

**CLOVIS MUNICIPAL SCHOOLS  
SALARY SCHEDULES  
2011-2012**

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Schedule 00

CLOVIS MUNICIPAL SCHOOLS  
EMPLOYEE CALENDAR  
2011-2012

Position	Start Date	End Date	Hrs/day	Holidays	Contract	1st Paycheck on:
12-month employees	July 1	June 30	8	Calendar	12 months	July 15
Assistive Technologist	August 8	May 31	8	Calendar	189 days	August 15
CHS-Receptionist/Secretary/Guidance	July 21	June 1	8	Off 7/22	201 days	July 29
COTA/CPTA/ASL	August 15	May 23	7.25	Off 7/22	179 days	August 30
Counselor, Elementary	August 10	May 25	8	Calendar	184 days	August 30
Counselor, CHS Freshman Academy/Middle S	July 21	June 8	8	Off 7/22	206 days	July 29
Counselor, Secondary	July 21	June 1	8	Off 7/22	201 days	July 29
Educational Assistants	August 15	May 23	7.25	Calendar	179 days	August 30
Educational Assistants, ISS	August 15	May 23	7.25	Calendar	179 days	August 30
Educational Asst., Computer Lab	August 15	May 23	7.25	Calendar	179 days	August 30
Educational Asst., Security Guard	August 17	May 23	7.25	Calendar	177 days	August 30
Elementary Media Specialist	August 11	May 25	7.25	Calendar	183 days	August 30
Child Nutrition Employees	August 19	May 23	4, 6, 8	Off 1/2	174 days	August 30
Instructional Coach	August 15	May 23	7.25	Calendar	179 days	August 30
Interpreter	August 22	May 23	7.25	Off 1/2, 1/3	172 days	August 30
Librarian, CHS	August 15	May 23	7.25	Calendar	179 days	August 30
Librarian, ELEM, MS, CHSFA	August 15	May 23	7.25	Calendar	179 days	August 30
Nurses	August 8	May 25	7.25	Off 8/11, 8/12, 4/23	183 days	August 30
Principal, Elementary	July 21	June 1	8	Off 7/22	201 days	July 29
Principals, Mid & Sec; Asst's, EPPS Coord/Mus	July 21	June 8	8	Off 7/22	206 days	July 29
Secretary, Attendance	August 11	May 25	8	Off 1/2, 1/3	181 days	August 15
Secretary, Choices/CHS Finance	July 21	June 1	8	Off 7/22	201 days	July 29
Secretary, Elementary/Title I Home Liaison	July 21	June 1	8	Off 7/22	201 days	July 29
Secretary, CHSFA/Middle School	July 21	June 1	8	Off 7/22	201 days	July 29
SLP/Social Worker/Psychologist/Diag.	August 10	May 25	8	Calendar	184 days	August 30
Special Education Liaison	August 15	May 23	7.25	Calendar	179 days	August 30
Teacher	August 15	May 23	7.25	Calendar (plus pre-service orientation days for new	179 days	August 30
Technology Specialist	July 11	June 13	8	Calendar	218 days	July 15
Title I Family Service Specialist	August 10	May 25	8	Calendar	184 days	August 30

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 31, 2011

**CLOVIS MUNICIPAL SCHOOLS  
ADMINISTRATIVE  
2011-2012**

**Schedule 01**

LANE STEP	R1 206 Day	R1A 206 Day	R2 206 Day	R2A 206 Day	R2M 12 Month	R2MA 12 Month	R3 201 Day	R3A 201 Day	R3D 206 Day	R3DA 206 Day
0	57,555	1,118	62,560	1,215	62,794	981	63,031	1,254	63,061	1,224
1	58,056	1,127	63,061	1,224	63,296	989	64,332	1,280	64,362	1,250
2	58,556	1,137	63,561	1,234	63,798	997	65,132	1,296	65,163	1,265
3	59,057	1,147	64,062	1,244	64,301	1,005	66,333	1,320	66,364	1,289
4	59,558	1,156	64,562	1,254	64,803	1,013	67,433	1,342	67,465	1,310
5	60,058	1,166	65,063	1,263	65,306	1,020	68,634	1,366	68,667	1,333
6	60,558	1,176	65,563	1,273	65,808	1,028	69,834	1,390	69,867	1,357
7	61,059	1,186	66,063	1,283	66,310	1,036	71,034	1,414	71,068	1,380
8	61,560	1,195	66,705	1,295	66,954	1,046	72,135	1,436	72,170	1,401
9	62,560	1,215	67,686	1,314	67,938	1,062	73,636	1,465	73,671	1,430

LANE STEP	R4 206 Day	R4A 206 Day	R5 12 Month	R5A 12 Month	R6 12 Month	R6A 12 Month	R7 12 Month	R7A 12 Month
0	70,067	1,361	70,831	1,107	74,348	1,162	80,376	1,256
1	70,568	1,370	71,333	1,115	75,353	1,177	81,380	1,272
2	71,068	1,380	71,837	1,122	76,860	1,201	82,888	1,295
3	71,569	1,390	72,339	1,130	78,367	1,224	84,395	1,319
4	72,070	1,399	72,841	1,138	79,874	1,248	85,902	1,342
5	73,070	1,419	73,846	1,154	81,380	1,272	87,560	1,368
6	74,072	1,438	74,850	1,170	82,486	1,289	88,917	1,389
7	75,072	1,458	75,855	1,185	83,591	1,306	91,428	1,429
8	76,074	1,477	77,864	1,217	84,697	1,323	92,433	1,444
9	77,575	1,506	79,372	1,240	85,801	1,341	94,101	1,470

1. This salary schedule is effective during the 2011-2012 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. All employees hired after July 1, 2011 will be paid from the R1,R 2, R2M, R3, R3D, R4, R5, R6, and R7 columns.
5. Employees hired prior to July 1, 2011 will be paid from the two consecutive columns, for example: R1 + R1A.
6. **There will not be step increases or salary increases for FY 2011-2012**

**Approved: May 31, 2011**

**CLOVIS MUNICIPAL SCHOOLS  
ADMINISTRATIVE  
2011-2012**

1	Middle School Assistant Principal (206) 21st CCLC Program Coordinator (206)	CHS Freshman Academy Assistant Principal (206)
2	High School Assistant Principal (206)	EPSS/IRC Coordinator (206)
2M	Early Childhood Coordinator (12 month) Assistant Director of Student Support (12 month)	Coordinator of Early Intervention (12 month)
3	Elementary Principal (201)	
3D	Director of Music Instruction (206)	
4	CHS Freshman Academy Principal (206)	Middle School Principal (206)
5	Director of Instruction (12 month) Director of Federal Programs (12 month)	Director of Personnel Services (12 month)
6	Executive Director of Student Support Services (12 month)	
7	Executive Director of Personnel (12 month)	High School Principal (12 month)
	<b>Off Schedule:</b> Superintendent (12 month); Deputy Superintendents (12 month)	

