38,611

1. This salary schedule is effective during the 2009-2010 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. Term of employment is for 183 days, 7.25 hours per day.
5. A minimum of ninety-one working days shall be counted as one year of experience in this district.
6. **There will not be step increases for FY 2009-2010**

Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)

Schedule 11

**CLOVIS MUNICIPAL SCHOOLS
RELATED SERVICE PROVIDERS
2009-2010**

Steps	MA	MA + 15	MA + 45/ED.S.
0	46,215	49,810	52,377
1	46,225	49,820	52,387
2	48,536	52,310	55,006
3	50,127	52,823	55,545
4	50,180	52,931	55,653
5	50,288	53,038	55,761
6	50,935	53,712	56,489
7	51,637	54,467	57,271
8	52,337	55,195	58,052
9	53,092	55,977	58,888
10	53,901	56,839	59,778
11	54,629	57,621	60,614
12	55,437	58,457	61,503
13	56,300	59,374	62,447
14	57,109	60,209	63,336
15	57,836	60,992	64,172
16	58,699	61,908	65,218
17	59,562	62,797	66,060
18	60,344	63,633	66,949
19	61,099	64,439	67,757
20	61,854	65,224	68,593
21	63,084	66,535	69,985

1. This salary schedule is effective during the 2009-2010 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. This salary schedule is for 188 days except as noted below; 8.00 hours per day.
5. This schedule includes: Audiologist, Diagnostician, Occupational Therapist, School Psychologist, Speech/Language Pathologist, Social Work
6. The Assistive Technologist will work 193 days.
7. Off-schedule: Audiologist

**Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)**

Schedule 12

**CLOVIS MUNICIPAL SCHOOLS
SECRETARIES
2009-2010**

STEPS	C1 12 12 months 8 hrs/day 2080	C2 12 12 months 8 hrs/day 2080	C2 205 205 days 8 hrs/day 1640	C3 12 12 months 8 hrs/day 2080	C3 205 205 days 8 hrs/day 1640	C3 185 185 days 8 hrs/day 1480	C3 125 12 months 5 hrs/day 1300
0	22526.40 10.83	20155.20 9.69	15891.60 9.69	18761.60 9.02	14792.80 9.02	13349.60 9.02	11726.00 9.02
1	22963.20 11.04	20571.20 9.89	16203.20 9.88	19177.60 9.22	15120.80 9.22	13645.60 9.22	11960.00 9.20
2	23420.80 11.26	20966.40 10.08	16531.20 10.08	19593.60 9.42	15448.80 9.42	13941.60 9.42	12207.00 9.39
3	23899.20 11.49	21382.40 10.28	16859.20 10.28	20030.40 9.63	15793.20 9.63	14252.40 9.63	12441.00 9.57
4	24377.60 11.72	21819.20 10.49	17203.60 10.49	20467.20 9.84	16137.60 9.84	14563.20 9.84	12701.00 9.77
5	24856.00 11.95	22256.00 10.70	17548.00 10.70	20924.80 10.06	16498.40 10.06	14888.80 10.06	12948.00 9.96
6	25355.20 12.19	22692.80 10.91	17892.40 10.91	21382.40 10.28	16859.20 10.28	15214.40 10.28	13208.00 10.16
7	25875.20 12.44	23150.40 11.13	18253.20 11.13	21860.80 10.51	17236.40 10.51	15554.80 10.51	13468.00 10.36
8	26374.40 12.68	23608.00 11.35	18614.00 11.35	22339.20 10.74	17613.60 10.74	15895.20 10.74	13741.00 10.57
9	26915.20 12.94	24086.40 11.58	18991.20 11.58	22817.60 10.97	17990.80 10.97	16235.60 10.97	14014.00 10.78
10	27456.00 13.20	24564.80 11.81	19368.40 11.81	23316.80 11.21	18384.40 11.21	16590.80 11.21	14300.00 11.00
11	27996.80 13.46	25064.00 12.05	19762.00 12.05	23836.80 11.46	18794.40 11.46	16960.80 11.46	14586.00 11.22
12	28558.40 13.73	25563.20 12.29	20155.60 12.29	24356.80 11.71	19204.40 11.71	17330.80 11.71	14872.00 11.44
13	29120.00 14.00	26083.20 12.54	20565.60 12.54	24897.60 11.97	19630.80 11.97	17715.60 11.97	15171.00 11.67
14	29702.40 14.28	26603.20 12.79	20975.60 12.79	25438.40 12.23	20057.20 12.23	18100.40 12.23	15470.00 11.90
15	30305.60 14.57	27123.20 13.04	21385.60 13.04	26000.00 12.50	20500.00 12.50	18500.00 12.50	15782.00 12.14
16	30908.80 14.86	27664.00 13.30	21812.00 13.30	26582.40 12.78	20959.20 12.78	18914.40 12.78	16094.00 12.38
17	31532.80 15.16	28225.60 13.57	22254.80 13.57	27164.80 13.06	21418.40 13.06	19328.80 13.06	16419.00 12.63

