

**DULCE INDEPENDENT SCHOOLS
ADMINISTRATORS SALARY SCHEDULES
2021-2022**

	High School	High School	Middle School	Elementary	Elementary	District Wide	District Wide	District Wide	District Wide
	Principal	Assistant Principal	Principal	Principal	Assistant Principal	Federal Programs Director	Director of Special Education	SAT/TEST Director/MLSS Director	Director of Curriculum
Steps	220	220	220	220	220	240	220	220	240
0	\$ 98,415	\$ 75,618	\$ 86,113	\$ 77,399	\$ 72,000	\$ 82,012	\$ 72,000.00	\$ 72,000.00	\$ 72,000
1	\$ 98,915	\$ 76,118	\$ 86,613	\$ 77,899	\$ 72,500	\$ 82,512	\$ 72,500.00	\$ 72,500.00	\$ 72,500
2	\$ 99,415	\$ 76,618	\$ 87,113	\$ 78,399	\$ 73,000	\$ 83,012	\$ 73,000.00	\$ 73,000.00	\$ 73,000
3	\$ 99,915	\$ 77,118	\$ 87,613	\$ 78,899	\$ 73,500	\$ 83,512	\$ 73,500.00	\$ 73,500.00	\$ 73,500
4	\$ 100,415	\$ 77,618	\$ 88,113	\$ 79,399	\$ 74,000	\$ 84,012	\$ 74,000.00	\$ 74,000.00	\$ 74,000
5	\$ 100,915	\$ 78,118	\$ 88,613	\$ 79,899	\$ 74,500	\$ 84,512	\$ 74,500.00	\$ 74,500.00	\$ 74,500
6	\$ 101,415	\$ 78,618	\$ 89,113	\$ 80,399	\$ 75,000	\$ 85,012	\$ 75,000.00	\$ 75,000.00	\$ 75,000
7	\$ 101,915	\$ 79,118	\$ 89,613	\$ 80,899	\$ 75,500	\$ 85,512	\$ 75,500.00	\$ 75,500.00	\$ 75,500
8	\$ 102,415	\$ 79,618	\$ 90,113	\$ 81,399	\$ 76,000	\$ 86,012	\$ 76,000.00	\$ 76,000.00	\$ 76,000
9	\$ 102,915	\$ 80,118	\$ 90,613	\$ 81,899	\$ 76,500	\$ 86,512	\$ 76,500.00	\$ 76,500.00	\$ 76,500
10	\$ 103,415	\$ 80,618	\$ 91,113	\$ 82,399	\$ 77,000	\$ 87,012	\$ 77,000.00	\$ 77,000.00	\$ 77,000
11	\$ 103,915	\$ 81,118	\$ 91,613	\$ 82,899	\$ 77,500	\$ 87,512	\$ 77,500.00	\$ 77,500.00	\$ 77,500
12	\$ 104,415	\$ 81,618	\$ 92,113	\$ 83,399	\$ 78,000	\$ 88,012	\$ 78,000.00	\$ 78,000.00	\$ 78,000
13	\$ 104,915	\$ 82,118	\$ 92,613	\$ 83,899	\$ 78,500	\$ 88,512	\$ 78,500.00	\$ 78,500.00	\$ 78,500
14	\$ 105,415	\$ 82,618	\$ 93,113	\$ 84,399	\$ 79,000	\$ 89,012	\$ 79,000.00	\$ 79,000.00	\$ 79,000
15	\$ 105,915	\$ 83,118	\$ 93,613	\$ 84,899	\$ 79,500	\$ 89,512	\$ 79,500.00	\$ 79,500.00	\$ 79,500
16	\$ 106,415	\$ 83,618	\$ 94,113	\$ 85,399	\$ 80,000	\$ 90,012	\$ 80,000.00	\$ 80,000.00	\$ 80,000
17	\$ 106,915	\$ 84,118	\$ 94,613	\$ 85,899	\$ 80,500	\$ 90,512	\$ 80,500.00	\$ 80,500.00	\$ 80,500
18	\$ 107,415	\$ 84,618	\$ 95,113	\$ 86,399	\$ 81,000	\$ 91,012	\$ 81,000.00	\$ 81,000.00	\$ 81,000
19	\$ 107,915	\$ 85,118	\$ 95,613	\$ 86,899	\$ 81,500	\$ 91,512	\$ 81,500.00	\$ 81,500.00	\$ 81,500
20	\$ 108,415	\$ 85,618	\$ 96,113	\$ 87,399	\$ 82,000	\$ 92,012	\$ 82,000.00	\$ 82,000.00	\$ 82,000
10 years Administrative experience allowed									
Approved by Board of Education on 5/18/21									
This schedule is a one-year document that reflects placement. This schedule does not reflect future movement									

DULCE INDEPENDENT SCHOOLS
STIPEND SCHEDULE
2021-2022

Position	Stipend	Position	Stipend	Position	Stipend	Stipend
Head Football	\$ 5,000	Junior Sponsor	\$ 1,500.00	Professional Classroom Services (ALL)		Hourly
Asst. Football	\$ 3,500	Sophomore Sponsor	\$ 750.00	All Levels		Current Hourly Rate
Head Volleyball	\$ 5,000	Freshman Sponsor	\$ 500.00			
Asst. Volleyball	\$ 3,500	National Honor Society	\$ 500.00			
MS Volleyball	\$ 2,000	SAT Chair-Elementary(2)	\$ 500.00			
Asst MS Volleyball	\$ 1,000	SAT Chair-Middle School	\$ 500.00			
MS Football	\$ 2,000	SAT Chair-High School	\$ 500.00			
Asst MS Football	\$ 1,000	Robotics Club (Elementary)	\$ 500.00			
Head Basketball - BOYS	\$ 5,000	Robotics Club (MS & HS)	\$ 500.00			
Head Basketball - GIRLS	\$ 5,000	Lead Teacher K-2	\$ 750.00			\$22.00 pr hour
Asst. Basketball - Boys	\$ 3,500	Lead Teacher 3-5	\$ 750.00			\$12.00 per hour
Asst. Basketball - Girls	\$ 3,500	Lead Teacher - MS	\$ 750.00			
MS Basketball - Boys	\$ 2,000	Dept. Chair	\$ 750.00			
MS Basketball - Girls	\$ 2,000	Test Coordinator Sight-Elementary	\$ 1,250.00			
Asst MS Basketball - Girls	\$ 1,000	Test Coordinator Sight Level	\$ 750.00			
Head Track-boys	\$ 5,000	Green House	\$ 1,500.00			
Head Track-girls	\$ 5,000	Housing Inspection/Maint	\$ 5,000.00			
Asst. Boys Track	\$ 3,500	Medicaid Billing	\$ 2,500.00			
Head Track-girls	\$ 5,000	Maintenance On-Call (per week)	\$ 150.00			
Asst. Girls Track	\$ 3,500	NM Rising Teacher Prep Program(2)	\$ 1,500.00			
Cross Country	\$ 5,000	HS CTE Admin Assistant	\$ 3,000.00			
Asst. Cross Country	\$ 3,500	Athletic Director	\$ 6,500.00			
Elem. Basketball 5&6 Boys	\$ 1,000	Chaperone (per day)	\$ 125.00			
Elem Basketball 5&6 Girls	\$ 500	Security Personnel Hourly	\$ 20.00			
Elem GBB Asst. 5&6 Girls	\$ 500					
Elem Basketball 3&4 Boys	\$ 1,000					
Elem GBB Asst. 3&4 Boys	\$ 500					
Elem Basketball 3&4 Girls	\$ 1,000					
Elem. GBB Asst. 3&4 Girls	\$ 500					
Elementary Student Council	\$ 500					
BPA	\$ 1,500					
HS Student Council	\$ 1,750					
MS Student Council	\$ 1,500					
HS Yearbook	\$ 1,500					
Senior Sponsor	\$ 1,500					
Close-Up	\$ 1,500					
	\$ 87,250		\$ 11,645		\$ 116,250	

Approved by Board of Education on 6/29/21

Sporting events will be assessed proportionately per game played and paid on a prorated bases if the season is cancelled for any reason. Academic sponsors must have at least six (6) students in sponsored activity. Must provide log of activities and at least 6 monthly meeting minutes. Pending Fund Availability. Does not guarantee placement or compensation. Sponsor/Coach is responsible for all initial documentation to be provided to site principal and HR prior to consideration of activity and stipend.

