

**LEGISLATIVE EDUCATION STUDY COMMITTEE  
BILL ANALYSIS**

**Bill Number:** SB 223

**52nd Legislature, 1st Session, 2015**

**Tracking Number:** .198492.1

**Short Title:** Phased Minimum Teacher Salary Increase

**Sponsor(s):** Senators Mimi Stewart and Michael S. Sanchez

**Analyst:** David Craig

**Date:** February 19, 2015

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**Bill Summary:**

SB 223 amends the *School Personnel Act* to phase-in, over a period of five years, increases in the statutory minimum salaries of teachers and principals as follows:

- For Level 1 teachers, from \$30,000 for a standard nine and one-half month contract:
  - to \$32,000 for school year 2015-2016;
  - to \$34,000 for school year 2016-2017;
  - to \$36,000 for school year 2017-2018;
  - to \$38,000 for school year 2018-2019; and
  - to \$40,000 for school year 2019-2020.
  
- For Level 2 teachers, from \$40,000 for a standard nine and one-half month contract:
  - to \$42,000 for school year 2015-2016;
  - to \$44,000 for school year 2016-2017;
  - to \$46,000 for school year 2017-2018;
  - to \$48,000 for school year 2018-2019; and
  - to \$50,000 for school year 2019-2020.
  
- For Level 3-A teachers, from \$50,000 for a standard nine and one-half month contract:
  - to \$52,000 for school year 2015-2016;
  - to \$54,000 for school year 2016-2017;
  - to \$56,000 for school year 2017-2018;
  - to \$58,000 for school year 2018-2019; and
  - to \$60,000 for school year 2019-2020.

For school principals, administrators, and assistant school principals<sup>1</sup> on a standard one-year contract, SB 223 requires the same minimum salary provided for Level 3-A teachers beginning with school year 2015-2016, multiplied, as current law provides, by the applicable responsibility factor. If enacted, the provisions of SB 223 become effective July 1, 2015.

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<sup>1</sup> Level 3-B personnel

**Fiscal Impact:**

\$11,328,173 is appropriated from the General Fund to the State Equalization Guarantee (SEG) for the first-year phase-in of the teacher and principal salary increase for FY 16. Unexpended or unencumbered balances remaining at the end of FY 15 revert to the General Fund.

For FY 15 minimum salary increases, the cost is estimated to be \$11,328,173, as shown in the table below.

**FY 16 Cost Estimates for SB 223 Minimum Salary Increases**

Level I to \$32,000	\$915,443
Level II to \$42,000	\$4,572,434
Level III to \$52,000	\$4,938,296
Administrators/Potential Hire/Other Costs	\$902,000
<b>Total</b>	<b>\$11,328,173</b>

**Source:** PED STARS, 10-1-2014 Snapshot

This cost estimate assumes:

- school year 2014-2015 staffing levels;
- comparable need to fill vacant positions each year of the phase in;
- no additional benefit costs after school year 2014-2015; and
- no other salary increases during the timeframe.

As shown in the table below, the total five year cost is estimated to be \$122,411,166.

**SB 223 Minimum Salary Increases, Total Five Year Cost Estimate**

(with Level I to \$32,000, Level 2 to \$42,000 and Level 3 to \$52,000 in FY16)

School Year	Level 1 Cost	Level 2 Cost	Level 3 Cost	Other Costs <sup>1</sup>	Totals
2015-2016	\$915,443	\$4,572,434	\$4,938,296	\$902,000	\$11,328,173
2016-2017	\$3,740,895	\$5,793,555	\$4,598,290	\$902,000	\$15,034,741
2017-2018	\$5,332,142	\$9,426,681	\$9,569,817	\$902,000	\$25,230,640
2018-2019	\$6,583,915	\$13,427,883	\$11,619,093	\$902,000	\$32,532,891
2019-2020	\$7,144,440	\$18,056,861	\$12,181,421	\$902,000	\$38,284,722
<b>Grand Totals</b>	<b>\$23,716,835</b>	<b>\$51,277,414</b>	<b>\$42,906,917</b>	<b>\$4,510,000</b>	<b>\$122,411,166</b>

<sup>1</sup> Assumes all vacant positions are filled and any increase in administrator salaries.

**Source:** PED STARS, 10-1-2014 Snapshot

These cost estimates should be viewed as conservative estimates for costs as they do not consider the following factors:

- salaries partially paid with federal funds;
- any additional salary increases that would occur in the normal course of a teacher's career (i.e. those related to length of service or performance); or
- any future salary increases that may be appropriated by the Legislature.

## **Substantive Issues:**

The **Attachment**, *Chart 22, Teachers' Salaries: Average Salaries (Budgeted) By Level and District, School Year 2014-2015*, from the *2015 LESC Public School Data reference Guide*, outlines average budgeted salaries by teacher licensure level, districts, and charter schools, for school year 2014-2015. The statewide average salaries, by teacher licensure level, are summarized on page 6, line 150, as:

- \$31,856.13 for internship teachers;
- \$32,907.45 for Level 1 teachers;
- \$44,988.87 for Level 2 teachers; and
- \$53,337.78 for Level 3 teachers.

