



**AZTEC MUNICIPAL SCHOOL DISTRICT
ACCOUNTING SPECIALIST
2025-2026 SALARY SCHEDULE**

Experience	LEVEL I
YEAR 0	\$40,330
YEAR 1	\$40,330
YEAR 2	\$40,330
YEAR 3	\$40,330
YEAR 4	\$40,630
YEAR 5	\$40,930
YEAR 6	\$41,231
YEAR 7	\$41,531
YEAR 8	\$41,831
YEAR 9	\$42,130
YEAR 10	\$42,430
YEAR 11	\$42,730
YEAR 12	\$43,030
YEAR 13	\$43,631
YEAR 14	\$44,231
YEAR 15	\$44,831
YEAR 16	\$45,431
YEAR 17	\$46,032
YEAR 18	\$46,731
YEAR 19	\$47,432
YEAR 20 +	\$48,131

Contingent Upon Specific Fiscal Appropriation and Board approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment may be given to individuals who are off the schedule.
- 3) This salary schedule is based on 249 working days unless otherwise noted.
- 4) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 5) Advancement on the salary schedule is based on successful completion of the previous year.

- 6) Upon initial employment and as per negotiations with Human Resource Department, employees will be placed on the salary schedule according to verifiable experience considered applicable to the position.



**AZTEC MUNICIPAL SCHOOL DISTRICT
ADMINISTRATIVE SUPPORT DIRECTORS
2025-2026 SALARY SCHEDULE**

	203 Admin Support Directors	249 Admin Support Directors	249 Admin Support Executive
YEAR 0	\$27,741	\$34,028	\$38,728
YEAR 1	\$27,741	\$34,028	\$38,728
YEAR 2	\$27,741	\$34,028	\$38,728
YEAR 3	\$27,741	\$34,028	\$38,728
YEAR 4	\$27,820	\$34,125	\$38,825
YEAR 5	\$27,900	\$34,222	\$39,155
YEAR 6	\$28,011	\$34,358	\$39,466
YEAR 7	\$28,090	\$34,455	\$39,796
YEAR 8	\$28,169	\$34,552	\$40,087
YEAR 9	\$28,265	\$34,669	\$40,418
YEAR 10	\$28,423	\$34,863	\$40,728
YEAR 11	\$28,692	\$35,193	\$41,059
YEAR 12	\$28,945	\$35,504	\$41,370
YEAR 13	\$29,468	\$36,145	\$42,010
YEAR 14	\$29,990	\$36,785	\$42,651
YEAR 15	\$30,513	\$37,427	\$43,273
YEAR 16	\$31,035	\$38,068	\$43,913
YEAR 17	\$31,557	\$38,708	\$44,554
YEAR 18	\$32,159	\$39,447	\$45,292
YEAR 19	\$32,762	\$40,185	\$46,031
YEAR 20	\$33,363	\$40,922	\$46,768
YEAR 21	\$33,965	\$41,661	\$47,507
YEAR 22	\$34,598	\$42,438	\$48,264
YEAR 23	\$35,278	\$43,273	\$49,119
YEAR 24	\$35,975	\$44,128	\$49,954
YEAR 25	\$36,656	\$44,963	\$50,809

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary schedule is based on 249 working days unless otherwise noted.
- 4) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 5) Advancement on the salary schedule is based on successful completion of the previous year.
- 6) Upon initial employment and as per negotiations with Human Resource Department, employees will be placed on the salary schedule according to verifiable experience considered applicable to the position.
- 7) This salary schedule is applicable to but not limited to : Executive and Director Administrative support.



**AZTEC MUNICIPAL SCHOOL DISTRICT
ADMINISTRATIVE SUPPORT SITES
2025-2026 SALARY SCHEDULE**

	203 Admin Support Sites	213 Admin Support Sites	220 Admin Support Sites
YEAR 0	\$26,919	\$28,245	\$29,172
YEAR 1	\$26,919	\$28,245	\$29,172
YEAR 2	\$26,919	\$28,245	\$29,172
YEAR 3	\$26,998	\$28,327	\$29,259
YEAR 4	\$27,077	\$28,410	\$29,344
YEAR 5	\$27,156	\$28,493	\$29,430
YEAR 6	\$27,235	\$28,577	\$29,516
YEAR 7	\$27,314	\$28,660	\$29,602
YEAR 8	\$27,393	\$28,743	\$29,687
YEAR 9	\$27,489	\$28,843	\$29,790
YEAR 10	\$27,647	\$29,008	\$29,962
YEAR 11	\$27,789	\$29,158	\$30,117
YEAR 12	\$28,407	\$29,806	\$30,786
YEAR 13	\$28,993	\$30,420	\$31,421
YEAR 14	\$29,595	\$31,052	\$32,073
YEAR 15	\$30,180	\$31,666	\$32,707
YEAR 16	\$30,781	\$32,298	\$33,360
YEAR 17	\$31,368	\$32,912	\$33,995
YEAR 18	\$31,969	\$33,545	\$34,647
YEAR 19	\$32,556	\$34,159	\$35,281
YEAR 20	\$33,126	\$34,757	\$35,899
YEAR 21	\$33,727	\$35,389	\$36,551
YEAR 22	\$34,313	\$36,003	\$37,187
YEAR 23	\$34,914	\$36,634	\$37,839
YEAR 24	\$35,500	\$37,249	\$38,473
YEAR 25	\$36,102	\$37,880	\$39,125

Contingent Upon Specific Fiscal Appropriation and Board approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 4) Advancement on the salary schedule is based on successful completion of the previous year.
- 6) Upon initial employment and as per negotiations with Human Resource Department, employees will be placed on the salary schedule according to verifiable experience considered applicable to the position.
- 5) This salary schedule is applicable to but not limited to : Site Secretaries, Registrar and Records.