(Revised 6/28/21)

Revised 9/27/21

(Revised 9/21/21)

**DULCE INDEPENDENT SCHOOLS
SUBSTITUTE SALARY SCHEDULE**

2021-2022

		Hourly			
Game Duty		\$10.50			
Game Official		\$	20		
Student Worker		\$	12.00		
Substitute Custodian			\$12.50		
Substitute Cook			\$10.50 - \$12.50		
Substitute Secretarial			\$13.50		
Substitute Educational Assistant			\$12.50		
Substitute Summer Youth Supervisor			\$22.00		
Substitute Grounds/Maintenance			\$15.00		
Substitute Teachers					
Substitute Teacher-HS Diploma		\$	15		
Substitute Teacher-BA Degree (no teaching license)		\$	18		
Substitute Teacher-NM Teaching License		\$	22		
				7.5 * 22 =	\$ 165
Long Term Sub - 11th consecutive day = Extra Pay/Day		\$	50	\$50.00 + \$165 =	\$ 215
Long Term Substitute - 31st consecutive day = Extra Pay/Day		\$	100	\$100.00 + \$165 =	\$ 265
EA's as Substitute Teacher		\$	5		
Approved by the Board of Education: 5/18/21					
Pending Fund Availability. Does not guarantee placement or compensation.					
This schedule is a one-year document that reflects placement. This schedule does not reflect future movement					
Refer to CBA for terms of EA's substitute agreement.					

**DULCE INDEPENDENT SCHOOLS
CUSTODIAL, MAINTENANCE
2021-2022**

Steps	Custodian Hourly	1920	Custodial Supervisor Exempt	1920 Maintenance Hourly	Grounds/Maintenance Hourly
0	\$ 24,960.00	\$ 13.00	\$ 43,056.00	\$ 42,651.00	\$ 22.21
1	\$ 25,210.00	\$ 13.13	\$ 43,306.00	\$ 42,901.00	\$ 22.34
2	\$ 25,460.00	\$ 13.26	\$ 43,556.00	\$ 43,151.00	\$ 22.47
3	\$ 25,710.00	\$ 13.39	\$ 43,806.00	\$ 43,401.00	\$ 22.60
4	\$ 25,960.00	\$ 13.52	\$ 44,056.00	\$ 43,651.00	\$ 22.73
5	\$ 26,260.00	\$ 13.68	\$ 44,306.00	\$ 43,901.00	\$ 22.87
6	\$ 26,560.00	\$ 13.83	\$ 44,556.00	\$ 44,151.00	\$ 23.00
7	\$ 26,860.00	\$ 13.99	\$ 44,806.00	\$ 44,401.00	\$ 23.13
8	\$ 27,160.00	\$ 14.15	\$ 45,056.00	\$ 44,651.00	\$ 23.26
9	\$ 27,460.00	\$ 14.30	\$ 45,306.00	\$ 44,901.00	\$ 23.39
10	\$ 27,760.00	\$ 14.46	\$ 45,556.00	\$ 45,151.00	\$ 23.52
11	\$ 28,060.00	\$ 14.61	\$ 45,806.00	\$ 45,401.00	\$ 23.65
12	\$ 28,360.00	\$ 14.77	\$ 46,056.00	\$ 45,651.00	\$ 23.78
13	\$ 28,660.00	\$ 14.93	\$ 46,306.00	\$ 45,901.00	\$ 23.91
14	\$ 28,960.00	\$ 15.08	\$ 46,556.00	\$ 46,151.00	\$ 24.04
15	\$ 29,260.00	\$ 15.24	\$ 46,806.00	\$ 46,401.00	\$ 24.17
16	\$ 29,560.00	\$ 15.40	\$ 47,056.00	\$ 46,651.00	\$ 24.30
17	\$ 29,860.00	\$ 15.55	\$ 47,306.00	\$ 46,901.00	\$ 24.43
18	\$ 30,160.00	\$ 15.71	\$ 47,556.00	\$ 47,151.00	\$ 24.56
19	\$ 30,460.00	\$ 15.86	\$ 47,806.00	\$ 47,401.00	\$ 24.69
20	\$ 30,760.00	\$ 16.02	\$ 48,056.00	\$ 47,701.00	\$ 24.84
21	\$ 31,060.00	\$ 16.18	\$ 48,306.00	\$ 48,001.00	\$ 25.00
22	\$ 31,360.00	\$ 16.33	\$ 48,556.00	\$ 48,301.00	\$ 25.16
23	\$ 31,660.00	\$ 16.49	\$ 48,806.00	\$ 48,601.00	\$ 25.31
24	\$ 31,960.00	\$ 16.65	\$ 49,056.00	\$ 48,901.00	\$ 25.47
25	\$ 32,260.00	\$ 16.80	\$ 49,306.00	\$ 49,201.00	\$ 25.63
240 Days x 8 Hours/Day = 1920 Hours					
Verification of Experience Before Placement on Schedule					
Increments: AA/Vocational Certificate \$1,000 Annually; CID License \$2,000 Annually					
This schedule is a one-year document that reflects placement. This schedule does not reflect future movement.					
Approved by the Board of Education on 5/18/21					

**DULCE INDEPENDENT SCHOOLS
 BUS DRIVERS SALARY SCHEDULE
 2021-2022**

	Route Drivers	Bus Assistants	Supervisor	Other
Steps				
0-5	\$ 21.34	\$ 16.63	\$ 17.38	Activity Drivers \$ 16.00
6-10	\$ 21.89	\$ 16.96	\$ 17.92	Training (In-Service) \$ 12.00
11-15	\$ 22.44	\$ 17.29	\$ 18.20	
16+	\$ 23.00	\$ 17.63	\$ 18.47	

Verification of Experience Before Placement on Schedule

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Approved by Board of Education on 5/18/21