**Approved: May 31, 2011**

**CLOVIS MUNICIPAL SCHOOLS  
DISTRICT NON-CERTIFIED SPECIALISTS**

**Schedule 02**

**2011-2012**

	<b>E1</b>	<b>E1A</b>	<b>E2</b>	<b>E2A</b>	<b>E3</b>	<b>E3A</b>	<b>E4</b>	<b>E4A</b>	<b>E5</b>	<b>E5A</b>
<b>0</b>	29,538.46	461.54	29,538.46	461.54	29,538.46	461.54	48,430.28	756.72	39,179.49	820.51
<b>1</b>	30,030.77	469.23	31,507.69	492.31	31,507.69	492.31	49,230.77	769.23	41,138.46	861.54
<b>2</b>	30,523.08	476.92	32,492.31	507.69	33,476.92	523.08	52,557.78	821.22	43,097.44	902.56
<b>3</b>	31,507.69	492.31	34,461.54	538.46	35,446.15	553.85	52,557.78	821.22	45,056.41	943.59
<b>4</b>	32,492.31	507.69	36,430.77	569.23	37,415.38	584.62	52,557.78	821.22	47,015.38	984.62
<b>5</b>	33,476.92	523.08	37,415.38	584.62	38,400.00	600.00	55,138.46	861.54	47,509.34	994.96
<b>6</b>	34,461.54	538.46	38,537.85	602.15	39,384.62	615.38	56,123.08	876.92	47,994.87	1,005.13
<b>7</b>	35,446.15	553.85	38,537.85	602.15	40,369.23	630.77	57,107.69	892.31	48,974.36	1,025.64
<b>8</b>	36,430.77	569.23	38,537.85	602.15	40,369.23	630.77	57,770.34	902.66	49,953.85	1,046.15
<b>9</b>	37,415.38	584.62	38,537.85	602.15					50,933.33	1,066.67
<b>10</b>	38,400.00	600.00	38,537.85	602.15					51,912.82	1,087.18
<b>11</b>	39,384.62	615.38	38,537.85	602.15					52,892.31	1,107.69
<b>12</b>	40,312.62	629.88	38,537.85	602.15					53,871.79	1,128.21
<b>13</b>	40,312.62	629.88	38,537.85	602.15					54,851.28	1,148.72
<b>14</b>	40,312.62	629.88	38,537.85	602.15					55,830.77	1,169.23
<b>15</b>	40,312.62	629.88	38,537.85	602.15					56,810.26	1,189.74
<b>16</b>	40,312.62	629.88	38,537.85	602.15					57,469.45	1,203.55
<b>17</b>	40,312.62	629.88	38,537.85	602.15						
<b>18</b>	40,312.62	629.88	38,537.85	602.15						
<b>19</b>	40,312.62	629.88	38,537.85	602.15						
<b>20</b>	40,369.23	630.77	40,369.23	630.77						

1. This salary schedule is effective during the 2011-2012 School Year ONLY.
2. Salary will be paid in 24 equal payments.
3. Salary will be determined on individual basis.
4. All employees hired after July 1, 2011 will be paid from the E1, E2, E3, E4, and E5 columns ONLY.
5. Employees hired prior to July 1, 2011 will be paid from the two consecutive columns, for example E1 + E1A.
- 6. There will not be step increases or salary increases for FY 2011-2012**

- E1 Executive Assistant to the Superintendent (12 Month)
- E2 Comptroller (12 Month)
- E3 Executive Assistant to the Supervisor of Child Nutrition (12 Month)
- E4 IM Systems Specialist (12 Month)  
Energy Manager (12 Month)  
Construction/Safety Coordinator (12 Month)
- E5 Instructional Technology Coordinator (191 Day)

**CLOVIS MUNICIPAL SCHOOLS  
EDUCATIONAL ASSISTANTS  
2011-2012**

**Schedule 03**

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

STEPS	HS/GED 179 Days 7.25 hrs/day 1297.75		60 Hrs 179 Days 7.25 hrs/day 1297.75		BA Degree 179 Days 7.25 hrs/day 1297.75		Choral 181 Days 8 hrs/day 1448		Sec. Guard 177 Days 7.25 hrs/day 1283.25	
	A1	A1A	A2	A2A	A3	A3A	A4	A4A	P0	POA
0	12,717.95 9.80	284.20 9.80	12,912.61 9.95	288.55 9.95	13,185.14 10.16	294.64 10.16	17,839.36 12.32	394.24 12.32	13,178.98 10.27	297.83 10.27
1	12,756.88 9.83	285.07 9.83	13,029.41 10.04	291.16 10.04	13,639.35 10.51	304.79 10.51	18,751.60 12.95	414.40 12.95	13,563.95 10.57	306.53 10.57
2	12,886.66 9.93	287.97 9.93	13,301.94 10.25	297.25 10.25	14,106.54 10.87	315.23 10.87	19,707.28 13.61	435.52 13.61	13,974.59 10.89	315.81 10.89
3	13,029.41 10.04	291.16 10.04	13,561.49 10.45	303.05 10.45	14,573.73 11.23	325.67 11.23	20,720.88 14.31	457.92 14.31	14,398.07 11.22	325.38 11.22
4	13,146.21 10.13	293.77 10.13	13,834.02 10.66	309.14 10.66	15,079.86 11.62	336.98 11.62	21,777.92 15.04	481.28 15.04	14,821.54 11.55	334.95 11.55
5	13,275.98 10.23	296.67 10.23	14,106.54 10.87	315.23 10.87	15,585.98 12.01	348.29 12.01	22,892.88 15.81	505.92 15.81	15,270.68 11.90	345.10 11.90
6	13,405.76 10.33	299.57 10.33	14,392.05 11.09	321.61 11.09	16,663.11 12.84	372.36 12.84	24,065.76 16.62	531.84 16.62	15,732.65 12.26	355.54 12.26
7	13,548.51 10.44	302.76 10.44	14,677.55 11.31	327.99 11.31	17,234.12 13.28	385.12 13.28	25,296.56 17.47	559.04 17.47	16,194.62 12.62	365.98 12.62
8	13,678.29 10.54	305.66 10.54	14,976.04 11.54	334.66 11.54	17,818.11 13.73	398.17 13.73	26,585.28 18.36	587.52 18.36	16,682.25 13.00	377.00 13.00
9	13,821.04 10.65	308.85 10.65	15,274.52 11.77	341.33 11.77	18,415.07 14.19	411.51 14.19	27,946.40 19.30	617.60 19.30	17,182.72 13.39	388.31 13.39
10	13,950.81 10.75	311.75 10.75	15,573.00 12.00	348.00 12.00	19,050.97 14.68	425.72 14.68	29,379.92 20.29	649.28 20.29	17,696.02 13.79	399.91 13.79
11	14,093.57 10.86	314.94 10.86	15,884.46 12.24	354.96 12.24	19,699.85 15.18	440.22 15.18	30,885.84 21.33	682.56 21.33	18,234.98 14.21	412.09 14.21
12	14,236.32 10.97	318.13 10.97	16,208.90 12.49	362.21 12.49	19,803.67 15.26	442.54 15.26	32,464.16 22.42	717.44 22.42	18,786.78 14.64	424.56 14.64

**CLOVIS MUNICIPAL SCHOOLS  
EDUCATIONAL ASSISTANTS  
2011-2012**

**Schedule 03 Continued**

STEPS	Para 60 Hrs 179 Days 7.25 hrs/day 1297.75		Para BA Deg 179 Days 7.25 hrs/day 1297.75		Media Spec. 183 days 7.25 hrs/day 1326.75		Media Spec. 183 days 7.25 hrs/day 1326.75	
	P1	P1A	P2	P2A	Elb	ElbA	Elb BA	Elb BAA
0	13,327.89 10.27	297.83 10.27	13,717.22 10.57	306.53 10.57	13,625.72 10.27	297.83 10.27	16,345.56 12.32	357.28 12.32
1	13,717.22 10.57	306.53 10.57	14,132.50 10.89	315.81 10.89	14,116.62 10.64	308.56 10.64	17,062.01 12.86	372.94 12.86
2	14,132.50 10.89	315.81 10.89	14,560.76 11.22	325.38 11.22	14,620.79 11.02	319.58 11.02	17,818.25 13.43	389.47 13.43
3	14,560.76 11.22	325.38 11.22	14,989.01 11.55	334.95 11.55	15,151.49 11.42	331.18 11.42	18,601.04 14.02	406.58 14.02
4	14,989.01 11.55	334.95 11.55	15,443.23 11.90	345.10 11.90	15,695.45 11.83	343.07 11.83	19,423.62 14.64	424.56 14.64
5	15,443.23 11.90	345.10 11.90	15,910.42 12.26	355.54 12.26	16,345.56 12.32	357.28 12.32	20,272.74 15.28	443.12 15.28
6	15,910.42 12.26	355.54 12.26	16,377.61 12.62	365.98 12.62	16,836.46 12.69	368.01 12.69	21,161.66 15.95	462.55 15.95
7	16,377.61 12.62	365.98 12.62	16,870.75 13.00	377.00 13.00	17,446.76 13.15	381.35 13.15	22,090.39 16.65	482.85 16.65
8	16,870.75 13.00	377.00 13.00	17,376.87 13.39	388.31 13.39	18,070.34 13.62	394.98 13.62	23,058.92 17.38	504.02 17.38
9	17,376.87 13.39	388.31 13.39	17,895.97 13.79	399.91 13.79	18,720.44 14.11	409.19 14.11	24,080.51 18.15	526.35 18.15
10	17,895.97 13.79	399.91 13.79	18,441.03 14.21	412.09 14.21	19,397.09 14.62	423.98 14.62	25,141.91 18.95	549.55 18.95
11	18,441.03 14.21	412.09 14.21	18,999.06 14.64	424.56 14.64	20,100.26 15.15	439.35 15.15	26,243.12 19.78	573.62 19.78
12	18,999.06 14.64	424.56 14.64	19,557.09 15.07	437.03 15.07	20,816.71 15.69	455.01 15.69	27,397.39 20.65	598.85 20.65