**AZTEC MUNICIPAL SCHOOL DISTRICT
ADMINISTRATIVE SUPPORT TRANSPORTATION
2025-2026 SALARY SCHEDULE**

	Transportation Admin Support	Transportation Admin Support
Experience	180 DAYS	203 DAYS
YEAR 0	\$25,770.00	\$29,389.00
YEAR 1	\$25,770.00	\$29,389.00
YEAR 2	\$25,770.00	\$29,389.00
YEAR 3	\$25,770.00	\$29,389.00
YEAR 4	\$25,838.00	\$29,468.00
YEAR 5	\$25,921.00	\$29,562.00
YEAR 6	\$26,006.00	\$29,657.00
YEAR 7	\$26,074.00	\$29,737.00
YEAR 8	\$26,158.00	\$29,832.00
YEAR 9	\$26,297.00	\$29,990.00
YEAR 10	\$26,367.00	\$30,069.00
YEAR 11	\$26,949.00	\$30,735.00
YEAR 12	\$27,491.00	\$31,352.00
YEAR 13	\$28,018.00	\$31,953.00
YEAR 14	\$28,532.00	\$32,539.00
YEAR 15	\$29,060.00	\$33,141.00
YEAR 16	\$29,559.00	\$33,711.00
YEAR 17	\$30,087.00	\$34,313.00
YEAR 18	\$30,600.00	\$34,899.00
YEAR 19	\$31,212.00	\$35,596.00
YEAR 20 +	\$31,739.00	\$36,197.00

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) Must be eligible and maintain Class B CDL
- 2) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 3) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 4) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 5) Advancement on the salary schedule is based on successful completion of the previous year.
- 6) Upon initial employment and as per negotiations with Human Resource Department, employees will be placed on the salary schedule according to verifiable experience considered applicable to the position.
- 7) This salary schedule is applicable to but not limited to : Transportation Administrative support



**AZTEC MUNICIPAL SCHOOL DISTRICT
ANCILLARY STAFF
COUNSELORS, SOCIAL WORKERS, ANCILLARY
2025-2026 SALARY SCHEDULE**

YEARS	Level 1	Level 2	Level 3
YEAR 0	\$ 57,910	\$ -	\$ -
YEAR 1	\$ 57,910	\$ -	\$ -
YEAR 2	\$ 57,910	\$ -	\$ -
YEAR 3	\$ 57,910	\$ 68,129	\$ -
YEAR 4	\$ 58,023	\$ 68,129	\$ 79,484
YEAR 5	\$ 58,136	\$ 68,129	\$ 79,484
YEAR 6	\$ 58,250	\$ 68,129	\$ 79,484
YEAR 7	\$ 58,364	\$ 68,697	\$ 79,484
YEAR 8	\$ 58,478	\$ 69,264	\$ 79,484
YEAR 9	\$ 58,591	\$ 69,832	\$ 79,484
YEAR 10	\$ 58,704	\$ 70,400	\$ 79,710
YEAR 11	\$ 58,818	\$ 70,968	\$ 79,938
YEAR 12	\$ 58,931	\$ 71,535	\$ 80,165
YEAR 13	\$ 59,045	\$ 71,989	\$ 80,391
YEAR 14	\$ 59,045	\$ 72,216	\$ 80,619
YEAR 15	\$ 59,045	\$ 72,444	\$ 80,846
YEAR 16	\$ 59,045	\$ 72,670	\$ 81,074
YEAR 17	\$ 59,045	\$ 72,898	\$ 81,300
YEAR 18	\$ 59,045	\$ 73,125	\$ 82,663
YEAR 19	\$ 59,045	\$ 73,352	\$ 82,890
YEAR 20	\$ 59,045	\$ 73,579	\$ 83,117
YEAR 21	\$ 59,045	\$ 73,806	\$ 83,344
YEAR 22	\$ 59,045	\$ 74,033	\$ 83,571
YEAR 23	\$ 59,045	\$ 74,261	\$ 83,798
YEAR 24	\$ 59,045	\$ 74,487	\$ 84,025
YEAR 25	\$ 59,045	\$ 74,714	\$ 84,253

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) Official transcripts are to be on file by October 1 of the current school year for initial placement on the salary schedule and for movement across the salary schedule.
- 4) Approval must be obtained from the superintendent/designee for all undergraduate classes counted towards movement on the salary schedule.
- 5) All related service providers with BA/BS degree or higher will be placed on this salary schedule.
- 6) This salary schedule is based on 185 days
- 7) Ninety (90) days of verified experience or one semester in any one school year will count as a year of experience on this salary schedule.
- 8) Each employee is responsible for verification of previous experience. Official verification is due 30 days after the first day of employment.
- 10) Advancement on the salary schedule is based on successful completion of the previous year.
- 11) This schedule is subject to collective bargaining.
- 12) Applicants with more experience than reflected above should contact the HR department for salary amount.