DULCE INDEPENDENT SCHOOLS
SECRETARY/ATTENDANCE CLERK SALARY SCHEDULE

2021-2022

Steps	Attendance Truant Officer/Safety Officer		Office Assistant/210		Secretary (HS, MS, ES)/210		Secretary (SPEE)/220		Administrative Assistant (Superintendent/HR)/240		Secretary (Maintenance/Athletics)/240		Administrative Assistant (Specialized Assignment)240	
	1680	Hourly	1680	Hourly	1680	Hourly	1760	Hourly	1920	Hourly	1920	Hourly	1920	Hourly
0	\$ 28,797.00	\$ 17.14	\$ 24,613.00	\$ 14.65	\$ 29,340.00	\$ 17.46	\$ 31,484	\$ 17.89	\$ 38,331.00	\$ 19.96	\$ 31,484	\$ 16.40	\$ 38,331.00	\$ 19.96
1	\$ 29,047.00	\$ 17.29	\$ 24,863.00	\$ 14.80	\$ 29,590.00	\$ 17.61	\$ 31,734	\$ 18.03	\$ 38,581.00	\$ 20.09	\$ 31,734	\$ 16.53	\$ 38,581.00	\$ 20.09
2	\$ 29,297.00	\$ 17.44	\$ 25,113.00	\$ 14.95	\$ 29,840.00	\$ 17.76	\$ 31,984	\$ 18.17	\$ 38,831.00	\$ 20.22	\$ 31,984	\$ 16.66	\$ 38,831.00	\$ 20.22
3	\$ 29,547.00	\$ 17.59	\$ 25,363.00	\$ 15.10	\$ 30,090.00	\$ 17.91	\$ 32,234	\$ 18.31	\$ 39,081.00	\$ 20.35	\$ 32,234	\$ 16.79	\$ 39,081.00	\$ 20.35
4	\$ 29,797.00	\$ 17.74	\$ 25,613.00	\$ 15.25	\$ 30,340.00	\$ 18.06	\$ 32,484	\$ 18.46	\$ 39,331.00	\$ 20.48	\$ 32,484	\$ 16.92	\$ 39,331.00	\$ 20.48
5	\$ 30,047.00	\$ 17.89	\$ 25,863.00	\$ 15.39	\$ 30,590.00	\$ 18.21	\$ 32,734	\$ 18.60	\$ 39,581.00	\$ 20.62	\$ 32,734	\$ 17.05	\$ 39,581.00	\$ 20.62
6	\$ 30,297.00	\$ 18.03	\$ 26,113.00	\$ 15.54	\$ 30,840.00	\$ 18.36	\$ 32,984	\$ 18.74	\$ 39,831.00	\$ 20.75	\$ 32,984	\$ 17.18	\$ 39,831.00	\$ 20.75
7	\$ 30,547.00	\$ 18.18	\$ 26,363.00	\$ 15.69	\$ 31,090.00	\$ 18.51	\$ 33,234	\$ 18.88	\$ 40,081.00	\$ 20.88	\$ 33,234	\$ 17.31	\$ 40,081.00	\$ 20.88
8	\$ 30,797.00	\$ 18.33	\$ 26,613.00	\$ 15.84	\$ 31,340.00	\$ 18.65	\$ 33,484	\$ 19.03	\$ 40,331.00	\$ 21.01	\$ 33,484	\$ 17.44	\$ 40,331.00	\$ 21.01
9	\$ 31,047.00	\$ 18.48	\$ 26,863.00	\$ 15.99	\$ 31,590.00	\$ 18.80	\$ 33,734	\$ 19.17	\$ 40,581.00	\$ 21.14	\$ 33,734	\$ 17.57	\$ 40,581.00	\$ 21.14
10	\$ 31,297.00	\$ 18.63	\$ 27,113.00	\$ 16.14	\$ 31,840.00	\$ 18.95	\$ 33,984	\$ 19.31	\$ 40,831.00	\$ 21.27	\$ 33,984	\$ 17.70	\$ 40,831.00	\$ 21.27
11	\$ 31,547.00	\$ 18.78	\$ 27,363.00	\$ 16.29	\$ 32,090.00	\$ 19.10	\$ 34,234	\$ 19.45	\$ 41,081.00	\$ 21.40	\$ 34,234	\$ 17.83	\$ 41,081.00	\$ 21.40
12	\$ 31,797.00	\$ 18.93	\$ 27,613.00	\$ 16.44	\$ 32,340.00	\$ 19.25	\$ 34,484	\$ 19.59	\$ 41,331.00	\$ 21.53	\$ 34,484	\$ 17.96	\$ 41,331.00	\$ 21.53
13	\$ 32,047.00	\$ 19.08	\$ 27,863.00	\$ 16.59	\$ 32,590.00	\$ 19.40	\$ 34,734	\$ 19.74	\$ 41,581.00	\$ 21.66	\$ 34,734	\$ 18.09	\$ 41,581.00	\$ 21.66
14	\$ 32,297.00	\$ 19.22	\$ 28,113.00	\$ 16.73	\$ 32,840.00	\$ 19.55	\$ 34,984	\$ 19.88	\$ 41,831.00	\$ 21.79	\$ 34,984	\$ 18.22	\$ 41,831.00	\$ 21.79
15	\$ 32,547.00	\$ 19.37	\$ 28,363.00	\$ 16.88	\$ 33,090.00	\$ 19.70	\$ 35,234	\$ 20.02	\$ 42,081.00	\$ 21.92	\$ 35,234	\$ 18.35	\$ 42,081.00	\$ 21.92
16	\$ 32,797.00	\$ 19.52	\$ 28,613.00	\$ 17.03	\$ 33,340.00	\$ 19.85	\$ 35,484	\$ 20.16	\$ 42,331.00	\$ 22.05	\$ 35,484	\$ 18.48	\$ 42,331.00	\$ 22.05
17	\$ 33,047.00	\$ 19.67	\$ 28,863.00	\$ 17.18	\$ 33,590.00	\$ 19.99	\$ 35,734	\$ 20.30	\$ 42,581.00	\$ 22.18	\$ 35,734	\$ 18.61	\$ 42,581.00	\$ 22.18
18	\$ 33,297.00	\$ 19.82	\$ 29,113.00	\$ 17.33	\$ 33,840.00	\$ 20.14	\$ 35,984	\$ 20.45	\$ 42,831.00	\$ 22.31	\$ 35,984	\$ 18.74	\$ 42,831.00	\$ 22.31
19	\$ 33,547.00	\$ 19.97	\$ 29,363.00	\$ 17.48	\$ 34,090.00	\$ 20.29	\$ 36,234	\$ 20.59	\$ 43,081.00	\$ 22.44	\$ 36,234	\$ 18.87	\$ 43,081.00	\$ 22.44
20	\$ 33,797.00	\$ 20.12	\$ 29,613.00	\$ 17.63	\$ 34,340.00	\$ 20.44	\$ 36,484	\$ 20.73	\$ 43,331.00	\$ 22.57	\$ 36,484	\$ 19.00	\$ 43,331.00	\$ 22.57
21	\$ 34,047.00	\$ 20.27	\$ 29,863.00	\$ 17.78	\$ 34,590.00	\$ 20.59	\$ 36,734	\$ 20.87	\$ 43,581.00	\$ 22.70	\$ 36,734	\$ 19.13	\$ 43,581.00	\$ 22.70
22	\$ 34,297.00	\$ 20.41	\$ 30,113.00	\$ 17.92	\$ 34,840.00	\$ 20.74	\$ 36,984	\$ 21.01	\$ 43,831.00	\$ 22.83	\$ 36,984	\$ 19.26	\$ 43,831.00	\$ 22.83
23	\$ 34,547.00	\$ 20.56	\$ 30,363.00	\$ 18.07	\$ 35,090.00	\$ 20.89	\$ 37,234	\$ 21.16	\$ 44,081.00	\$ 22.96	\$ 37,234	\$ 19.39	\$ 44,081.00	\$ 22.96
24	\$ 34,797.00	\$ 20.71	\$ 30,613.00	\$ 18.22	\$ 35,340.00	\$ 21.04	\$ 37,484	\$ 21.30	\$ 44,331.00	\$ 23.09	\$ 37,484	\$ 19.52	\$ 44,331.00	\$ 23.09
25	\$ 35,047.00	\$ 20.86	\$ 30,863.00	\$ 18.37	\$ 35,590.00	\$ 21.18	\$ 37,734	\$ 21.44	\$ 44,581.00	\$ 23.22	\$ 37,734	\$ 19.65	\$ 44,581.00	\$ 23.22
26	\$ 35,297.00	\$ 21.01	\$ 31,113.00	\$ 18.52	\$ 35,840.00	\$ 21.33	\$ 37,984	\$ 21.58	\$ 44,831.00	\$ 23.35	\$ 37,984	\$ 19.78	\$ 44,831.00	\$ 23.35
27	\$ 35,547.00	\$ 21.16	\$ 31,363.00	\$ 18.67	\$ 36,090.00	\$ 21.48	\$ 38,234	\$ 21.72	\$ 45,081.00	\$ 23.48	\$ 38,234	\$ 19.91	\$ 45,081.00	\$ 23.48
28	\$ 35,797.00	\$ 21.31	\$ 31,613.00	\$ 18.82	\$ 36,340.00	\$ 21.63	\$ 38,484	\$ 21.87	\$ 45,331.00	\$ 23.61	\$ 38,484	\$ 20.04	\$ 45,331.00	\$ 23.61
29	\$ 36,047.00	\$ 21.46	\$ 31,863.00	\$ 18.97	\$ 36,590.00	\$ 21.78	\$ 38,734	\$ 22.01	\$ 45,581.00	\$ 23.74	\$ 38,734	\$ 20.17	\$ 45,581.00	\$ 23.74
30	\$ 36,297.00	\$ 21.61	\$ 32,113.00	\$ 19.11	\$ 36,840.00	\$ 21.93	\$ 38,984	\$ 22.15	\$ 45,831.00	\$ 23.87	\$ 38,984	\$ 20.30	\$ 45,831.00	\$ 23.87
31	\$ 36,547.00	\$ 21.75	\$ 32,363.00	\$ 19.26	\$ 37,090.00	\$ 22.08	\$ 39,234	\$ 22.29	\$ 46,081.00	\$ 24.00	\$ 39,234	\$ 20.43	\$ 46,081.00	\$ 24.00