1. This salary schedule is effective during the 2011-2012 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 hired after July 1, 2011 will be paid from the A1, A2, A3, A4, P0, P1, P2, Elb, and ElbBA columns ONLY.
5. Employees hired prior to July 1, 2011 will be paid from the two consecutive columns, for example: A1 + A1A.
6. **There will not be step increases or salary increases for FY 2011-2012**

Approved: May 31, 2011

**CLOVIS MUNICIPAL SCHOOLS  
CHILD NUTRITION**

**Schedule 04**

**2011-2012**

Steps	G14 174 Days; 4 hrs/day 696		G14A		G24 174 Days; 4 hrs/day 696		G24A		G16 174 Days; 6 hrs/day 1044		G16A	
00	5,568.00	8.00	128.00	8.00	5,630.64	8.09	129.44	8.09	8,352.00	8.00	192.00	8.00
01	5,609.76	8.06	128.96	8.06	5,755.92	8.27	132.32	8.27	8,414.64	8.06	193.44	8.06
02	5,728.08	8.23	131.68	8.23	5,888.16	8.46	135.36	8.46	8,592.12	8.23	197.52	8.23
03	5,860.32	8.42	134.72	8.42	6,041.28	8.68	138.88	8.68	8,790.48	8.42	202.08	8.42
04	5,985.60	8.60	137.60	8.60	6,152.64	8.84	141.44	8.84	8,978.40	8.60	206.40	8.60
05	6,110.88	8.78	140.48	8.78	6,277.92	9.02	144.32	9.02	9,166.32	8.78	210.72	8.78
06	6,257.04	8.99	143.84	8.99	6,417.12	9.22	147.52	9.22	9,385.56	8.99	215.76	8.99
07	6,417.12	9.22	147.52	9.22	6,549.36	9.41	150.56	9.41	9,625.68	9.22	221.28	9.22
08	6,507.60	9.35	149.60	9.35	6,688.56	9.61	153.76	9.61	9,761.40	9.35	224.40	9.35
09	6,632.88	9.53	152.48	9.53	6,765.12	9.72	155.52	9.72	9,949.32	9.53	228.72	9.53
10	6,758.16	9.71	155.36	9.71	6,918.24	9.94	159.04	9.94	10,137.24	9.71	233.04	9.71
11	6,862.56	9.86	157.76	9.86	7,015.68	10.08	161.28	10.08	10,293.84	9.86	236.64	9.86
12	7,001.76	10.06	160.96	10.06	7,175.76	10.31	164.96	10.31	10,502.64	10.06	241.44	10.06
13	7,106.16	10.21	163.36	10.21	7,259.28	10.43	166.88	10.43	10,659.24	10.21	245.04	10.21
14	7,224.48	10.38	166.08	10.38	7,405.44	10.64	170.24	10.64	10,836.72	10.38	249.12	10.38
15	7,349.76	10.56	168.96	10.56	7,544.64	10.84	173.44	10.84	11,024.64	10.56	253.44	10.56
Steps	G26 174 Days; 6 hrs/day 1044		G26A		NMGR 174 Days; 8 hrs/day 1392		NMGR A		CMGR 174 Days; 8 hrs/day 1392		CMGR A	
00	8,445.96	8.09	194.16	8.09	14,950.08	10.74	343.68	10.74	16,425.60	11.80	377.60	11.80
01	8,633.88	8.27	198.48	8.27	15,785.28	11.34	362.88	11.34	17,260.80	12.40	396.80	12.40
02	8,832.24	8.46	203.04	8.46	16,021.92	11.51	368.32	11.51	17,650.56	12.68	405.76	12.68
03	9,061.92	8.68	208.32	8.68	16,342.08	11.74	375.68	11.74	17,873.28	12.84	410.88	12.84
04	9,228.96	8.84	212.16	8.84	16,871.04	12.12	387.84	12.12	18,360.48	13.19	422.08	13.19
05	9,416.88	9.02	216.48	9.02	17,246.88	12.39	396.48	12.39	18,722.40	13.45	430.40	13.45
06	9,625.68	9.22	221.28	9.22	17,636.64	12.67	405.44	12.67	19,112.16	13.73	439.36	13.73
07	9,824.04	9.41	225.84	9.41	18,026.40	12.95	414.40	12.95	19,488.00	14.00	448.00	14.00
08	10,032.84	9.61	230.64	9.61	18,402.24	13.22	423.04	13.22	19,877.76	14.28	456.96	14.28
09	10,147.68	9.72	233.28	9.72	18,792.00	13.50	432.00	13.50	20,295.36	14.58	466.56	14.58
10	10,377.36	9.94	238.56	9.94	19,195.68	13.79	441.28	13.79	20,671.20	14.85	475.20	14.85
11	10,523.52	10.08	241.92	10.08	20,197.92	14.51	464.32	14.51	21,687.36	15.58	498.56	15.58
12	10,763.64	10.31	247.44	10.31					22,077.12	15.86	507.52	15.86
13	10,888.92	10.43	250.32	10.43								
14	11,108.16	10.64	255.36	10.64								
15	11,316.96	10.84	260.16	10.84								

1. This salary schedule is effective during the 2011-2012 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. This salary schedule is for 172 days.
5. All employees hired after July 1, 2011 will be paid from the G14, G24, G16, G26, NMGR, and CMGR columns ONLY.
6. Employees hired prior to July 1, 2011 will be paid from the two consecutive columns, for example: G14 + G14A.
7. **There will not be step increases for FY 2011-2012**

**Approved: May 31, 2011**

Schedule 05

**CLOVIS MUNICIPAL SCHOOLS  
GUIDANCE COUNSELORS  
2011-2012**

STEPS	Head CHS Counselor	Head CHS A	Freshman/ Middle Counselor	Freshman/ Middle A	Secondary Counselor	Secondary Counselor A	Elementary Counselor	Elementary Counselor A
	12 month		206 Day		201 Day		184 Day	
0	56,102	877	55,914	1,086	51,966	1,034	47,659	1,036
1	56,112	877	55,924	1,086	51,976	1,034	47,669	1,036
2	56,122	877	55,934	1,086	51,985	1,035	47,679	1,036
3	56,132	877	55,944	1,086	51,995	1,035	47,688	1,037
4	57,239	894	56,925	1,105	52,976	1,054	48,637	1,057
5	57,951	905	57,906	1,124	53,956	1,074	49,243	1,070
6	59,111	924	58,887	1,143	54,937	1,093	49,479	1,076
7	60,879	951	59,868	1,162	55,427	1,103	52,458	1,140
8	62,066	970	60,848	1,182	55,976	1,114	53,511	1,163
9	63,279	989	61,829	1,201	57,133	1,137	54,565	1,186
10	64,387	1,006	62,202	1,208	59,389	1,182	55,118	1,198
11	68,123	1,064	65,165	1,265	63,188	1,257	57,177	1,243
12	68,132	1,065	65,174	1,266	63,197	1,258	57,187	1,243
13	68,142	1,065	65,184	1,266	63,207	1,258	57,197	1,243

1. This salary schedule is effective during the 2011-2012 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.
5. Job class codes included in this salary schedule: 1214.
6. All employees hired after July 1, 2011 will be paid from the Head CHS, Freshman/Middle, Secondary, and Elementary Counselor Columns.
7. Employees hired prior to July 1, 2011 will be paid from the two consecutive columns, for example Head CHS Counselor + Head CHS A.