**AZTEC MUNICIPAL SCHOOL DISTRICT
ANCILLARY ASSISTANTS
2025 - 2026 SALARY SCHEDULE**

YEARS	SALARY
0	\$33,745
1	\$33,745
2	\$33,745
3	\$33,745
4	\$33,820
5	\$33,895
6	\$33,969
7	\$34,044
8	\$34,120
9	\$34,195
10	\$34,301
11	\$34,527
12	\$34,877
13	\$35,328
14	\$35,867
15	\$36,408
16	\$36,946
17	\$37,485
18	\$38,025
19	\$38,564
20 +	\$39,102

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary schedule is based on 185 days
- 4) Ninety (90) days of verified experience or one semester in any one school year will count as a year of experience on the salary schedule.
- 5) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 6) Salaries for Education Interpreters and Certified Occupational Therapy Assistants



**AZTEC MUNICIPAL SCHOOL DISTRICT
BUS AIDES
2025-2026 SALARY SCHEDULE**

YEARS	ANNUAL AMOUNT
0	\$12,266
1	\$12,266
2	\$12,266
3	\$12,266
4	\$12,348
5	\$12,423
6	\$12,513
7	\$12,588
8	\$12,670
9	\$12,760
10	\$12,835
11	\$12,917
12	\$13,000
13	\$13,082
14	\$13,164
15	\$13,247
16	\$13,329
17	\$13,404
18	\$13,486
19	\$13,576
20 +	\$13,651

Contingent Upon Specific Fiscal Appropriation and Board approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary schedule is based on 178 days.
- 4) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 5) Advancement on the salary schedule is based on successful completion of the previous year.
- 7) Bus Aides are paid based on the hourly rate times the number of hours worked.



**AZTEC MUNICIPAL SCHOOL DISTRICT
BUS DRIVERS
2025 - 2026 SALARY SCHEDULE**

Years	3.25 CONTRACT	3.5 CONTRACT	3.75 CONTRACT	4.0 CONTRACT	4.25 CONTRACT	4.5 CONTRACT
0	\$ 11,714	\$ 12,616	\$ 13,516	\$ 14,418	\$ 15,319	\$ 16,219
1	\$ 11,714	\$ 12,616	\$ 13,516	\$ 14,418	\$ 15,319	\$ 16,219
2	\$ 11,714	\$ 12,616	\$ 13,516	\$ 14,418	\$ 15,319	\$ 16,219
3	\$ 11,714	\$ 12,616	\$ 13,516	\$ 14,418	\$ 15,319	\$ 16,219
4	\$ 11,823	\$ 12,732	\$ 13,641	\$ 14,551	\$ 15,460	\$ 16,370
5	\$ 11,931	\$ 12,849	\$ 13,767	\$ 14,684	\$ 15,602	\$ 16,520
6	\$ 12,040	\$ 12,965	\$ 13,892	\$ 14,817	\$ 15,744	\$ 16,670
7	\$ 12,154	\$ 13,089	\$ 14,024	\$ 14,958	\$ 15,893	\$ 16,828
8	\$ 12,400	\$ 13,354	\$ 14,308	\$ 15,261	\$ 16,215	\$ 17,170
9	\$ 12,496	\$ 13,458	\$ 14,419	\$ 15,380	\$ 16,342	\$ 17,303
10	\$ 12,593	\$ 13,561	\$ 14,530	\$ 15,499	\$ 16,468	\$ 17,436
11	\$ 12,690	\$ 13,665	\$ 14,642	\$ 15,617	\$ 16,594	\$ 17,569
12	\$ 12,791	\$ 13,775	\$ 14,759	\$ 15,743	\$ 16,727	\$ 17,711
13	\$ 12,912	\$ 13,905	\$ 14,898	\$ 15,892	\$ 16,884	\$ 17,877
14	\$ 13,008	\$ 14,008	\$ 15,009	\$ 16,009	\$ 17,011	\$ 18,011
15	\$ 13,104	\$ 14,112	\$ 15,120	\$ 16,128	\$ 17,137	\$ 18,144
16	\$ 13,206	\$ 14,222	\$ 15,239	\$ 16,254	\$ 17,270	\$ 18,286
17	\$ 13,303	\$ 14,326	\$ 15,349	\$ 16,372	\$ 17,396	\$ 18,419
18	\$ 13,399	\$ 14,429	\$ 15,460	\$ 16,491	\$ 17,521	\$ 18,552
19	\$ 13,496	\$ 14,533	\$ 15,571	\$ 16,609	\$ 17,647	\$ 18,685
20 +	\$ 13,645	\$ 14,696	\$ 15,745	\$ 16,794	\$ 17,844	\$ 18,894

Contingent Upon Specific Fiscal Appropriation and Board Approval

1. Must be eligible and maintain Class B CDL
2. This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
3. Annual contract amount is calculated by multiplying route times by hourly rate by number of 178 contract days.
4. All Routes are timed, and time for Pre and Post Trip Inspections are added to the duty time. Route times will be evaluated at least annually.
5. The employee is responsible for verification of previous experience. Official verification is due thirty days after the first day of employment. Ninety (90) days verified experience or one semester in any one school year will count as a year of experience on the salary schedule.
6. Any activity assignment will be paid at the activity rate, not the driver's contract rate.