10 years of Verifiable Work Experience is allowed.

Verification of Experience Before Placement on Schedule

College Hours for Classified Employees:

1-30 Hours \$250, 31-60 Hours \$500, 61-90 Hours \$750, AA Degree \$1000, BA \$2000

This schedule is a one-year document that reflects placement. This schedule does not reflect future movement.

Approved by Board of Education on 5/18/21. Amended 9/27/21.

**DULCE INDEPENDENT SCHOOLS
FOOD SERVICE SALARY SCHEDULE
2021-22**

Steps	Cook		Head Cook		Supervisor/Director	
	Hourly	1124	Hourly	1211	Example (240 Days/8 Hours)	
0	\$ 14,455.00	\$ 12.85	\$ 17,428.00	\$ 14.39	\$	\$4,333.00
1	\$ 14,755.00	\$ 13.12	\$ 17,728.00	\$ 14.64	\$	\$4,583.00
2	\$ 15,055.00	\$ 13.39	\$ 18,028.00	\$ 14.89	\$	\$4,833.00
3	\$ 16,305.00	\$ 14.50	\$ 19,278.00	\$ 15.92	\$	\$5,083.00
4	\$ 16,605.00	\$ 14.77	\$ 19,578.00	\$ 16.17	\$	\$5,333.00
5	\$ 16,905.00	\$ 15.03	\$ 19,878.00	\$ 16.41	\$	\$5,583.00
6	\$ 17,205.00	\$ 15.30	\$ 20,178.00	\$ 16.66	\$	\$5,833.00
7	\$ 17,505.00	\$ 15.57	\$ 20,478.00	\$ 16.91	\$	\$6,083.00
8	\$ 17,805.00	\$ 15.83	\$ 20,778.00	\$ 17.16	\$	\$6,333.00
9	\$ 18,105.00	\$ 16.10	\$ 21,078.00	\$ 17.41	\$	\$6,583.00
10	\$ 18,505.00	\$ 16.46	\$ 21,578.00	\$ 17.82	\$	\$6,833.00
11	\$ 18,805.00	\$ 16.72	\$ 22,078.00	\$ 18.23	\$	\$7,133.00
12	\$ 19,105.00	\$ 16.99	\$ 22,578.00	\$ 18.64	\$	\$7,433.00
13	\$ 19,405.00	\$ 17.26	\$ 22,878.00	\$ 18.89	\$	\$7,733.00
14	\$ 19,705.00	\$ 17.52	\$ 23,178.00	\$ 19.14	\$	\$8,033.00
15	\$ 20,005.00	\$ 17.79	\$ 23,478.00	\$ 19.39	\$	\$8,333.00
16	\$ 20,305.00	\$ 18.06	\$ 23,778.00	\$ 19.64	\$	\$8,633.00
17	\$ 20,605.00	\$ 18.32	\$ 24,078.00	\$ 19.88	\$	\$8,933.00
18	\$ 20,905.00	\$ 18.59	\$ 24,378.00	\$ 20.13	\$	\$9,233.00
19	\$ 21,205.00	\$ 18.86	\$ 24,678.00	\$ 20.38	\$	\$9,533.00
20	\$ 21,505.00	\$ 19.12	\$ 24,978.00	\$ 20.63	\$	\$9,808.00
21	\$ 21,805.00	\$ 19.39	\$ 25,278.00	\$ 20.87	\$	\$6,083.00
22	\$ 22,105.00	\$ 19.66	\$ 25,578.00	\$ 21.12	\$	\$6,358.00
23	\$ 22,405.00	\$ 19.92	\$ 25,878.00	\$ 21.37	\$	\$6,633.00
24	\$ 22,705.00	\$ 20.19	\$ 26,178.00	\$ 21.62	\$	\$6,908.00
25	\$ 23,005.00	\$ 20.46	\$ 26,478.00	\$ 21.86	\$	\$7,183.00
26-30	\$ 23,305.00	\$ 20.72	\$ 26,778.00	\$ 22.11	\$	\$7,458.00

Cook pay based on a 173calendar days / 6.5-hour days; Head cook 7-hour days (half hour lunch)
 Verification of Experience before placement on schedule
 Lead Cook Supervisor for each site \$1000 Annually
 \$250 1-20 College Hrs; \$500 31-60 hours; \$750 61-90 hours; \$1000 AA degree; \$2000 BA degree
 This schedule is a one-year document that reflects placement. This schedule does not reflect future movement.
 Food Services calendar is in accordance with school calendar.
 Approved by the Board of Education on 5/18/21
 Amended on 7/21/21