1. This salary schedule is effective during the 2009-2010 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.
4. **There will not be step increases for FY 2009-2010**

Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)
Revised: C2 205 Step 15 - Salary

**CLOVIS MUNICIPAL SCHOOLS
SECRETARIES**

JOB CLASSIFICATIONS

2009-2010

C-1	Secretary to the Executive Directors Secretary to the Chief Financial Officer Assistant Payroll Clerk Benefits Clerk Secretary to Maintenance Department Secretary/Bookkeeper to Student Support Services Secretary/Bookkeeper to Federal Programs Department Secretary to the Director of Operations Secretary to Student Support Services Accounts Payable Clerk	12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs.
C-2	High School Financial Secretary Secretary to Child Nutrition Department Secretary to Federal Programs Department Secretary to Purchasing Department Secretary/Registrar to Guidance Department/CHS Secretary to Information Technology Department Secretary to the High School Principal Secretary to Athletic Director/Director of Music Secretary to Director of Instruction Secretary to Lincoln-Jackson Family Center Medicaid Secretary Secretary to Instruction Records/File Clerk for Student Support Services Child Find Secretary	205 days 8 hr day, 1640 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 205 days 8 hr day, 1640 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs. 12 months 8 hr day, 2080 hrs.
C-3	Secretary to Assistant Principals at CHS Elementary Attendance Secretary Elementary Secretary CHS Freshman Academy/ Middle School Attendance Secretary CHS Freshman Academy/ Middle School Secretary Secretary/Attendance Office/CHS Secretary/Receptionist at CHS Secretary to Early Intervention Center Title I Home Liaison Receptionist to Central Office Receptionist to Guidance Office/CHS Secretary/Receptionist to Student Support Services	205 days 8 hr day, 1640 hrs. 185 days 8 hr day, 1480 hours 205 days 8 hr day, 1640 hrs. 185 days 8 hr day, 1480 hours 205 days 8 hr day, 1640 hrs. 205 days 8 hr day, 1640 hrs. 205 days 8 hr day, 1640 hrs. 205 days 8 hr day, 1640 hrs. 205 days 8 hr day, 1640 hrs. 205 days 8 hr day, 1640 hrs. 12 months 5 hr day, 1300 hrs. 205 days 8 hr day, 1640 hrs. 185 days 6 hr day, 1128 hrs.

Experience outside of the Clovis School System will be evaluated on a per job basis.

Ninety-one working days or more in the system constitutes one year of experience on the salary schedule.

Persons employed on this salary schedule will have benefits as stated in Board policy.

Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)

Schedule 13

**CLOVIS MUNICIPAL SCHOOLS
TECHNOLOGY SPECIALISTS SALARY SCHEDULE
2009-2010**

POSITIONS	STEPS	0	1	2	3	4	5	6	7	8	Length of Service
Technology Specialist I		20,620	21,651	22,734	23,816	24,899	25,981	26,291	26,806	27,322	222 days
Technology Specialist II		26,806	28,146	29,435	30,724	31,961	32,992	34,229	35,466	36,704	222 days
Technology Specialist III		37,116	38,972	40,261	41,549	42,271	43,044	43,818	44,333	44,849	222 days
Tech Specialist III (12 mo)		43,469	45,643	47,153	48,661	49,507	50,412	51,318	51,922	52,526	260 days
AV Tech		24148.80 11.61/hr.									260 days

National Certifications	
TS-II	TS-III
Apple	Apple
ACHDS	ACSA
ACPT	ACTC
ACDT	Cisco
Cisco	CCSP
CCNA	CCNP
CCDA	CCDP
MCP	CCIE
MCDST	MCP
MCAD	MCSA
Other	MCSE
A+	
Network +	

1. This salary schedule is effective during the 2009-2010 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. 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. Term of employment for Specialist I, II, III is 222 days, 8 hours per day.
6. Term of employment for Tech Specialist III (12 mo) is 260 days, 8 hours per day.
7. Initial placement may be on a probationary schedule of 3-6 months allowing for demonstration of Level Requirements.
- 8. There will not be step increases for FY 2009-2010.**
9. AV Tech employees will be paid on an hourly basis, annualized over 24 pay periods, for 260 days, 8 hours per day.

Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)

Schedule 14

**CLOVIS MUNICIPAL SCHOOLS
Non-Certified/Classified Supervisors
2009-2010**

LANE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
1	49,187	49,877	50,832	52,318	53,379	54,440	55,502	56,563	57,624	58,673
2	58,673	59,183	59,693	60,204	60,714	61,224	61,734	62,245	62,755	63,775
3	64,285	65,612	66,428	67,653	68,775	70,000	71,224	72,448	73,571	75,101
4	71,938	72,448	72,959	73,469	73,979	75,000	76,020	77,040	79,081	80,612

1. This salary schedule is effective during the 2009-2010 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. **There will not be step increases for FY 2009-2010**

NON-CERTIFIED/CLASSIFIED SUPERVISORS SALARY SCHEDULE

- | | | |
|---|---|--|
| 1 | Technology Coordinator (260)
Coordinator of Custodial Services/Facilities (260)
Energy Manager (260)
IM Systems Specialist (260) | Coordinator of Purchasing (260)
Coordinator of Physical Plant (260)
Construction/Safety Coordinator (260)
Information Systems Coordinator (260) |
| 2 | Supervisor of Finance Department (260) | |
| 3 | Supervisor of Child Nutrition (260) | |
| 4 | Director of Athletics (260)
Chief Technology Officer (260) | Director of Operations (260) |

Approved: May 26, 2009
Revised: May 29, 2009 (job titles only)

Schedule 15

CLOVIS MUNICIPAL SCHOOLS
INCREMENT SCHEDULE 2009-2010

Daily rates for extended time will be calculated at the rate of \$143.00 per day for returning certified employees, extended time before 1998-1999, and for new certified employees coming to the district.

Daily rates for Head Coaches, Head Music Directors, Secondary Librarians, and certain staff not on extended time prior to 1999 are calculated on the 2005-06 Instructional Salary Schedule rates.