**AZTEC MUNICIPAL SCHOOL DISTRICT
BUSINESS MANAGER
2025 - 2026 SALARY SCHEDULE**

Years	Level I	Level II	Level III
0	\$54,735	\$60,817	\$67,507
1	\$54,735	\$60,817	\$67,507
2	\$54,735	\$60,817	\$67,507
3	\$54,735	\$60,817	\$67,507
4	\$55,343	\$61,425	\$68,114
5	\$55,951	\$62,032	\$68,723
6	\$56,560	\$62,641	\$69,330
7	\$57,167	\$63,248	\$69,939
8	\$57,776	\$63,856	\$70,548
9	\$58,384	\$64,465	\$71,155
10	\$58,991	\$65,073	\$71,764
11	\$59,600	\$65,682	\$72,371
12	\$60,207	\$66,289	\$72,979
13	\$60,817	\$66,898	\$73,588
14	\$61,425	\$67,507	\$74,195
15	\$62,032	\$68,114	\$74,805
16	\$62,641	\$68,723	\$75,410
17	\$63,248	\$69,330	\$76,020
18	\$63,856	\$69,939	\$76,630
19	\$64,465	\$70,548	\$77,240
20 +	\$65,073	\$71,155	\$77,850

Contingent Upon Specific Fiscal Appropriation and Board Approval

Level I - High School Diploma or high school equivalency credential and at least five years of verifiable employment working under the supervision of a licensed school business official and 40 hours of NMBASBO training

Level II - Bachelor's Degree in Accounting or Business.

Level III - Masters Degree in Accounting, Finance, Business or CPA license.

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- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary is based on 249 days.
- 4) Upon initial employment an employee will be placed on the experience level of a salary scale as per verifiable, related experience, as determined by the Deputy Superintendent.
- 5) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 6) Advancement on the salary schedule is based on successful completion of the previous year.
- 7) Must be able to obtain School Business Official License



**AZTEC MUNICIPAL SCHOOL DISTRICT
CUSTODIAL-GROUNDS-MAINTENANCE SUPERVISOR
2025 - 2026 SALARY SCHEDULE**

Years	GROUNDS SUPERVISOR	CUSTODIAL SUPERVISOR	MAINTENANCE SUPERVISOR
0	\$43,062	\$44,379	\$45,694
1	\$43,062	\$44,379	\$45,694
2	\$43,062	\$44,379	\$45,694
3	\$43,062	\$44,379	\$45,694
4	\$43,423	\$44,860	\$46,295
5	\$43,783	\$45,340	\$46,896
6	\$44,143	\$45,820	\$47,496
7	\$44,503	\$46,301	\$48,097
8	\$44,864	\$46,781	\$48,696
9	\$45,345	\$47,352	\$49,387
10	\$45,824	\$47,922	\$50,078
11	\$46,305	\$48,493	\$50,768
12	\$46,786	\$49,063	\$51,460
13	\$47,266	\$49,724	\$52,239
14	\$47,746	\$50,384	\$53,020
15	\$48,227	\$51,045	\$53,801
16	\$48,707	\$51,705	\$54,581
17	\$49,187	\$52,366	\$55,362
18	\$49,668	\$53,026	\$56,143
19	\$50,268	\$53,777	\$57,043
20 +	\$50,869	\$54,527	\$57,944

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary is based on 249 days and 8 hour work day.
- 4) Upon initial employment an employee will be placed on the experience level of a salary scale as per verifiable, related experience, as determined by Human Resource Department.
- 5) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 6) Advancement on the salary schedule is based on successful completion of the previous year.
- 7) Applicants with more years of experience than what appears on the salary schedule should contact the HR department for salary amount.



**AZTEC MUNICIPAL SCHOOL DISTRICT
CUSTODIAL GROUNDS AND MAINTENANCE
2025-2026 SALARY SCHEDULE**

Years	Level I	Level II	Level III
0	\$34,268	\$35,173	\$36,755
1	\$34,268	\$35,173	\$36,755
2	\$34,268	\$35,173	\$36,755
3	\$34,268	\$35,173	\$36,755
4	\$34,406	\$35,286	\$36,870
5	\$34,548	\$35,426	\$37,011
6	\$34,691	\$35,566	\$37,150
7	\$34,831	\$35,708	\$37,292
8	\$34,974	\$35,849	\$37,432
9	\$35,116	\$35,991	\$37,573
10	\$35,259	\$36,131	\$37,714
11	\$35,400	\$36,273	\$37,854
12	\$35,542	\$36,413	\$37,996
13	\$35,685	\$36,554	\$38,137
14	\$35,828	\$36,695	\$38,279
15	\$35,970	\$36,835	\$38,419
16	\$36,112	\$36,977	\$38,561
17	\$36,255	\$37,118	\$38,701
18	\$36,681	\$37,540	\$39,123
19	\$37,108	\$37,963	\$39,548
20	\$37,536	\$38,385	\$39,969
21	\$38,248	\$39,091	\$40,730
22 +	\$38,959	\$39,794	\$41,603

Contingent Upon Specific Fiscal Appropriation and Board Approval

Level I - Custodians

Level II - Maintenance/Custodians and Grounds

Level III - Maintenance and Preventative Maintenance (PM)

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary is based on 249 days and 8 hour workday
- 4) Upon initial employment an employee will be placed on the experience level of a salary scale as per verifiable, related experience, as determined by the Human Resource Department
- 5) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 6) Advancement on the salary schedule is based on successful completion of the previous year.
- 7) Applicants with more years of experience than what appears on the salary schedule should contact the HR department for salary amount.