Organizational Support Staff
FY 2021-2022

STEP	Fed/Net/HR Director	Director of Operations	Business Manager	Transportation/Safety Supervisor	HR Manager	Payroll/Staff Reporting	SPED Coordinator	Data Manager	Payroll/HR/Accounting Tech	Technology Curriculum Coach	Federal Programs Coordinator	
0	\$75,947.00	\$79,211.00	\$77,018.00	\$50,035.00	\$60,554.00	\$67,837.00	\$62,608.00	\$46,415.00	1920	Hourly	\$71,280.00	\$62,608.00
1	\$76,197.00	\$79,461.00	\$77,268.00	\$50,285.00	\$60,804.00	\$68,087.00	\$63,108.00	\$46,665.00	\$44,588.00	\$23.22	\$71,530.00	\$63,108.00
2	\$76,447.00	\$79,711.00	\$77,518.00	\$50,535.00	\$61,054.00	\$68,337.00	\$63,608.00	\$46,915.00	\$44,838.00	\$23.35	\$71,780.00	\$63,608.00
3	\$76,697.00	\$79,961.00	\$77,768.00	\$50,785.00	\$61,304.00	\$68,587.00	\$64,108.00	\$47,165.00	\$45,088.00	\$23.48	\$72,030.00	\$64,108.00
4	\$76,947.00	\$80,211.00	\$78,018.00	\$51,035.00	\$61,554.00	\$68,837.00	\$64,608.00	\$47,415.00	\$45,338.00	\$23.61	\$72,280.00	\$64,608.00
5	\$77,197.00	\$80,461.00	\$78,268.00	\$51,285.00	\$61,869.00	\$69,087.00	\$65,108.00	\$47,665.00	\$45,588.00	\$23.74	\$72,530.00	\$65,108.00
6	\$77,447.00	\$80,711.00	\$78,518.00	\$51,585.00	\$62,119.00	\$69,337.00	\$65,608.00	\$47,915.00	\$45,838.00	\$23.87	\$72,780.00	\$65,608.00
7	\$77,697.00	\$80,961.00	\$78,768.00	\$51,885.00	\$62,369.00	\$69,587.00	\$66,108.00	\$48,165.00	\$46,088.00	\$24.00	\$73,030.00	\$66,108.00
8	\$77,947.00	\$81,211.00	\$79,018.00	\$52,185.00	\$62,619.00	\$69,837.00	\$66,608.00	\$48,415.00	\$46,338.00	\$24.13	\$73,280.00	\$66,608.00
9	\$78,197.00	\$81,461.00	\$79,268.00	\$52,485.00	\$62,869.00	\$70,087.00	\$67,108.00	\$48,665.00	\$46,588.00	\$24.26	\$73,530.00	\$67,108.00
10	\$78,447.00	\$81,711.00	\$79,518.00	\$52,785.00	\$63,119.00	\$70,337.00	\$67,608.00	\$48,915.00	\$46,838.00	\$24.39	\$73,780.00	\$67,608.00
11	\$78,697.00	\$81,961.00	\$79,768.00	\$53,085.00	\$63,369.00	\$70,587.00	\$68,108.00	\$49,165.00	\$47,088.00	\$24.53	\$74,030.00	\$68,108.00
12	\$78,947.00	\$82,211.00	\$80,018.00	\$53,385.00	\$63,619.00	\$70,837.00	\$68,608.00	\$49,415.00	\$47,338.00	\$24.66	\$74,280.00	\$68,608.00
13	\$79,197.00	\$82,461.00	\$80,268.00	\$53,685.00	\$63,869.00	\$71,087.00	\$69,108.00	\$49,665.00	\$47,588.00	\$24.79	\$74,530.00	\$69,108.00
14	\$79,447.00	\$82,711.00	\$80,518.00	\$53,985.00	\$64,119.00	\$71,337.00	\$69,608.00	\$49,915.00	\$47,838.00	\$24.92	\$74,780.00	\$69,608.00
15	\$79,697.00	\$82,961.00	\$80,768.00	\$54,285.00	\$64,369.00	\$71,587.00	\$70,108.00	\$50,165.00	\$48,088.00	\$25.05	\$75,030.00	\$70,108.00
16	\$79,947.00	\$83,211.00	\$81,018.00	\$54,585.00	\$64,619.00	\$71,837.00	\$70,608.00	\$50,415.00	\$48,338.00	\$25.18	\$75,280.00	\$70,608.00
17	\$80,197.00	\$83,461.00	\$81,268.00	\$54,885.00	\$64,869.00	\$72,087.00	\$71,108.00	\$50,665.00	\$48,588.00	\$25.31	\$75,530.00	\$71,108.00
18	\$80,447.00	\$83,711.00	\$81,518.00	\$55,185.00	\$65,119.00	\$72,337.00	\$71,608.00	\$50,915.00	\$48,838.00	\$25.44	\$75,780.00	\$71,608.00
19	\$80,697.00	\$84,121.00	\$81,768.00	\$55,485.00	\$65,369.00	\$72,587.00	\$72,108.00	\$51,165.00	\$49,088.00	\$25.57	\$76,030.00	\$72,108.00
20	\$80,947.00	\$84,421.00	\$82,018.00	\$55,785.00	\$65,619.00	\$72,837.00	\$72,608.00	\$51,415.00	\$49,338.00	\$25.70	\$76,280.00	\$72,608.00
21	\$81,197.00	\$84,671.00	\$82,268.00	\$56,085.00	\$65,869.00	\$73,087.00	\$73,108.00	\$51,665.00	\$49,588.00	\$25.83	\$76,530.00	\$73,108.00
22	\$81,447.00	\$84,921.00	\$82,518.00	\$56,385.00	\$66,119.00	\$73,337.00	\$73,608.00	\$51,915.00	\$49,838.00	\$25.96	\$76,780.00	\$73,608.00
23	\$81,697.00	\$85,171.00	\$82,768.00	\$56,685.00	\$66,369.00	\$73,587.00	\$74,108.00	\$52,165.00	\$50,088.00	\$26.09	\$77,030.00	\$74,108.00
24	\$81,947.00	\$85,421.00	\$83,018.00	\$56,985.00	\$66,619.00	\$73,837.00	\$74,608.00	\$52,415.00	\$50,338.00	\$26.22	\$77,280.00	\$74,608.00
25	\$82,197.00	\$85,671.00	\$83,268.00	\$57,285.00	\$66,869.00	\$74,087.00	\$75,108.00	\$52,665.00	\$50,588.00	\$26.35	\$77,530.00	\$75,108.00
26	\$82,447.00	\$85,921.00	\$83,518.00	\$57,585.00	\$67,119.00	\$74,337.00	\$75,608.00	\$52,915.00	\$50,838.00	\$26.48	\$77,780.00	\$75,608.00
27	\$82,697.00	\$86,171.00	\$83,768.00	\$57,885.00	\$67,369.00	\$74,587.00	\$76,108.00	\$53,165.00	\$51,088.00	\$26.61	\$78,030.00	\$76,108.00
28	\$82,947.00	\$86,421.00	\$84,018.00	\$58,185.00	\$67,619.00	\$74,837.00	\$76,608.00	\$53,415.00	\$51,338.00	\$26.74	\$78,280.00	\$76,608.00
29	\$83,197.00	\$86,671.00	\$84,268.00	\$58,485.00	\$67,869.00	\$75,087.00	\$77,108.00	\$53,665.00	\$51,588.00	\$26.87	\$78,530.00	\$77,108.00
30	\$83,447.00	\$86,921.00	\$84,518.00	\$58,785.00	\$68,119.00	\$75,337.00	\$77,608.00	\$53,915.00	\$51,838.00	\$27.00	\$78,780.00	\$77,608.00
31	\$83,697.00	\$87,171.00	\$84,768.00	\$59,085.00	\$68,369.00	\$75,587.00	\$78,108.00	\$54,165.00	\$52,088.00	\$27.13	\$79,030.00	\$78,108.00
32	\$83,947.00	\$87,421.00	\$85,018.00	\$59,385.00	\$68,619.00	\$75,837.00	\$78,608.00	\$54,415.00	\$52,338.00	\$27.26	\$79,280.00	\$78,608.00
33	\$84,197.00	\$87,671.00	\$85,268.00	\$59,685.00	\$68,869.00	\$76,087.00	\$79,108.00	\$54,665.00	\$52,588.00	\$27.39	\$79,530.00	\$79,108.00
34	\$84,447.00	\$87,921.00	\$85,518.00	\$59,985.00	\$69,119.00	\$76,337.00	\$79,608.00	\$54,915.00	\$52,838.00	\$27.52	\$79,780.00	\$79,608.00
35	\$84,697.00	\$88,171.00	\$85,768.00	\$60,285.00	\$69,369.00	\$76,587.00	\$80,108.00	\$55,165.00	\$53,088.00	\$27.65	\$80,030.00	\$80,108.00
36-40	\$84,947.00	\$88,421.00	\$86,018.00	\$60,585.00	\$69,619.00	\$76,837.00	\$80,608.00	\$55,415.00	\$53,338.00	\$27.78	\$80,280.00	\$80,608.00