Approved: May 31, 2011

**CLOVIS MUNICIPAL SCHOOLS  
INSTRUCTIONAL**

2011-2012

Schedule 06

STEPS	BA				BA+15				BA+45			
	Level I	A1	Level II	A2	Level I	A3	Level II	A4	Level I	A5	Level II	A6
0	31,301	699	40,104	896	31,790	710	40,299	901	32,034	716	41,327	923
1	31,310	700	40,114	896	31,799	711	40,309	901	32,044	716	41,336	924
2	31,320	700	40,123	897	31,809	711	40,319	901	32,054	716	41,346	924
3	31,330	700	40,368	902	31,819	711	40,612	908	32,063	717	41,591	929
4	31,629	707	40,612	908	32,277	721	41,102	918	32,480	726	41,835	935
5	32,262	721	40,647	908	32,480	726	42,297	945	32,582	728	42,324	946
6	32,364	723	40,671	909	32,684	730	42,322	946	32,785	733	42,373	947
7	32,569	728	40,696	909	32,887	735	42,348	946	32,989	737	42,424	948
8	32,773	732	40,720	910	33,040	738	42,373	947	33,141	741	42,449	949
9	32,782	733	40,745	910	33,192	742	42,399	947	33,599	751	42,475	949
10			40,769	911	33,345	745	42,424	948	34,006	760	42,500	950
11			40,784	911	33,497	749	42,475	949	34,210	764	42,526	950
12			40,813	912	33,507	749	42,500	950	34,413	769	42,551	951
13			40,837	913	33,517	749	42,526	950	34,616	774	42,602	952
14			40,862	913	33,527	749	42,577	951	34,820	778	42,653	953
15			40,886	914	33,537	749	42,602	952	35,227	787	42,678	954
16			40,911	914	33,546	750	42,627	953	35,532	794	42,704	954
17			40,935	915	33,546	750	42,643	953	36,336	812	42,719	955
18			40,984	916			42,674	954			42,751	955
19			40,984	916			42,700	954			42,776	956
20			40,984	916			42,725	955			42,805	957
21			40,984	916			42,751	955			43,615	975
22			42,451	949			42,827	957			43,615	975
23			42,451	949			44,149	987			47,684	1,066
24							45,924	1,026			50,584	1,130

**CLOVIS MUNICIPAL SCHOOLS  
INSTRUCTIONAL**

2011-2012

Schedule 06 Continued

STEPS	MA				MA+15				MA+45 or ED SP			
	Level II	A7	Level III	A8	Level II	A9	Level III	A10	Level II	A11	Level III	A12
0	42,549	951	50,000	0	43,527	973	50,000	500	44,505	995	50,000	500
1	42,559	951	50,000	10	43,537	973	50,000	510	44,515	995	50,000	510
2	42,569	951	50,000	20	43,547	973	50,000	520	44,525	995	50,000	520
3	42,579	951	50,000	30	43,557	973	50,000	770	44,535	995	50,000	530
4	43,068	962	50,000	130	44,046	984	50,000	1,020	45,024	1,006	50,000	1,030
5	43,557	973	50,000	230	44,535	995	50,149	1,121	45,513	1,017	50,404	1,126
6	44,046	984	50,000	330	45,024	1,006	50,394	1,126	46,002	1,028	50,893	1,137
7	44,535	995	50,000	430	45,513	1,017	50,638	1,132	46,491	1,039	51,382	1,148
8	45,024	1,006	50,000	530	46,002	1,028	50,883	1,137	46,980	1,050	51,871	1,159
9	45,513	1,017	50,000	630	46,491	1,039	51,127	1,143	47,469	1,061	52,360	1,170
10	46,002	1,028	50,000	780	46,980	1,050	51,382	1,148	47,958	1,072	52,849	1,181
11	46,491	1,039	50,000	1,030	47,469	1,061	51,871	1,159	48,447	1,083	53,338	1,192
12	46,980	1,050	50,404	1,126	47,958	1,072	52,360	1,170	49,915	1,115	53,827	1,203
13	47,469	1,061	50,893	1,137	48,447	1,083	52,849	1,181	50,404	1,126	54,316	1,214
14	47,958	1,072	51,382	1,148	48,936	1,094	53,338	1,192	50,893	1,137	54,805	1,225
15	48,447	1,083	51,871	1,159	49,426	1,104	53,827	1,203	51,382	1,148	55,294	1,236
16	48,936	1,094	52,360	1,170	49,915	1,115	54,316	1,214	51,871	1,159	55,783	1,247
17	49,416	1,104	52,839	1,181	50,394	1,126	54,796	1,224	52,350	1,170	57,221	1,279
18	49,895	1,115	53,798	1,202	51,842	1,158	55,754	1,246	53,798	1,202	57,710	1,290
19	50,863	1,137	54,287	1,213	52,331	1,169	56,243	1,257	54,287	1,213	58,199	1,301
20	51,352	1,148	54,776	1,224	53,798	1,202	56,732	1,268	54,776	1,224	58,689	1,311
21	51,842	1,158	55,265	1,235	53,798	1,202	57,221	1,279			58,689	1,311
22	51,842	1,158	55,265	1,235	53,798	1,202	57,221	1,279			58,689	1,311
23	51,842	1,158	55,265	1,235			57,221	1,279			58,689	1,311
24	52,084	1,164	55,265	1,235			57,221	1,279				

1. This salary schedule is effective during the 2011-2012 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 plus the BA+45, A5 column.
5. Level I teachers who have a MA+15 Degree will be paid from the BA+45, level I Column plus the BA+45, A5 column, plus \$100.
6. Level I teachers who have a MA+45 Degree will be paid from the BA+45, level I Column plus the BA+45, A5 column, plus \$200.
7. Level III teachers who have less than a MA Degree will be paid \$50,000, plus \$10 per year of granted experience.
8. Job class codes included in this salary schedule: 1411, 1412, 1413, 1414, 1415, 1416, 1211, 1212.
9. All employees hired after July 1, 2011 will be paid from the BA, BA+15, BA+45, MA, MA+15, MA+45 Level I, II, and III columns ONLY.
10. Employees hired prior to July 1, 2011 will be paid from the two consecutive columns, for example: BA, Level I + BA, A1.

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.

Approved: May 31, 2011

**CLOVIS MUNICIPAL SCHOOLS  
INSTRUCTIONAL  
2011-2012**

**Schedule 06 Continued**

1. The amount of out of district experience that will be allowed, for those new to the district, is limited to:  
BA-00- Level I-9, BA-00-Level 2 -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, 2011.
4. All additional hours and degrees earned during the summer and any accompanying paperwork must be in the Personnel Office by October 1, 2011.
5. All licensure level documentation must be in the Personnel Office by October 1, 2011 to be included in the salary calculation for the 2011-2012 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 179 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 2011-2012 School Year ONLY. It does NOT reflect salaries, requirements, or qualifications that may be set for any other school year.

**Approved: May 31, 2011**

**CLOVIS MUNICIPAL SCHOOLS  
INTERPRETERS  
2011-2012**

**Schedule 07**

STEPS	Lev1 172 Days 7.25 hrs	Lev 1A	Lev2 172 Days 7.25 hrs	Lev 2A	Lev3 172 Days 7.25 hrs	Lev 3A
0	17,694.93	411.51	22,433.53	521.71	26,498.75	616.25
	14.19	14.19	17.99	17.99	21.25	21.25
1	18,044.09	419.63	22,882.45	532.15	27,022.49	628.43
	14.47	14.47	18.35	18.35	21.67	21.67
2	18,281.02	425.14	23,293.96	541.72	27,396.59	637.13
	14.66	14.66	18.68	18.68	21.97	21.97
3	18,505.48	430.36	23,580.77	548.39	27,745.75	645.25
	14.84	14.84	18.91	18.91	22.25	22.25
4	18,879.58	439.06	24,054.63	559.41	28,306.90	658.30
	15.14	15.14	19.29	19.29	22.70	22.70
5	19,440.73	452.11	24,540.96	570.72	29,154.86	678.02
	15.59	15.59	19.68	19.68	23.38	23.38
6	19,839.77	461.39	24,790.36	576.52	29,740.95	691.65
	15.91	15.91	19.88	19.88	23.85	23.85
7	20,213.87	470.09	25,264.22	587.54	30,327.04	705.28
	16.21	16.21	20.26	20.26	24.32	24.32
8	20,612.91	479.37	25,688.20	597.40	30,751.02	715.14
	16.53	16.53	20.60	20.60	24.66	24.66
9	21,024.42	488.94	26,074.77	606.39	31,125.12	723.84
	16.86	16.86	20.91	20.91	24.96	24.96
10	21,423.46	498.22	26,486.28	615.96	31,536.63	733.41
	17.18	17.18	21.24	21.24	25.29	25.29
11	21,834.97	507.79	26,885.32	625.24	31,935.67	742.69
	17.51	17.51	21.56	21.56	25.61	25.61
12	22,234.01	517.07	27,296.83	634.81	32,347.18	752.26
	17.83	17.83	21.89	21.89	25.94	25.94