**AZTEC MUNICIPAL SCHOOL DISTRICT
DIRECTORS
2025 - 2026 SALARY SCHEDULE**

SUPERINTENDENT	Negotiated
DEPUTY SUPERINTENDENT HUMAN RESOURCES	\$127,030.00
ASSOCIATE SUPERINTENDENTS	\$121,930.00
DIRECTORS	\$114,540.00



**AZTEC MUNICIPAL SCHOOL DISTRICT
EDUCATIONAL ASSISTANTS 185
2025-2026 SALARY SCHEDULE**

YEARS	Levels I & II	Level III	Associates Degree
0	\$26,780	\$27,852	\$29,458
1	\$26,780	\$27,852	\$29,458
2	\$26,780	\$27,852	\$29,458
3	\$26,835	\$27,906	\$29,566
4	\$26,888	\$27,959	\$29,673
5	\$26,942	\$28,013	\$29,780
6	\$26,995	\$28,066	\$29,887
7	\$27,049	\$28,120	\$29,994
8	\$27,129	\$28,200	\$30,128
9	\$27,209	\$28,280	\$30,262
10	\$27,289	\$28,360	\$30,396
11	\$27,370	\$28,441	\$30,530
12	\$27,450	\$28,521	\$30,664
13	\$27,530	\$28,602	\$30,798
14	\$27,610	\$28,682	\$30,931
15	\$27,692	\$28,763	\$31,065
16	\$27,772	\$28,843	\$31,199
17	\$27,852	\$28,923	\$31,334
18	\$27,959	\$29,030	\$31,467
19	\$28,066	\$29,137	\$31,601
20 +	\$28,173	\$29,244	\$31,735

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary schedule is based on 185 days
- 4) Ninety (90) days of verified experience or one semester in any one school year will count as a year of experience on the salary schedule.
- 5) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 6) Advancement on the salary schedule is based on successful completion of the previous year.
- 7) Levels are determined by License. License documentation is to be on file by October 1 of the current school year for initial placement on the salary schedule and for movement across the salary schedule.
- 8) Upon initial employment and as per negotiations with Human Resource Department, employees will be placed on the salary schedule according to verifiable experience considered applicable to the position.
- 9) This salary schedule is applicable to but not limited to : Educational Assistants, Health Educational Assistants and Site Techs.



**AZTEC MUNICIPAL SCHOOL DISTRICT
HUMAN RESOURCE & PAYROLL SPECIALIST
2025 - 2026 SALARY SCHEDULE**

Years	Annual
0	\$50,913
1	\$50,913
2	\$50,913
3	\$50,913
4	\$51,019
5	\$51,125
6	\$51,231
7	\$51,337
8	\$51,442
9	\$51,972
10	\$52,502
11	\$53,032
12	\$53,563
13	\$54,199
14	\$54,836
15	\$55,472
16	\$56,107
17	\$56,744
18	\$57,379
19	\$58,017
20+	\$58,652

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary schedule is based on 249 working days unless otherwise noted.
- 4) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 5) Advancement on the salary schedule is based on successful completion of the previous year.
- 6) Upon initial employment and as per negotiations with the Human Resources Department, employees will be placed on the salary schedule based on verifiable experience.



AZTEC MUNICIPAL SCHOOL DISTRICT
INDIAN EDUCATION COORDINATOR
2025-2026 SALARY SCHEDULE

YEARS	Non-Degree	Applicable AA	BA/BS
0	\$30,599	\$34,575	\$44,516
1	\$30,599	\$34,575	\$44,516
2	\$30,599	\$34,575	\$44,516
3	\$30,599	\$34,575	\$44,516
4	\$30,773	\$34,663	\$44,603
5	\$30,859	\$34,835	\$44,689
6	\$30,945	\$34,931	\$44,836
7	\$31,230	\$35,312	\$45,227
8	\$31,515	\$35,691	\$45,619
9	\$31,800	\$36,070	\$46,009
10	\$32,083	\$36,450	\$46,399
11	\$32,367	\$36,829	\$46,789
12	\$32,652	\$37,210	\$47,181
13	\$32,937	\$37,589	\$47,572
14	\$33,223	\$37,968	\$47,962
15	\$33,792	\$38,348	\$48,354
16	\$34,362	\$38,728	\$48,745
17	\$34,931	\$39,109	\$49,135
18	\$35,501	\$39,868	\$49,918
19	\$36,070	\$40,437	\$50,504
20 +	\$36,735	\$41,006	\$51,090

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary schedule is based on 203 working days.
- 4) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 5) Upon initial employment and as per negotiations with Human Resource Department, employees will be placed on the salary schedule according to verifiable experience considered applicable to the position.
- 6) Bachelor's Degree or Bachelor's of Science from a regionally accredited institution.