College Hours for Non-Exempt/Hourly Employees: Professional License to be paid as Licensee and not as stipend, CPO License \$10,000.00
 \$250 (1-30 Hours) - \$500 (61-90 Hours) - \$750 (61-90 Hours) \$1,000 (AA Degree) - \$2,000 (BA)

Official Transcripts Required by 9-30 of Each Year. This is a one year document and does not reflect future movement.
 Verification of Experience before placement on schedule

Approved By Board Education on 6/15/21
 (Revised 6/14/21)

DULCE INDEPENDENT SCHOOLS
IT Network/Desktop Technician SALARY SCHEDULE
2021-22

Steps	Base	AA	BA	BASE	AA	BA
		DESKTOP			SENIOR	
0	\$ 38,956.00	\$ 41,006.00	\$ 44,081.00	\$ 43,056.00	\$ 45,066.00	\$ 48,182.00
1	\$ 39,456.00	\$ 41,506.00	\$ 44,581.00	\$ 43,556.00	\$ 45,566.00	\$ 48,682.00
2	\$ 39,956.00	\$ 42,006.00	\$ 45,081.00	\$ 44,056.00	\$ 46,066.00	\$ 49,182.00
3	\$ 40,456.00	\$ 42,506.00	\$ 45,581.00	\$ 44,556.00	\$ 46,566.00	\$ 49,682.00
4	\$ 40,956.00	\$ 43,006.00	\$ 46,081.00	\$ 45,056.00	\$ 47,066.00	\$ 50,182.00
5	\$ 41,456.00	\$ 43,506.00	\$ 46,581.00	\$ 45,556.00	\$ 47,566.00	\$ 50,682.00
6	\$ 41,956.00	\$ 44,006.00	\$ 47,081.00	\$ 46,056.00	\$ 48,066.00	\$ 51,182.00
7	\$ 42,456.00	\$ 44,506.00	\$ 47,581.00	\$ 46,556.00	\$ 48,566.00	\$ 51,682.00
8	\$ 42,956.00	\$ 45,006.00	\$ 48,081.00	\$ 47,056.00	\$ 49,066.00	\$ 52,182.00
9	\$ 43,456.00	\$ 45,506.00	\$ 48,581.00	\$ 47,556.00	\$ 49,566.00	\$ 52,682.00
10	\$ 43,956.00	\$ 46,006.00	\$ 49,081.00	\$ 48,056.00	\$ 50,066.00	\$ 53,182.00
11	\$ 44,456.00	\$ 46,506.00	\$ 49,581.00	\$ 48,556.00	\$ 50,566.00	\$ 53,682.00
12	\$ 44,956.00	\$ 47,006.00	\$ 50,081.00	\$ 49,056.00	\$ 51,066.00	\$ 54,182.00
13	\$ 45,456.00	\$ 47,506.00	\$ 50,581.00	\$ 49,556.00	\$ 51,566.00	\$ 54,682.00
14	\$ 45,956.00	\$ 48,006.00	\$ 51,081.00	\$ 50,056.00	\$ 52,066.00	\$ 55,182.00
15	\$ 46,456.00	\$ 48,506.00	\$ 51,581.00	\$ 50,556.00	\$ 52,566.00	\$ 55,682.00
16	\$ 46,956.00	\$ 49,006.00	\$ 52,081.00	\$ 51,056.00	\$ 53,066.00	\$ 56,182.00
17	\$ 47,456.00	\$ 49,506.00	\$ 52,581.00	\$ 51,556.00	\$ 53,566.00	\$ 56,682.00
18	\$ 47,956.00	\$ 50,006.00	\$ 53,081.00	\$ 52,056.00	\$ 54,066.00	\$ 57,182.00
19	\$ 48,456.00	\$ 50,506.00	\$ 53,581.00	\$ 52,556.00	\$ 54,566.00	\$ 57,682.00
20	\$ 48,956.00	\$ 51,006.00	\$ 54,081.00	\$ 53,056.00	\$ 55,066.00	\$ 58,182.00
21	\$ 49,456.00	\$ 51,506.00	\$ 54,581.00	\$ 53,556.00	\$ 55,566.00	\$ 58,682.00
22	\$ 49,956.00	\$ 52,006.00	\$ 55,081.00	\$ 54,056.00	\$ 56,066.00	\$ 59,182.00
23	\$ 50,456.00	\$ 52,506.00	\$ 55,581.00	\$ 54,556.00	\$ 56,566.00	\$ 59,682.00
24	\$ 50,956.00	\$ 53,006.00	\$ 56,081.00	\$ 55,056.00	\$ 57,066.00	\$ 60,182.00
25	\$ 51,456.00	\$ 53,506.00	\$ 56,581.00	\$ 55,556.00	\$ 57,566.00	\$ 60,682.00

Official Transcripts & Verification of Experience Received by 9-30 For Credit Current Year Exempt/240/8 hr wk day

This schedule is a one-year document that reflects placement. This schedule does not reflect future movement.