CLOVIS HIGH SCHOOL INCREMENTS	AMOUNT	plus	EXTENDED TIME
Head Football Coach	4,839		40 days
Football Assistant	1,760		15 days
Head Boys Basketball Coach	4,839		40 days
JV Boys Basketball Coach	1,760		3 days
Boys Varsity Basketball Assistant	1,760		10 days
Sophomore Boys Basketball Coach	1,760		3 days
Head Girls Basketball Coach	4,839		40 days
Girls Varsity Basketball Assistant	1,760		10 days
Sophomore Girls Basketball	1,760		3 days
JV Girls Basketball Coach	1,760		3 days
Head Boys Soccer Coach	3,519		10 days
Boys Assistant Soccer Coach	1,760		5 days
Head Girls Soccer Coach	3,519		10 days
Girls Assistant Soccer Coach	1,760		5 days
Athletic Trainer	7,500		20 days
Head Volleyball Coach	3,519		10 days
Volleyball Assistant	1,760		5 days
Cross Country Boys & Girls Coach	2,640		5 days
Cross Country Assistant	1,760		5 days
Head Baseball Coach	2,640		10 days
Baseball Assistant	1,760		3 days
Head Softball Coach, Girls	2,640		10 days
Assistant Softball Coach	1,760		3 days
Weights/Off-season Football	1,760		
Strength Coach	1,760		
Girls Head Golf Coach	2,640		
Boys Head Golf Coach	2,640		
Girls Head Tennis Coach	2,640		
Boys Head Tennis Coach	2,640		
Golf Assistant	1,760		
Head Boys Track Coach	2,640		
Boys Track Assistant	1,760		
Head Girls Track Coach	2,640		
Girls Track Assistant	1,760		
Swimming Coach	3,960		
Assistant Swimming Coach	2,640		
Cheerleader Sponsor	3,500		5 days
Student Council Sponsor	660		5 days
Drill Team Sponsor	1,760		5 days
Band Director	5,279		20 days
Assistant Band Director	2,640		20 days
Vocal Music Director	3,299		10 days
Boiler Room Assistant			5 days
Drama Sponsor	550		
Mock Trial	660		
Department Chairperson - English	1,760		
Department Chairperson - Science	1,760		
Department Chairperson - Math	1,760		
Department Chairperson - Modern Language	1,760		
Department Chairperson - Social Studies	1,760		
Department Chairperson - Special Education	1,760		
Secondary Librarian			5 days
Plainsman Sponsor	550		
Vocational Business Cooperative			5 days
Ag Teacher	2,640		20 days

**CLOVIS MUNICIPAL SCHOOLS
INCREMENT SCHEDULE 2009-2010**

	AMOUNT	plus	EXTENDED TIME
Color Guard Specialist	1,760		
Assistant Choral Director	1,760		
Purple Press Sponsor	550		
Senior Class Sponsor	110		
Junior Class Sponsor	330		
Sophomore Class Sponsor	220		
ROTC Drill Team	1,760		
CLOVIS HIGH SCHOOL FRESHMAN ACADEMY INCREMENTS			
	Remarks		
Freshman Department Head	800		
Freshman Team Leader	800		
Athletic Coordinator	1,500		10 days
Coach	1,250	per sport	
Band	2,640		15 days
Choral	1,100		
Freshman: 2 football, 1 boy-1girl basketball, 1 volleyball	1,250		
Coaches of Freshman football and volleyball only			5 days
Freshman Campus Piano Accompanist	3,000		Maximum
Secondary Librarian			5 days
MIDDLE SCHOOL INCREMENTS			
	Remarks		
Middle School Department Head	800		
Middle School Team Leader	800		
Athletic Coordinator	1,250		10 days
Coach	1,000	per sport	
Band	2,640		15 days
Choral	1,100		
Coaches of 8th grade football and volleyball only			5 days
Middle School Piano Accompanists	3,000		Maximum
Secondary Librarian			5 days
MISCELLANEOUS INCREMENT AND TRAVEL			
Travel for Central Office Personnel	200		
Travel for School Site Personnel	250		
Travel to 2 School sites	400		
Travel to 3 School sites	500		
Travel to 4 School sites	600		
Travel throughout the entire district	1,000		
Travel to Ranchvale for 183 days	800		
Travel to Ranchvale for Food Service	160		
Mileage other than to Ranchvale	0.32		per mile
(Mileage & Per Diem according to Rule 95-1 Regulations Governing The Per Diem and Mileage Act.)			
Commercial Drivers License (CDL)	250		each
Recruitment Stipend	2,500		
Bilingually endorsed teachers in a bilingual setting.	2,000		each
Elementary School Teacher Leader	1,500		
Industrial Certifications	250		each
N.B.P.T.S. Certification	Per Annual Legislative Allocation		
Clerk for Board of Education	3,500		

Special Education Teachers who complete the first year of employment will be given, at the end of the year, paid from Federal funds 500
 Special Education Teachers who complete two years or more in this district will be given, at the end of the year, paid from Federal funds 1000
 Substitute teachers who have a BA or higher degree will be paid at \$70 a day, \$60 if non-degreed.
 Substitutes for support personnel will be paid at the current minimum hourly wage.