**AZTEC MUNICIPAL SCHOOL DISTRICT
MECHANIC SUPERVISOR
2025-2026 SALARY SCHEDULE**

Years	Level I	Level II
0	\$38,667	\$43,822
1	\$38,667	\$43,822
2	\$38,667	\$43,822
3	\$38,667	\$43,822
4	\$39,120	\$44,275
5	\$39,571	\$44,727
6	\$39,584	\$44,786
7	\$41,244	\$46,400
8	\$42,534	\$47,690
9	\$43,822	\$48,978
10	\$45,112	\$50,267
11	\$46,400	\$51,555
12	\$47,690	\$52,844
13	\$48,978	\$54,135
14	\$50,267	\$55,422
15	\$51,555	\$56,712
16	\$52,844	\$58,000
17	\$54,135	\$59,289
18	\$55,422	\$60,578
19	\$56,712	\$61,868
20 +	\$58,000	\$63,156

Contingent Upon Specific Fiscal Appropriation and Board Approval

Level I - High school graduate or GED

Level II - Automotive Service Excellence (ASE) Certification or Other Verified Certifications

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary is based on 249 days.
- 4) Upon initial employment an employee will be placed on the experience level of a salary scale as per verifiable, related experience, as determined by the Human Resources Department.
- 5) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 6) Advancement on the salary schedule is based on successful completion of the previous year.
- 7) Must be able to maintain certification, if applicable



**AZTEC MUNICIPAL SCHOOL DISTRICT
MECHANIC
2025-2026 SALARY SCHEDULE**

Years	Level I	Level II
0	\$33,928	\$39,131
1	\$33,928	\$39,131
2	\$33,928	\$39,131
3	\$33,928	\$39,131
4	\$34,155	\$39,357
5	\$34,380	\$39,583
6	\$34,607	\$39,809
7	\$34,800	\$40,034
8	\$36,089	\$41,243
9	\$37,378	\$42,534
10	\$38,666	\$43,821
11	\$39,955	\$45,111
12	\$41,243	\$46,400
13	\$42,534	\$47,689
14	\$43,821	\$48,978
15	\$45,111	\$50,266
16	\$46,400	\$51,555
17	\$47,689	\$52,843
18	\$48,978	\$54,134
19	\$50,266	\$55,422
20 +	\$51,555	\$56,711

Contingent Upon Specific Fiscal Appropriation and Board Approval

Level I - High school graduate or GED

Level II - Automotive Service Excellence (ASE) Certification or Other Verified Certification

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary is based on 249 days.
- 4) Upon initial employment an employee will be placed on the experience level of a salary scale as per verifiable, related experience, as determined by the Human Resources Department.
- 5) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 6) Advancement on the salary schedule is based on successful completion of the previous year.
- 7) Must be able to maintain certification, if applicable



**AZTEC MUNICIPAL SCHOOL DISTRICT
PC TECHNICIAN
2025 - 2026 SALARY SCHEDULE**

Years	Technician 220 Days
0	\$33,318
1	\$33,318
2	\$33,318
3	\$33,353
4	\$33,442
5	\$33,530
6	\$33,617
7	\$33,706
8	\$33,794
9	\$33,883
10	\$34,378
11	\$35,085
12	\$35,704
13	\$36,499
14	\$37,030
15	\$37,302
16	\$38,106
17	\$38,908
18	\$39,712
19	\$40,515
20+	\$41,317

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This schedule is based on 220 working days.
- 4) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 5) Upon initial employment and as per negotiations with the Human Resources Department, employees will be placed on the salary schedule according to verifiable education and experience considered applicable to the position.



**AZTEC MUNICIPAL SCHOOL DISTRICT
PRINCIPAL and ASSISTANT PRINCIPAL ACTUAL
2025-2026 SALARY SCHEDULE**

BASE SALARY

High School Principal	\$127,173
High School Assistant	\$99,354
Athletic Director	\$99,354
Alternative High School Principal	\$91,406
Mid-School Principal	\$108,750
Mid-School Assistant	\$91,406
Elementary Principal	\$97,651
Elementary Assistant	\$87,432

Contract Duration:

High School Principal	11 months
High School Assistant	10.5 months
Alternative High School	10.5 months
Mid-School Principal	10.5 months
Mid-School Assistant	10.5 months
Elementary Principal	10.5 months
Elementary Assistant	10.5 months

This Principal salary schedule is for initial placement only. Annual raises will be contingent on Board approval and specific fiscal appropriation



**AZTEC MUNICIPAL SCHOOL DISTRICT
PRINCIPAL and ASSISTANT PRINCIPAL HB002
2025-2026 SALARY SCHEDULE**

BASE SALARY

High School Principal	\$123,750
High School Assistant	\$97,500
Athletic Director	\$97,500
Alternative High School Principal	\$90,000
Mid-School Principal	\$108,750
Mid-School Assistant	\$90,000
Elementary Principal	\$93,750
Elementary Assistant	\$86,250