Approved by Board of Education 5/18/2021

DULCE INDEPENDENT SCHOOLS
 CERTIFIED SALARY
 2021-2022

Approved by
Kenny Cole
 6/17/21

Steps	LEVEL 1					LEVEL 2					LEVEL 3			
	BA	BA+15	BA+45/MA	MA+15	MA+45	BA	BA+15	BA+45/MA	MA+15	MA+45	MA	MA+15	MA+45	
0	\$ 45,000	\$ 45,350	\$ 46,100	\$ 46,500	\$ 47,100	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
1	\$ 45,350	\$ 45,700	\$ 46,450	\$ 46,850	\$ 47,450	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
2	\$ 45,700	\$ 46,050	\$ 46,800	\$ 47,200	\$ 47,800	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
3	\$ 46,050	\$ 46,400	\$ 47,150	\$ 47,550	\$ 48,150	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
4	\$ 46,400	\$ 46,750	\$ 47,500	\$ 47,900	\$ 48,500	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
5	\$ 46,750	\$ 47,100	\$ 47,850	\$ 48,250	\$ 48,850	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
6	\$ 47,100	\$ 47,450	\$ 48,200	\$ 48,600	\$ 49,200	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
7	\$ 47,450	\$ 47,800	\$ 48,550	\$ 48,950	\$ 49,550	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
8	\$ 47,800	\$ 48,150	\$ 48,900	\$ 49,300	\$ 49,900	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
9	\$ 48,150	\$ 48,500	\$ 49,250	\$ 49,650	\$ 50,250	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
10	\$ 48,500	\$ 48,850	\$ 49,600	\$ 50,000	\$ 50,600	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
11	\$ 48,850	\$ 49,200	\$ 49,950	\$ 50,350	\$ 50,950	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
12	\$ 49,200	\$ 49,550	\$ 50,300	\$ 50,700	\$ 51,300	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
13	\$ 49,550	\$ 49,900	\$ 50,650	\$ 51,050	\$ 51,650	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
14	\$ 49,900	\$ 50,250	\$ 51,000	\$ 51,400	\$ 52,000	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
15	\$ 50,250	\$ 50,600	\$ 51,350	\$ 51,750	\$ 52,350	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
16	\$ 50,600	\$ 50,950	\$ 51,700	\$ 52,100	\$ 52,700	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
17	\$ 50,950	\$ 51,300	\$ 52,050	\$ 52,450	\$ 53,050	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
18	\$ 51,300	\$ 51,650	\$ 52,400	\$ 52,800	\$ 53,400	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
19	\$ 51,650	\$ 52,000	\$ 52,750	\$ 53,150	\$ 53,750	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
20	\$ 52,000	\$ 52,350	\$ 53,100	\$ 53,500	\$ 54,100	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
21	\$ 52,350	\$ 52,700	\$ 53,450	\$ 53,850	\$ 54,450	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
22	\$ 52,700	\$ 53,050	\$ 53,800	\$ 54,200	\$ 54,800	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
23	\$ 53,050	\$ 53,400	\$ 54,150	\$ 54,550	\$ 55,150	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
24	\$ 53,400	\$ 53,750	\$ 54,500	\$ 54,900	\$ 55,500	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
25	\$ 53,750	\$ 54,100	\$ 54,850	\$ 55,250	\$ 55,850	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
26	\$ 54,100	\$ 54,450	\$ 55,200	\$ 55,600	\$ 56,200	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
27	\$ 54,450	\$ 54,800	\$ 55,550	\$ 55,950	\$ 56,550	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
28	\$ 54,800	\$ 55,150	\$ 55,900	\$ 56,300	\$ 56,900	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
29	\$ 55,150	\$ 55,500	\$ 56,250	\$ 56,650	\$ 57,250	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
30	\$ 55,500	\$ 55,850	\$ 56,600	\$ 57,000	\$ 57,600	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
31	\$ 55,850	\$ 56,200	\$ 56,950	\$ 57,350	\$ 57,950	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
32	\$ 56,200	\$ 56,550	\$ 57,300	\$ 57,700	\$ 58,300	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
33	\$ 56,550	\$ 56,900	\$ 57,650	\$ 58,050	\$ 58,650	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
34	\$ 56,900	\$ 57,250	\$ 58,000	\$ 58,400	\$ 59,000	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
35	\$ 57,250	\$ 57,600	\$ 58,350	\$ 58,750	\$ 59,350	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
36-42	\$ 57,600	\$ 57,950	\$ 58,700	\$ 59,100	\$ 59,700	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
43-48	\$ 57,950	\$ 58,300	\$ 59,050	\$ 59,450	\$ 60,050	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	

This schedule is a one-year document that reflects placement. This schedule does not reflect future movement.
 Official transcripts due by September 30th of each year for movement on schedule. Sixteen years of verifiable experience allowed.
 Counselors will be compensated at their average daily rate for any days worked over the 185 school calendar

TESOL ENDORSEMENT - \$1,800.00 Annually. NBCT based on final funded SEG Unit Value. Schedule includes Counselors Level II and III.
 Ratified by DFUSE on 6/17/21
 APPROVED BY BOARD OF EDUCATION ON 6/29/21 09
 7.5 hours plus a 30 minute duty free lunch

**DULCE INDEPENDENT SCHOOLS
EDUCATIONAL ASSISTANT PAY SCHEDULE
2021-2022**

[Handwritten Signature]
6/17/21

Steps	0-19 HOURS	20-39 HOURS	40+ HOURS	AA	BA
0	\$ 19,888.00	\$ 20,606.00	\$ 21,221.00	\$ 22,246.00	\$ 23,886.00
1	\$ 20,188.00	\$ 20,906.00	\$ 21,546.00	\$ 22,596.00	\$ 24,236.00
2	\$ 20,488.00	\$ 21,206.00	\$ 21,871.00	\$ 22,946.00	\$ 24,586.00
3	\$ 20,788.00	\$ 21,506.00	\$ 22,196.00	\$ 23,296.00	\$ 24,936.00
4	\$ 21,088.00	\$ 21,806.00	\$ 22,521.00	\$ 23,646.00	\$ 25,286.00
5	\$ 21,388.00	\$ 22,106.00	\$ 22,846.00	\$ 23,996.00	\$ 25,636.00
6	\$ 21,688.00	\$ 22,406.00	\$ 23,171.00	\$ 24,346.00	\$ 25,986.00
7	\$ 21,988.00	\$ 22,706.00	\$ 23,496.00	\$ 24,696.00	\$ 26,336.00
8	\$ 22,288.00	\$ 23,006.00	\$ 23,821.00	\$ 25,046.00	\$ 26,686.00
9	\$ 22,588.00	\$ 23,306.00	\$ 24,146.00	\$ 25,396.00	\$ 27,036.00
10	\$ 22,913.00	\$ 23,631.00	\$ 24,471.00	\$ 25,746.00	\$ 27,386.00
11	\$ 23,238.00	\$ 23,956.00	\$ 24,796.00	\$ 26,096.00	\$ 27,736.00
12	\$ 23,563.00	\$ 24,281.00	\$ 25,121.00	\$ 26,446.00	\$ 28,086.00
13	\$ 23,888.00	\$ 24,606.00	\$ 25,446.00	\$ 26,796.00	\$ 28,436.00
14	\$ 24,213.00	\$ 24,931.00	\$ 25,771.00	\$ 27,146.00	\$ 28,786.00
15	\$ 24,538.00	\$ 25,256.00	\$ 26,096.00	\$ 27,496.00	\$ 29,136.00
16	\$ 24,863.00	\$ 25,581.00	\$ 26,421.00	\$ 27,846.00	\$ 29,486.00
17	\$ 25,188.00	\$ 25,906.00	\$ 26,746.00	\$ 28,196.00	\$ 29,836.00
18	\$ 25,513.00	\$ 26,231.00	\$ 27,071.00	\$ 28,546.00	\$ 30,186.00
19	\$ 25,838.00	\$ 26,556.00	\$ 27,396.00	\$ 28,896.00	\$ 30,536.00
20	\$ 26,163.00	\$ 26,881.00	\$ 27,721.00	\$ 29,246.00	\$ 30,886.00
21	\$ 26,488.00	\$ 27,206.00	\$ 28,046.00	\$ 29,596.00	\$ 31,236.00
22	\$ 27,038.00	\$ 27,756.00	\$ 28,596.00	\$ 30,321.00	\$ 31,886.00
23	\$ 27,438.00	\$ 28,156.00	\$ 28,996.00	\$ 30,721.00	\$ 32,336.00
24	\$ 27,838.00	\$ 28,556.00	\$ 29,396.00	\$ 31,121.00	\$ 32,786.00
25	\$ 28,238.00	\$ 28,956.00	\$ 29,796.00	\$ 31,521.00	\$ 33,236.00
26	\$ 28,638.00	\$ 29,356.00	\$ 30,196.00	\$ 31,921.00	\$ 33,686.00
27	\$ 29,038.00	\$ 29,756.00	\$ 30,596.00	\$ 32,321.00	\$ 34,136.00