1. This salary schedule is effective during the 2011-2012 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. Not reportable for T&E purposes.
5. All employees hired after July 1, 2011 will be paid from the Lev1, Lev2, and Lev3 columns only.
6. Employees hired prior to July 1, 2011 will be paid from the two consecutive columns, for example Lev1 + Lev 1A.
7. **There will not be step increases or salary increases for FY 2011-2012**

**Approved: May 31, 2011**

**CLOVIS MUNICIPAL SCHOOLS  
MAINTENANCE, WAREHOUSE, and CUSTODIAN STAFF  
2011-2012**

**Schedule 08**

STEPS	G-1		G-1A		G-2		G-2A		G-3		G-3A	
0	17,264.64	8.43	269.76	8.43	19,292.16	9.42	301.44	9.42	22,056.96	10.77	344.64	10.77
1	17,940.48	8.76	280.32	8.76	20,459.52	9.99	319.68	9.99	22,179.84	10.83	346.56	10.83
2	18,288.64	8.93	285.76	8.93	20,541.44	10.03	320.96	10.03	22,405.12	10.94	350.08	10.94
3	18,554.88	9.06	289.92	9.06	20,725.76	10.12	323.84	10.12	23,224.32	11.34	362.88	11.34
4	18,759.68	9.16	293.12	9.16	21,114.88	10.31	329.92	10.31	24,145.92	11.79	377.28	11.79
5	19,005.44	9.28	296.96	9.28	22,097.92	10.79	345.28	10.79	24,698.88	12.06	385.92	12.06
6	19,230.72	9.39	300.48	9.39	22,528.00	11.00	352.00	11.00	25,251.84	12.33	394.56	12.33
7	19,558.40	9.55	305.60	9.55	23,019.52	11.24	359.68	11.24	25,907.20	12.65	404.80	12.65
8	19,886.08	9.71	310.72	9.71	23,490.56	11.47	367.04	11.47	26,787.84	13.08	418.56	13.08
9	20,008.96	9.77	312.64	9.77	24,596.48	12.01	384.32	12.01	27,668.48	13.51	432.32	13.51
10	20,275.20	9.90	316.80	9.90	25,579.52	12.49	399.68	12.49	28,426.24	13.88	444.16	13.88
11	20,664.32	10.09	322.88	10.09	26,439.68	12.91	413.12	12.91	29,306.88	14.31	457.92	14.31
12	20,766.72	10.14	324.48	10.14	27,361.28	13.36	427.52	13.36	30,105.60	14.70	470.40	14.70
13	21,258.24	10.38	332.16	10.38	28,262.40	13.80	441.60	13.80	30,842.88	15.06	481.92	15.06
14	21,381.12	10.44	334.08	10.44	29,265.92	14.29	457.28	14.29	31,621.12	15.44	494.08	15.44
15	21,893.12	10.69	342.08	10.69	30,392.32	14.84	474.88	14.84	32,235.52	15.74	503.68	15.74
16	22,220.80	10.85	347.20	10.85	31,272.96	15.27	488.64	15.27	33,075.20	16.15	516.80	16.15
17	22,323.20	10.90	348.80	10.90	32,215.04	15.73	503.36	15.73	33,832.96	16.52	528.64	16.52
18	22,917.12	11.19	358.08	11.19	33,013.76	16.12	515.84	16.12	34,508.80	16.85	539.20	16.85
19	23,203.84	11.33	362.56	11.33	33,669.12	16.44	526.08	16.44	35,164.16	17.17	549.44	17.17
20	23,429.12	11.44	366.08	11.44	34,324.48	16.76	536.32	16.76	35,799.04	17.48	559.36	17.48
21	23,879.68	11.66	373.12	11.66	34,979.84	17.08	546.56	17.08	36,454.40	17.80	569.60	17.80

STEPS	G-4		G-4A		G-5		G-5A	
0	25,907.20	12.65	404.80	12.65	30,453.76	14.87	475.84	14.87
1	26,787.84	13.08	418.56	13.08	31,969.28	15.61	499.52	15.61
2	27,361.28	13.36	427.52	13.36	32,993.28	16.11	515.52	16.11
3	28,139.52	13.74	439.68	13.74	33,505.28	16.36	523.52	16.36
4	28,835.84	14.08	450.56	14.08	34,017.28	16.61	531.52	16.61
5	29,675.52	14.49	463.68	14.49	34,508.80	16.85	539.20	16.85
6	30,617.60	14.95	478.40	14.95	35,246.08	17.21	550.72	17.21
7	31,129.60	15.20	486.40	15.20	35,532.80	17.35	555.20	17.35
8	31,457.28	15.36	491.52	15.36	36,044.80	17.60	563.20	17.60
9	32,133.12	15.69	502.08	15.69	36,536.32	17.84	570.88	17.84
10	32,706.56	15.97	511.04	15.97	37,048.32	18.09	578.88	18.09
11	34,324.48	16.76	536.32	16.76	37,560.32	18.34	586.88	18.34
12	35,143.68	17.16	549.12	17.16	38,072.32	18.59	594.88	18.59
13	35,901.44	17.53	560.96	17.53	39,075.84	19.08	610.56	19.08
14	36,720.64	17.93	573.76	17.93	39,587.84	19.33	618.56	19.33
15	37,109.76	18.12	579.84	18.12	40,099.84	19.58	626.56	19.58
16	37,928.96	18.52	592.64	18.52	40,611.84	19.83	634.56	19.83
17	38,400.00	18.75	600.00	18.75	41,123.84	20.08	642.56	20.08
18	39,096.32	19.09	610.88	19.09	41,615.36	20.32	650.24	20.32
19	39,751.68	19.41	621.12	19.41	42,127.36	20.57	658.24	20.57

**CLOVIS MUNICIPAL SCHOOLS  
MAINTENANCE, WAREHOUSE, and CUSTODIAN STAFF  
2011-2012**

**Schedule 08 Continued**

1. This salary schedule is effective during the 2011-2012 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 12 months.
5. All employees hired after July 1, 2011 will be paid from columns G-1, G-2, G-3, G-4, and G-5. ONLY.
6. Employees hired prior to July 1, 2011 will be paid from the sum of the two consecutive columns, for example, column G-1 + G-1A.
7. **There will not be step increases or salary increases for FY 2011-2012**

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 Technician/Computer Repair Electronic Technician/Copier/Typewriter Heating/Ventilation/Air Condition Technician Mechanic/Maintenance (certified) Plumber Refrigeration/Heating/Cooling
G-5	Master Plumber Electrician HVAC

Approved: May 31, 2011

**CLOVIS MUNICIPAL SCHOOLS  
NURSES  
2011-2012**

**SCHEDULE 09**

STEPS	BA	BA A	BA + 15	BA+15 A	MA*	MA* A
0	29,554	646	30,145	659	36,209	791
1	29,564	646	30,155	659	36,218	792
2	29,574	646	30,165	659	36,228	792
3	29,583	647	30,174	660	36,717	803
4	30,381	664	30,989	677	37,207	813
5	30,856	674	31,472	688	37,696	824
6	31,247	683	31,871	697	38,185	835
7	31,834	696	32,470	710	38,675	845
8	32,030	700	32,670	714	39,164	856
9	32,226	704	32,870	718	39,653	867
10	32,341	707	32,998	721	40,143	877
11	32,506	711	34,057	744	40,632	888
12	33,235	726	34,506	754	41,121	899
13	33,988	743	34,688	758	41,610	910
14	34,007	743	35,489	776	42,100	920
15	34,995	765	37,182	813	42,589	931
16	36,708	802	37,755	825	43,078	942
17	37,314	816	38,071	832	43,558	952
18	37,699	824				
19	42,960	939				
20						
21						
22						
23						
24	46,047	1,006				

1. This salary schedule is effective during the 2011-2012 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-00-9, BA+15 -16; MA-00-16
5. This salary schedule is for 183 days, 7.25 hours per day.
6. Job class codes included in this salary schedule: 1215.
7. All employees hired after July 1, 2011 will be paid from columns BA, BA+15, and MA\* ONLY.
8. Employees hired prior to July 1, 2011 will be paid the sum of the two consecutive columns, for example column BA + BA A.