Contract Duration:

High School Principal	11 months
High School Assistant	10.5 months
Alternative High School	10.5 months
Mid-School Principal	10.5 months
Mid-School Assistant	10.5 months
Elementary Principal	10.5 months
Elementary Assistant	10.5 months

This Principal salary schedule is for initial placement only. Annual raises will be contingent on Board approval and specific fiscal appropriation



AZTEC MUNICIPAL SCHOOL DISTRICT REGISTERED NURSES 2025-2026 SALARY SCHEDULE 185 DAYS

YEARS	Associate 3YR Level 1	Professional 9YR Level 2	Supervisory 9YR Level 3
YEAR 0	\$55,000	\$0	\$0
YEAR 1	\$55,109	\$0	\$0
YEAR 2	\$55,218	\$0	\$0
YEAR 3	\$55,327	\$65,000	\$0
YEAR 4	\$55,436	\$65,200	\$75,000
YEAR 5	\$55,545	\$65,400	\$75,250
YEAR 6	\$55,654	\$65,600	\$75,500
YEAR 7	\$55,763	\$65,800	\$75,750
YEAR 8	\$55,872	\$66,000	\$76,000
YEAR 9	\$55,981	\$66,200	\$76,250
YEAR 10	\$56,090	\$66,400	\$76,500
YEAR 11	\$56,199	\$66,600	\$76,750
YEAR 12	\$56,308	\$66,800	\$77,000
YEAR 13	\$56,417	\$67,000	\$77,250
YEAR 14	\$56,526	\$67,200	\$77,500
YEAR 15	\$56,635	\$67,400	\$77,750
YEAR 16	\$56,744	\$67,600	\$78,000
YEAR 17	\$56,853	\$67,800	\$78,250
YEAR 18	\$56,962	\$68,000	\$78,500
YEAR 19	\$57,071	\$68,200	\$78,750
YEAR 20	\$57,180	\$68,400	\$79,000
YEAR 21	\$57,289	\$68,600	\$79,250
YEAR 22	\$57,398	\$68,800	\$79,500
YEAR 23	\$57,507	\$69,000	\$79,750
YEAR 24	\$57,616	\$69,200	\$80,000
YEAR 25 +	\$57,725	\$69,400	\$80,250

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) Registered Nurses with ADN, BSN or higher will be placed on this salary schedule.
- 4) This salary schedule is based on 185 days
- 5) Each employee is responsible for verification of previous experience. Official verification is due 30 days after the first day of employment.
- 6) Advancement on the salary schedule is based on successful completion of the previous year.
- 7) Applicants with more experience than reflected above should contact the HR department for salary amount.



**AZTEC MUNICIPAL SCHOOL DISTRICT
SAFETY SPECIALISTS
2025-2026 SALARY SCHEDULE**

Years	SPECIALISTS	SAFETY SUPERVISOR
0	\$34,248	\$43,202
1	\$34,248	\$43,202
2	\$34,248	\$43,202
3	\$34,248	\$43,202
4	\$34,357	\$43,770
5	\$34,494	\$44,338
6	\$34,630	\$44,906
7	\$34,768	\$45,473
8	\$34,906	\$46,040
9	\$35,043	\$46,693
10	\$35,181	\$47,346
11	\$35,318	\$47,999
12	\$35,454	\$48,653
13	\$35,591	\$49,390
14	\$35,729	\$50,128
15	\$35,866	\$50,867
16	\$36,003	\$51,604
17	\$36,142	\$52,343
18	\$36,552	\$53,081
19	\$36,964	\$53,932
20 +	\$37,375	\$54,784

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary is based on 185 days and 249 respectively
- 4) Upon initial employment an employee will be placed on the experience level of a salary scale as per verifiable, related experience, as determined by the Human Resource Department
- 5) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 6) Advancement on the salary schedule is based on successful completion of the previous year.
- 7) Applicants with more years of experience than what appears on the salary schedule should contact the HR department for salary amount.



**AZTEC MUNICIPAL SCHOOL DISTRICT
SITE TECHS 203
2025-2026 SALARY SCHEDULE**

YEARS	Levels I & II	Level III	Associates Degree
0	\$29,386	\$30,562	\$32,325
1	\$29,386	\$30,562	\$32,325
2	\$29,386	\$30,562	\$32,325
3	\$29,445	\$30,621	\$32,442
4	\$29,503	\$30,678	\$32,560
5	\$29,562	\$30,738	\$32,677
6	\$29,622	\$30,796	\$32,795
7	\$29,680	\$30,855	\$32,912
8	\$29,768	\$30,944	\$33,059
9	\$29,856	\$31,032	\$33,207
10	\$29,945	\$31,120	\$33,353
11	\$30,033	\$31,208	\$33,500
12	\$30,121	\$31,296	\$33,647
13	\$30,209	\$31,385	\$33,793
14	\$30,297	\$31,472	\$33,941
15	\$30,385	\$31,560	\$34,089
16	\$30,472	\$31,649	\$34,235
17	\$30,562	\$31,737	\$34,382
18	\$30,678	\$31,855	\$34,528
19	\$30,796	\$31,971	\$34,675
20 +	\$30,914	\$32,090	\$34,822