Official Transcripts & Verification of Experience Received by September 30th For Current Year Credit
185 days / 7.5 work hours 10 Year verifiable years of experience

Ratified by DEUSE on 6/17/21

Approved by BOE on 6/29/21

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DULCE INDEPENDENT SCHOOLS
 EDUCATIONAL ASSISTANT PAY SCHEDULE
 SERVICES PROVIDED FOR INTENSE GLOBAL SUPPORT STUDENT
 2021-2022

[Handwritten Signature]
 6/17/21
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 6/17/21

Steps	0-19 HOURS	20-29 HOURS	30-39 HOURS	40 HOURS	41-49 HOURS	50 HOURS
0	\$ 20,396.00	\$ 14.70	\$ 21,113.00	\$ 15.22	\$ 21,728.00	\$ 15.66
1	\$ 20,721.00	\$ 14.93	\$ 21,438.00	\$ 15.45	\$ 22,053.00	\$ 15.89
2	\$ 21,046.00	\$ 15.17	\$ 21,763.00	\$ 15.69	\$ 22,378.00	\$ 16.13
3	\$ 21,371.00	\$ 15.40	\$ 22,088.00	\$ 15.92	\$ 22,703.00	\$ 16.36
4	\$ 21,696.00	\$ 15.64	\$ 22,413.00	\$ 16.15	\$ 23,028.00	\$ 16.60
5	\$ 22,021.00	\$ 15.87	\$ 22,738.00	\$ 16.39	\$ 23,353.00	\$ 16.83
6	\$ 22,346.00	\$ 16.11	\$ 23,063.00	\$ 16.62	\$ 23,678.00	\$ 17.07
7	\$ 22,671.00	\$ 16.34	\$ 23,388.00	\$ 16.86	\$ 24,003.00	\$ 17.30
8	\$ 22,996.00	\$ 16.57	\$ 23,713.00	\$ 17.09	\$ 24,328.00	\$ 17.53
9	\$ 23,321.00	\$ 16.81	\$ 24,038.00	\$ 17.32	\$ 24,653.00	\$ 17.77
10	\$ 23,646.00	\$ 17.06	\$ 24,388.00	\$ 17.58	\$ 25,003.00	\$ 18.02
11	\$ 24,021.00	\$ 17.31	\$ 24,738.00	\$ 17.83	\$ 25,353.00	\$ 18.27
12	\$ 24,371.00	\$ 17.56	\$ 25,088.00	\$ 18.08	\$ 25,703.00	\$ 18.52
13	\$ 24,721.00	\$ 17.82	\$ 25,438.00	\$ 18.33	\$ 26,053.00	\$ 18.78
14	\$ 25,071.00	\$ 18.07	\$ 25,788.00	\$ 18.59	\$ 26,403.00	\$ 19.03
15	\$ 25,421.00	\$ 18.32	\$ 26,138.00	\$ 18.84	\$ 26,753.00	\$ 19.28
16	\$ 25,771.00	\$ 18.57	\$ 26,488.00	\$ 19.09	\$ 27,103.00	\$ 19.53
17	\$ 26,121.00	\$ 18.83	\$ 26,838.00	\$ 19.34	\$ 27,453.00	\$ 19.79
18	\$ 26,471.00	\$ 19.08	\$ 27,188.00	\$ 19.59	\$ 27,803.00	\$ 20.04
19	\$ 26,821.00	\$ 19.33	\$ 27,538.00	\$ 19.85	\$ 28,153.00	\$ 20.29
20	\$ 27,196.00	\$ 19.60	\$ 27,913.00	\$ 20.12	\$ 28,503.00	\$ 20.54
21	\$ 27,571.00	\$ 19.87	\$ 28,288.00	\$ 20.39	\$ 28,878.00	\$ 20.81
22	\$ 27,946.00	\$ 20.14	\$ 28,663.00	\$ 20.66	\$ 29,253.00	\$ 21.08
23	\$ 28,321.00	\$ 20.41	\$ 29,038.00	\$ 20.93	\$ 29,628.00	\$ 21.35
24	\$ 28,696.00	\$ 20.68	\$ 29,413.00	\$ 21.20	\$ 30,003.00	\$ 21.62
25	\$ 29,071.00	\$ 20.95	\$ 29,788.00	\$ 21.47	\$ 30,378.00	\$ 21.89
26	\$ 29,446.00	\$ 21.22	\$ 30,163.00	\$ 21.74	\$ 30,753.00	\$ 22.16
27	\$ 29,821.00	\$ 21.49	\$ 30,538.00	\$ 22.01	\$ 31,128.00	\$ 22.43

Official Transmittal & Verification of Experience Reported by September 30th For Current Year Credit
 185 days / 7.5 work hours 10 Years verifiable years of experience
VALIDATED BY DUFUSE ON 6/17/21
 Approved by Board of Education on 6/29/21

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**DULCE INDEPENDENT SCHOOLS
COUNSELORS/NURSES SALARY SCHEDULE
FY 2021-22**

District Test/SAT Coordinator	COUNSELORS	NURSES	Steps			
			MA I 185 Days	AA/RN 185 Days	BSN/BA 185 Days	Health Assistant 185 Days
			\$ 46,132.00	\$ 40,000.00	\$ 45,000.00	\$ 23,579.00
			\$ 47,132.00	\$ 41,000.00	\$ 46,500.00	\$ 24,079.00
			\$ 48,132.00	\$ 42,000.00	\$ 47,000.00	\$ 25,579.00
			\$ 49,132.00	\$ 43,000.00	\$ 48,000.00	\$ 26,079.00
			\$ 50,132.00	\$ 44,000.00	\$ 49,000.00	\$ 27,579.00
			\$ 51,132.00	\$ 45,000.00	\$ 50,000.00	\$ 28,079.00
			\$ 52,132.00	\$ 46,000.00	\$ 51,000.00	\$ 29,579.00
			\$ 53,132.00	\$ 47,000.00	\$ 52,000.00	\$ 30,079.00
			\$ 54,132.00	\$ 48,000.00	\$ 53,000.00	\$ 31,079.00
			\$ 55,132.00	\$ 49,000.00	\$ 54,000.00	\$ 32,579.00
			\$ 56,132.00	\$ 50,000.00	\$ 55,000.00	\$ 33,579.00
			\$ 57,132.00	\$ 51,000.00	\$ 56,000.00	\$ 34,079.00
			\$ 58,132.00	\$ 52,000.00	\$ 57,000.00	\$ 35,579.00
			\$ 59,132.00	\$ 53,000.00	\$ 58,000.00	\$ 36,579.00
			\$ 60,132.00	\$ 54,000.00	\$ 59,000.00	\$ 37,579.00
			\$ 61,132.00	\$ 55,000.00	\$ 60,000.00	\$ 38,579.00

Counselors will be compensated at their average daily rate for any days worked over the 185 school calendar
 Official Transcripts Due September 30. Counselor Level 1 only Level 2 & 3 Certified Schedule
 Verification of Experience before placement on schedule. 16 Years allowable.
 This schedule is a one-year document that reflects placement. This schedule does not reflect
 future movement.
 Amended on 7/26/21