**Approved: May 31, 2011**

**CLOVIS MUNICIPAL SCHOOLS  
 PHYSICAL THERAPY ASSISTANT  
 OCCUPATIONAL THERAPY ASSISTANT  
 APPRENTICE SPEECH THERAPIST  
 2011-2012**

<b>STEPS</b>	<b>Thrpy</b>	<b>Thrpy A</b>
0	31,132	696
1	31,754	710
2	32,164	719
3	32,574	728
4	32,626	729
5	32,677	730
6	32,728	731
7	32,779	733
8	32,933	736
9	33,087	739
10	33,188	742
11	33,291	744
12	33,394	746
13	33,957	759
14	34,571	773
15	35,238	787
16	35,852	801
17	36,467	815
18	37,108	829
19	37,767	844

1. This salary schedule is effective during the 2011-2012 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 179 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. All employees hired after July 1, 2011 will be paid from the Thrpy column.
7. Employees hired prior to July 1, 2011 will be paid the sum of Thrpy plus Thrpy A.
- 6. There will not be step increases or salary increases for FY 2011-2012**
7. Job class codes included in this salary schedule: 1312, 1313. Not reportable for T&E purposes.

**Approved: May 31, 2011**

SCHEDULE 11

**CLOVIS MUNICIPAL SCHOOLS  
RELATED SERVICE PROVIDERS  
2011-2012**

Steps	MA	MA A	MA + 15	MA + 15 A	MA+15 AT	MA+15 AT A	MA+45/ED.S.	MA+45/ED.S.A
0	45,232	983	48,750	1,060	48,778	1,032	51,263	1,114
1	45,241	984	48,760	1,060	48,787	1,033	51,272	1,115
2	45,251	984	48,770	1,060	48,797	1,033	51,282	1,115
3	45,261	984	48,780	1,060	48,807	1,033	51,292	1,115
4	47,523	1,033	51,217	1,113	51,245	1,085	53,855	1,171
5	49,080	1,067	51,719	1,124	51,748	1,095	54,383	1,182
6	49,132	1,068	51,824	1,127	51,854	1,097	54,488	1,185
7	49,238	1,070	51,929	1,129	51,958	1,100	54,594	1,187
8	49,871	1,084	52,589	1,143	52,618	1,114	55,307	1,202
9	50,558	1,099	53,328	1,159	53,358	1,129	56,072	1,219
10	51,243	1,114	54,040	1,175	54,071	1,144	56,836	1,236
11	51,982	1,130	54,806	1,191	54,836	1,161	57,655	1,253
12	52,774	1,147	55,649	1,210	55,681	1,178	58,526	1,272
13	53,486	1,163	56,415	1,226	56,446	1,195	59,344	1,290
14	54,277	1,180	57,233	1,244	57,265	1,212	60,214	1,309
15	55,122	1,198	58,130	1,264	58,163	1,231	61,138	1,329
16	55,913	1,216	58,948	1,281	58,981	1,248	62,008	1,348
17	56,615	1,231	59,704	1,298	59,738	1,264	62,816	1,366
18	57,450	1,249	59,704	1,298	59,738	1,264	63,830	1,388
19	58,295	1,267	59,704	1,298	59,738	1,264	64,654	1,406
20	59,060	1,284	59,704	1,298	59,738	1,264		
21	59,799	1,300	59,704	1,298	59,738	1,264		
22	60,538	1,316	65,119	1,416	65,156	1,379		
23	61742	1,342	65,119	1,416	65,156	1,379		

1. This salary schedule is effective during the 2011-2012 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 184 days except as noted below; 8.00 hours per day.
5. This schedule includes: Audiologist, Diagnostician, Occupational Therapist, School Psychologist, Speech/Language Pathologist, Social Workers
6. The Assistive Technologist will work 189 days.
7. Off-schedule: Audiologist
8. Job class codes included in this salary schedule: 1211, 1214, 1311, 1313, 1315, 1316, 1318.
9. All employees hired after July 1, 2011 will be paid from the MA, MA+15, and MA+45/ED.S. columns only.
10. Employees hired prior to July 1, 2011 will be paid from the two consecutive columns, for example MA + MA A.

**Approved: May 31, 2011  
Revised: August 16, 2011**

**CLOVIS MUNICIPAL SCHOOLS  
SECRETARIES  
2011-2012**

**Schedule 12**

<b>STEPS</b>	<b>C 12 12 months 8 hrs/day 2048.00</b>	<b>C 12A</b>	<b>C1 12 12 months 8 hrs/day 2048</b>	<b>C1 12A</b>	<b>C2 12 12 months 8 hrs/day 2048</b>	<b>C2 12A</b>	<b>C2 201 201 days 8 hrs/day 1608</b>	<b>C2 201A</b>
<b>0</b>	29,552.64 14.43	461.76 14.43	22,179.84 10.83	346.56 10.83	19,845.12 9.69	310.08 9.69	15,581.52 9.69	310.08 9.69
<b>1</b>	30,433.28 14.86	475.52 14.86	22,609.92 11.04	353.28 11.04	20,254.72 9.89	316.48 9.89	15,903.12 9.89	316.48 9.89
<b>2</b>	31,047.68 15.16	485.12 15.16	23,060.48 11.26	360.32 11.26	20,643.84 10.08	322.56 10.08	16,208.64 10.08	322.56 10.08
<b>3</b>	31,518.72 15.39	492.48 15.39	23,531.52 11.49	367.68 11.49	21,053.44 10.28	328.96 10.28	16,530.24 10.28	328.96 10.28
<b>4</b>	32,276.48 15.76	504.32 15.76	24,002.56 11.72	375.04 11.72	21,483.52 10.49	335.68 10.49	16,867.92 10.49	335.68 10.49
<b>5</b>	32,890.88 16.06	513.92 16.06	24,473.60 11.95	382.40 11.95	21,913.60 10.70	342.40 10.70	17,205.60 10.70	342.40 10.70
<b>6</b>	33,587.20 16.40	524.80 16.40	24,965.12 12.19	390.08 12.19	22,343.68 10.91	349.12 10.91	17,543.28 10.91	349.12 10.91
<b>7</b>	34,119.68 16.66	533.12 16.66	25,477.12 12.44	398.08 12.44	22,794.24 11.13	356.16 11.13	17,897.04 11.13	356.16 11.13
<b>8</b>	34,734.08 16.96	542.72 16.96	25,968.64 12.68	405.76 12.68	23,244.80 11.35	363.20 11.35	18,250.80 11.35	363.20 11.35
<b>9</b>	35,348.48 17.26	552.32 17.26	26,501.12 12.94	414.08 12.94	23,715.84 11.58	370.56 11.58	18,620.64 11.58	370.56 11.58
<b>10</b>	35,962.88 17.56	561.92 17.56	27,033.60 13.20	422.40 13.20	24,186.88 11.81	377.92 11.81	18,990.48 11.81	377.92 11.81
<b>11</b>	36,577.28 17.86	571.52 17.86	27,566.08 13.46	430.72 13.46	24,678.40 12.05	385.60 12.05	19,376.40 12.05	385.60 12.05
<b>12</b>	37,191.68 18.16	581.12 18.16	28,119.04 13.73	439.36 13.73	25,169.92 12.29	393.28 12.29	19,762.32 12.29	393.28 12.29
<b>13</b>	37,806.08 18.46	590.72 18.46	28,672.00 14.00	448.00 14.00	25,681.92 12.54	401.28 12.54	20,164.32 12.54	401.28 12.54
<b>14</b>	38,420.48 18.76	600.32 18.76	29,245.44 14.28	456.96 14.28	26,193.92 12.79	409.28 12.79	20,566.32 12.79	409.28 12.79
<b>15</b>	39,034.88 19.06	609.92 19.06	29,839.36 14.57	466.24 14.57	26,705.92 13.04	417.28 13.04	20,968.32 13.04	417.28 13.04
<b>16</b>	39,649.28 19.36	619.52 19.36	30,433.28 14.86	475.52 14.86	27,238.40 13.30	425.60 13.30	21,386.40 13.30	425.60 13.30
<b>17</b>	40,386.56 19.72	631.04 19.72	31,047.68 15.16	485.12 15.16	27,791.36 13.57	434.24 13.57	21,820.56 13.57	434.24 13.57