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) This salary schedule is based on 185 days
- 4) Ninety (90) days of verified experience or one semester in any one school year will count as a year of experience on the salary schedule.
- 5) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 6) Advancement on the salary schedule is based on successful completion of the previous year.
- 7) Levels are determined by License. License documentation is to be on file by October 1 of the current school year for initial placement on the salary schedule and for movement across the salary schedule.
- 8) Upon initial employment and as per negotiations with Human Resource Department, employees will be placed on the salary schedule according to verifiable experience considered applicable to the position.
- 9) This salary schedule is applicable to but not limited to : Educational Assistants and Health Educational Assistants



**AZTEC MUNICIPAL SCHOOL DISTRICT
TEACHER
2025 - 2026 SALARY SCHEDULE 185 DAYS**

YEARS	Level 1	Level 2	Level 3
YEAR 0	\$ 57,910	-	-
YEAR 1	\$ 57,910	-	-
YEAR 2	\$ 57,910	-	-
YEAR 3	\$ 57,910	\$ 68,129	-
YEAR 4	\$ 58,023	\$ 68,129	-
YEAR 5	\$ 58,136	\$ 68,129	\$ 79,484
YEAR 6	\$ 58,250	\$ 68,129	\$ 79,484
YEAR 7	\$ 58,364	\$ 68,697	\$ 79,484
YEAR 8	\$ 58,478	\$ 69,264	\$ 79,484
YEAR 9	\$ 58,591	\$ 69,832	\$ 79,484
YEAR 10	\$ 58,704	\$ 70,400	\$ 79,710
YEAR 11	\$ 58,818	\$ 70,968	\$ 79,938
YEAR 12	\$ 58,931	\$ 71,535	\$ 80,165
YEAR 13	\$ 59,045	\$ 71,989	\$ 80,391
YEAR 14	\$ 59,045	\$ 72,216	\$ 80,619
YEAR 15	\$ 59,045	\$ 72,444	\$ 80,846
YEAR 16	-	\$ 72,670	\$ 81,074
YEAR 17	-	\$ 72,898	\$ 81,300
YEAR 18	-	\$ 73,125	\$ 82,663
YEAR 19	-	\$ 73,352	\$ 82,890
YEAR 20	-	\$ 73,579	\$ 83,117
YEAR 21	-	\$ 73,806	\$ 83,344
YEAR 22	-	\$ 74,033	\$ 83,571
YEAR 23	-	\$ 74,261	\$ 83,798
YEAR 24	-	\$ 74,487	\$ 84,025
YEAR 25	-	\$ 74,714	\$ 84,253

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) An increment, at the discretion of the School Board, may be given to individuals who are off the schedule.
- 3) Official transcripts are to be on file by October 1 of the current school year for initial placement on the salary schedule and for movement across the salary schedule.
- 4) Approval must be obtained from the Human Resources Department for all undergraduate classes counted towards movement on the salary schedule.
- 5) This salary schedule is based on 185 days for new and returning teaching staff.
- 6) Ninety (90) days of verified experience or one semester in any one school year will count as a year of experience on this salary schedule.
- 7) Each employee is responsible for verification of previous experience. Official verification is due 30 days after the first day of employment.
- 8) Substitute teaching and/or student teaching is not recognized as teaching experience.
- 9) Advancement on the salary schedule is based on successful completion of the previous year.
- 10) This schedule is subject to collective bargaining.
- 11) Applicants with more experience than reflected above should contact the HR department for salary amount.



**AZTEC MUNICIPAL SCHOOL DISTRICT
TECHNOLOGY
2025 - 2026 SALARY SCHEDULE**

Years	PC Coordinator	Application Specialist	Network Coordinator
0	\$54,243	\$65,743	\$77,743
1	\$54,243	\$66,281	\$78,593
2	\$54,243	\$66,819	\$79,443
3	\$54,243	\$67,357	\$80,293
4	\$54,330	\$67,895	\$81,143
5	\$54,418	\$68,433	\$81,993
6	\$54,515	\$68,971	\$82,843
7	\$54,735	\$69,509	\$83,693
8	\$54,954	\$70,047	\$84,543
9	\$55,172	\$70,585	\$85,393
10	\$55,392	\$71,123	\$86,243
11	\$55,611	\$71,661	\$87,093
12	\$55,830	\$72,199	\$87,943
13	\$56,050	\$72,737	\$88,793
14	\$56,477	\$73,275	\$89,643
15	\$57,029	\$73,813	\$90,493
16	\$57,580	\$74,351	\$91,343
17	\$58,131	\$74,889	\$92,193
18	\$58,682	\$75,427	\$93,043
19	\$59,234	\$75,965	\$93,893
20+	\$59,785	\$76,503	\$94,743

Contingent Upon Specific Fiscal Appropriation and Board Approval

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) This schedule is based on 213 and 249 working days respectively
- 3) Bachelor's degree in IT or related field required; equivalent experience in computer applications and network coordination may be considered.
- 4) Each employee is responsible for verification of previous experience. Official verification is due thirty (30) days after the first day of employment.
- 5) Upon initial employment and as per negotiations with the Human Resources Department, employees will be placed on the salary schedule according to verifiable education and experience considered applicable to the position.