**CLOVIS MUNICIPAL SCHOOLS  
SECRETARIES  
2011-2012**

**Schedule 12 Continued**

<b>STEPS</b>	<b>C3 12 12 months 8 hrs/day 2048</b>	<b>C3 12A</b>	<b>C3 201 201 days 8 hrs/day 1608</b>	<b>C3 201A</b>	<b>C3 181 181 days 8 hrs/day 1448</b>	<b>C3 181A</b>	<b>C 184 184 days 8 hrs/day 1472</b>	<b>C 184A</b>
<b>0</b>	18,472.96 9.02	288.64 9.02	14,504.16 9.02	288.64 9.02	13,060.96 9.02	288.64 9.02	29,366.40 19.95	638.40 19.95
<b>1</b>	18,882.56 9.22	295.04 9.22	14,825.76 9.22	295.04 9.22	13,350.56 9.22	295.04 9.22	29,366.40 19.95	638.40 19.95
<b>2</b>	19,292.16 9.42	301.44 9.42	15,147.36 9.42	301.44 9.42	13,640.16 9.42	301.44 9.42	30,912.00 21.00	672.00 21.00
<b>3</b>	19,722.24 9.63	308.16 9.63	15,485.04 9.63	308.16 9.63	13,944.24 9.63	308.16 9.63	33,856.00 23.00	736.00 23.00
<b>4</b>	20,152.32 9.84	314.88 9.84	15,822.72 9.84	314.88 9.84	14,248.32 9.84	314.88 9.84	36,800.00 25.00	800.00 25.00
<b>5</b>	20,602.88 10.06	321.92 10.06	16,176.48 10.06	321.92 10.06	14,566.88 10.06	321.92 10.06	39,744.00 27.00	864.00 27.00
<b>6</b>	21,053.44 10.28	328.96 10.28	16,530.24 10.28	328.96 10.28	14,885.44 10.28	328.96 10.28	42,688.00 29.00	928.00 29.00
<b>7</b>	21,524.48 10.51	336.32 10.51	16,900.08 10.51	336.32 10.51	15,218.48 10.51	336.32 10.51	49,871.36 33.88	1,084.16 33.88
<b>8</b>	21,995.52 10.74	343.68 10.74	17,269.92 10.74	343.68 10.74	15,551.52 10.74	343.68 10.74	50,048.00 34.00	1,088.00 34.00
<b>9</b>	22,466.56 10.97	351.04 10.97	17,639.76 10.97	351.04 10.97	15,884.56 10.97	351.04 10.97	51,240.32 34.81	1,113.92 34.81
<b>10</b>	22,958.08 11.21	358.72 11.21	18,025.68 11.21	358.72 11.21	16,232.08 11.21	358.72 11.21		
<b>11</b>	23,470.08 11.46	366.72 11.46	18,427.68 11.46	366.72 11.46	16,594.08 11.46	366.72 11.46		
<b>12</b>	23,982.08 11.71	374.72 11.71	18,829.68 11.71	374.72 11.71	16,956.08 11.71	374.72 11.71		
<b>13</b>	24,514.56 11.97	383.04 11.97	19,247.76 11.97	383.04 11.97	17,332.56 11.97	383.04 11.97		
<b>14</b>	25,047.04 12.23	391.36 12.23	19,665.84 12.23	391.36 12.23	17,709.04 12.23	391.36 12.23		
<b>15</b>	25,600.00 12.50	400.00 12.50	20,100.00 12.50	400.00 12.50	18,100.00 12.50	400.00 12.50		
<b>16</b>	26,173.44 12.78	408.96 12.78	20,550.24 12.78	408.96 12.78	18,505.44 12.78	408.96 12.78		
<b>17</b>	26,746.88 13.06	417.92 13.06	21,000.48 13.06	417.92 13.06	18,910.88 13.06	417.92 13.06		

Approved: May 31, 2011

**CLOVIS MUNICIPAL SCHOOLS  
SECRETARIES  
2011-2012**

**Schedule 12 Continued**

1. This salary schedule is effective during the 2011-2012 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. All employees hired after July 1, 2011 will be paid from columns C 12, C1 12, C2 12, C2 201, C3 12, C3 201, C3 181 and C 184 ONLY.
5. Employees hired prior to July 1, 2011 will be paid from the sum of the two consecutive columns, for example, column C 12 + C 12A.
6. **There will not be step increases or salary increases for FY 2011-2012**

C 12	Executive Assistant to the Deputy Superintendent Fixed Asset Clerk Payroll Clerk	Personnel Contracts Clerk Web Developer Secretary to the Executive Director of Personnel
C1 12	Accounts Payable Clerk Assistant Payroll Clerk Benefits Clerk Secretary to the Chief Financial Officer Secretary to the Child Nutrition Department	Secretary to the Director of Operations Secretary to the Maintenance Department Secretary to the Student Support Services Department Secretary/Bookkeeper to the Federal Programs Department Secretary/Bookkeeper to the Student Support Services Department
C2 12	Child Find Case Manager Records/File Clerk for the Student Support Services Department Secretary to the Athletic Director/Director of Music Secretary to the Federal Programs Department	Secretary to the High School Principal Secretary to the Information Technology Department Secretary to the Instructional Resource Center Secretary/Registrar to the Guidance Department at CHS Special Education File Clerk
C2 201	High School Financial Secretary	Medicaid Secretary
C3 12	Receptionist to Central Office	Receptionist to Student Support Services
C3 201	CHS Freshman Academy and Middle School Secretary Elementary Secretary Receptionist to the Guidance Office at Clovis High School Secretary to the Assistant Principals at Clovis High School	Secretary to the Early Intervention Center Secretary to the Lincoln-Jackson Family Center Secretary/Receptionist at Clovis High School Title I Home Liaison
C3 181	CHS Freshman Academy/Middle School Attendance Secretary Elementary Attendance Secretary	Secretary/Attendance Office at Clovis High School
C184	Enlace CERD Liaison	Family Service Workers

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 31, 2011**

**CLOVIS MUNICIPAL SCHOOLS  
TECHNOLOGY  
2011-2012**

**Schedule 13**

STEPS	TSI		TSI A		TSII		TSII A		TSIII		TSIII A	
	218 Days				218 Days				218 Days			
0	20,265.28	11.62	371.84	11.62	26,334.40	15.10	483.20	15.10	36,449.60	20.90	668.80	20.90
1	21,276.80	12.20	390.40	12.20	27,642.40	15.85	507.20	15.85	38,280.80	21.95	702.40	21.95
2	22,340.64	12.81	409.92	12.81	28,915.52	16.58	530.56	16.58	39,536.48	22.67	725.44	22.67
3	23,387.04	13.41	429.12	13.41	30,171.20	17.30	553.60	17.30	40,809.60	23.40	748.80	23.40
4	24,450.88	14.02	448.64	14.02	31,392.00	18.00	576.00	18.00	41,524.64	23.81	761.92	23.81
5	25,514.72	14.63	468.16	14.63	32,403.52	18.58	594.56	18.58	42,274.56	24.24	775.68	24.24
6	25,828.64	14.81	473.92	14.81	33,624.32	19.28	616.96	19.28	43,041.92	24.68	789.76	24.68
7	26,334.40	15.10	483.20	15.10	34,827.68	19.97	639.04	19.97	43,547.68	24.97	799.04	24.97
8	26,840.16	15.39	492.48	15.39	36,048.48	20.67	661.44	20.67	44,053.44	25.26	808.32	25.26

STEPS	TSPEC		TSPEC A		AV TECH		AV TECH A	
	12 Month				12 Month			
0	42,803.20	20.90	668.80	20.90	23,797.76	11.62	371.84	11.62
1	44,953.60	21.95	702.40	21.95				
2	46,428.16	22.67	725.44	22.67				
3	47,923.20	23.40	748.80	23.40				
4	48,762.88	23.81	761.92	23.81				
5	49,643.52	24.24	775.68	24.24				
6	50,544.64	24.68	789.76	24.68				
7	51,138.56	24.97	799.04	24.97				
8	51,732.48	25.26	808.32	25.26				

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 2011-2012 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. Initial placement may be on a probationary schedule of 3-6 months, allowing for demonstration of level requirements.
6. All employees hired after July 1, 2011 will be paid from columns 0, 1, 2, 3, 4, 5, 6, 7, and 8 ONLY.
7. Employees hired prior to July 1, 2011 will be paid the sum of the two consecutive columns, for example, column 0 + column 0A.
8. **There will not be step increases or salary increases for FY 2011-2012.**

Approved: May 31, 2011  
Amended: June 22, 2011

**CLOVIS MUNICIPAL SCHOOLS  
NON-CERTIFIED/CLASSIFIED SUPERVISORS  
2011-2012**

LANE	S1	S1A	S2	S2A	S3	S3A	S4	S4A
<b>STEP</b>								
0	48,430	757	57,770	903	63,296	989	70,831	1,107
1	49,110	767	58,272	911	64,603	1,009	71,333	1,115
2	50,050	782	58,775	918	65,406	1,022	71,837	1,122
3	51,513	805	59,278	926	66,612	1,041	72,339	1,130
4	52,558	821	59,780	934	67,717	1,058	72,841	1,138
5	53,602	838	60,282	942	68,923	1,077	73,846	1,154
6	54,648	854	60,784	950	70,128	1,096	74,850	1,170
7	55,693	870	61,287	958	71,333	1,115	75,855	1,185
8	56,737	887	61,790	965	72,439	1,132	77,864	1,217
9	57,770	903	62,794	981	73,946	1,155	79,372	1,240

1. This salary schedule is effective during the 2011-2012 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. All employees hired after July 1, 2011 will be paid from Columns 0, 1, 2, 3, 4, 5, 6, 7, 8, and 9 only.
5. Employees hired prior to July 1, 2011 will be paid the sum of the two consecutive columns, for example, column 0 + column 0A
6. **There will not be step increases or salary increases for FY 2011-2012**

**NON-CERTIFIED/CLASSIFIED SUPERVISORS SALARY SCHEDULE**

1	Technology Coordinator (12 month) Coordinator of Custodial Services/Facilities (12 month)	Coordinator of Purchasing (12 month) Coordinator of Physical Plant (12 month) Information Systems Coordinator (12 month)
2	Network Administrator (12 month)	
3	Supervisor of Accounting Services (12 month)	
4	Director of Athletics (12 month) Chief Technology Officer (12 month) Director of Health Services (12 month)	Director of Operations (12 month) Supervisor of Child Nutrition (12 month)
	<b>Off Schedule:</b> Chief Financial Officer (12 month)	

**SCHEDULE 15**

**CLOVIS MUNICIPAL SCHOOLS  
SPEECH AND LANGUAGE THERAPISTS  
2011-2012**

<b>Steps</b>	<b>MA SLP</b>	<b>MA SLP A</b>
0	48,193	1,042
1	48,927	1,058
2	49,661	1,074
3	50,395	1,090
4	51,129	1,106
5	51,712	1,118
6	52,170	1,128
7	52,637	1,138
8	53,115	1,148
9	53,849	1,164
10	54,583	1,180
11	55,317	1,196
12	55,789	1,206
13	56,261	1,216
14	56,995	1,232
15	57,729	1,248
16	59,005	1,276

1. This is a new salary schedule for FY 11-12.
2. This salary schedule is effective during the 2011-2012 School Year ONLY.
3. Salary will be paid in 24 equal payments.
4. The steps do not necessarily reflect number of years of service. Each year staff are placed on the appropriate step.
5. This salary schedule is for 189 days, 8.00 hours per day ( increase of five days).
6. Job class codes included in this salary schedule: 1312.
7. All employees hired after July 1, 2011 will be paid from the MA SLP column only.
8. Employees hired prior to July 1, 2011 will be paid from the two consecutive columns, MA SLP + MA SLP A.
9. Three employees are off schedule.

**Approved: August 16, 2011**

**CLOVIS MUNICIPAL SCHOOLS  
INCREMENT SCHEDULE 2011-2012**

Daily rates for extended time will be calculated at the rate of \$143.00 per day for returning certified employees, not on 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
Activities Director	2,640		
Ag Teacher	2,640		20 days
Athletic Trainer	7,500		20 days
Band Director	5,279		20 days
Band Director - Assistant	2,640		20 days
Baseball Coach - Head	2,640		10 days
Baseball Coach - Assistant	1,760		3 days
Basketball Coach - Head Boys	4,839		40 days
Basketball Coach - JV Boys	1,760		3 days
Basketball Coach - Boys Sophomore	1,760		3 days
Basketball Assistant - Varsity Boys	1,760		10 days
Basketball Coach - Head Girls	4,839		40 days
Basketball Coach - JV Girls	1,760		3 days
Basketball - Girls Sophomore	1,760		3 days
Basketball Assistant - Varsity Girls	1,760		10 days
Boiler Room Assistant			5 days
Cheerleader Sponsor	3,500		5 days
Class Sponsor - Senior	110		
Class Sponsor - Junior	330		
Class Sponsor - Sophomore	220		
Cross Country Boys & Girls Coach	2,640		5 days
Cross Country Assistant	1,760		5 days
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		
Drama Sponsor	550		
Drill Team Sponsor	1,760		5 days
Football Coach - Head	4,839		40 days
Football Assistant	1,760		15 days
Football - Weights/Off-season	1,760		
Golf Coach - Head Boys	2,640		
Golf Coach - Head Girls	2,640		
Golf Assistant	1,760		
Mock Trial	660		
Plainsman Sponsor	550		
Purple Press Sponsor	550		
ROTC Color Guard Specialist	1,760		
ROTC Drill Team	1,760		
Soccer Coach - Head Boys	3,519		10 days
Soccer Coach - Boys Assistant	1,760		5 days
Soccer Coach - Head Girls	3,519		10 days
Soccer Coach - Girls Assistant	1,760		5 days
Softball Coach, Head Girls	2,640		10 days
Softball Coach - Assistant	1,760		3 days
Strength Coach	1,760		
Student Council Sponsor	660		5 days
Swimming Coach	3,960		
Swimming Coach - Assistant	2,640		

Tennis Coach - Head Boys	2,640	
Tennis Coach - Head Girls	2,640	
Track Coach - Head Boys	2,640	
Track Assistant - Boys	1,760	
Track Coach - Head Girls	2,640	
Track Assistant - Girls	1,760	
Vocal Music Director	3,299	10 days
Vocal Music Director - Assistant	1,760	
Vocational Business Cooperative		5 days
Volleyball Coach - Head	3,519	10 days
Volleyball Assistant	1,760	5 days

### CLOVIS HIGH SCHOOL FRESHMAN ACADEMY INCREMENTS

Athletic Coordinator	1,500	10 days
Band	2,640	15 days
Cheerleader Sponsor	2,500	
Choral	1,100	
Coach	per sport	1,250
Coaches of Freshman football and volleyball only		5 days
Coaches of Freshman 2 football, 1 boy-1girl basketball, 1 volleyball	1,250	
Freshman Campus Piano Accompanist	3,000	Maximum
Freshman Department Head	Core Academic	800
Freshman Team Leader	Core Academic	800

### MIDDLE SCHOOL INCREMENTS

Athletic Coordinator	1,250	10 days
Band	2,640	15 days
Cheerleader Sponsor	2,000	
Choral	1,100	
Coach	per sport	1,000
Coaches of 8th grade football and volleyball only		5 days
Middle School Department Head	Core Academic	800
Middle School Piano Accompanists	3,000	Maximum
Middle School Team Leader	Core Academic	800

### MISCELLANEOUS INCREMENTS AND TRAVEL

Bilingually endorsed teachers in a bilingual setting.	2,000	each
Broadband Wireless	750	
Clerk for Board of Education	6,000	
Commercial Drivers License (CDL)	250	each
Industrial Certifications	250	each
Maintenance G4 Certification	1,000	
Maintenance G5 Certification	2,500	
N.B.P.T.S. Certification	Per Annual Legislative Allocation	
Purchase Planning Period	25	Inst. Day
Recruitment Stipend	2500	
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	

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.