## **Background:**

### ***Legislative Education Study Committee 2014 Interim Discussion***

The topic of the state's regional competitiveness for educator salaries continues to be discussed during the Legislative Education Study Committee (LESC) interim meetings. During the September 2014 interim meeting, committee members heard testimony that informed the committee on the support the energy industry provides for New Mexico education. Part of the testimony included discussion that the state's regional energy employment plans should include more education funding to pay teacher salaries, including those that are competitive with Texas, which can be \$10,000 or higher than what New Mexico offers. Further discussion indicated that housing and other factors compound educator salary issues.

### ***Teacher Minimum Salaries***

In 2003, LESC-endorsed public school reform legislation was enacted to create a three-tiered teacher licensure, evaluation, and salary system.

This three-tiered system had been recommended by the Education Initiatives and Accountability Task Force and the LESC Ad Hoc Subcommittee for Education Reform. The law describes this licensure framework as "a progressive career system in which licensees are required to demonstrate increased competencies and undertake increased duties as they progress through the licensure levels."

The minimum salaries for each of the prescribed levels were also established in law: \$30,000 for Level 1; \$40,000 for Level 2; and \$50,000 for Level 3-A. The complete five-year phase-in period is as follows:

- Level 1, Provisional Teacher: \$30,000 in school year 2003-2004;
- Level 2, Professional Teacher: \$35,000 in school year 2004-2005 and \$40,000 in school year 2005-2006; and
- Level 3-A, Master Teacher: \$45,000 in school year 2006-2007 and \$50,000 in school year 2007-2008.

### ***Administrator Minimum Salaries***

In 2007 LESC-endorsed legislation was enacted to establish, beginning in FY 08, the minimum salary of school principals and assistant principals at \$50,000 multiplied by an applicable responsibility factor. The definitions of the *School Personnel Act* provide for the separate responsibility factors as follows:

- 1.20 for an elementary school principal;
- 1.40 for a middle school or junior high school principal;
- 1.60 for a high school principal;
- 1.10 for an assistant elementary school principal; and
- 1.25 for an assistant high school principal.

### **Committee Referrals:**

SEC/SFC

### **Related Bills:**

HB 71a *Streamline Teacher & Administrator Licensure*  
FL/HB 76a *Teacher Licensure Levels & Advancement*  
SB 91 *Teacher Licensure Levels & Advancement*  
SB 126a *Level 3-B School Admin Licensure Requirements*  
SB 153 *Streamline Teacher Administrative Licensure*  
SB 329a *School Licensure Reciprocity Requirements*  
SB 378 *Teacher & Admin Differential Performance*

**CHART 22**

**TEACHERS' SALARIES: AVERAGE SALARIES (BUDGETED) BY LEVEL AND DISTRICT, SCHOOL YEAR 2014-2015**

SCHOOL DISTRICT/STATE CHARTER	INTERNSHIP TEACHERS AVG. SALARY	LEVEL 1 TEACHERS AVG. SALARY	LEVEL 2 TEACHERS AVG. SALARY	LEVEL 3 TEACHERS AVG. SALARY
<b>SCHOOL DISTRICTS</b>				
1 ALAMOGORDO	\$33,063.45	\$33,094.17	\$45,327.15	\$52,835.21
2 ALBUQUERQUE	\$31,264.57	\$31,840.58	\$43,257.27	\$53,042.03
3 ANIMAS	\$22,942.90	\$35,598.80	\$47,741.40	\$60,144.29
4 ARTESIA	\$33,271.56	\$33,839.74	\$46,262.36	\$56,458.46
5 AZTEC	\$32,644.92	\$32,979.50	\$45,627.63	\$53,242.94
6 BELEN	\$32,165.50	\$32,595.86	\$43,554.16	\$53,616.96
7 BERNALILLO	\$32,687.75	\$32,464.77	\$46,527.79	\$54,278.71
8 BLOOMFIELD	\$30,172.33	\$33,838.85	\$44,312.16	\$52,006.00
9 CAPITAN	N/A	\$37,955.00	\$46,720.09	\$54,259.79
10 CARLSBAD	\$38,554.38	\$40,579.58	\$56,233.28	\$70,808.67
11 CARRIZOZO	N/A	\$32,546.75	\$49,106.00	\$53,384.25
12 CENTRAL CONSOLIDATED	\$35,071.29	\$36,215.09	\$46,522.26	\$52,766.24
13 CHAMA	\$32,003.00	\$47,069.00	\$45,893.06	\$52,233.33
14 CIMARRON	\$35,000.00	\$30,288.14	\$41,421.43	\$52,573.42
15 CLAYTON	\$26,400.00	\$34,748.00	\$48,667.70	\$54,379.93
16 CLOUDCROFT	N/A	\$32,000.00	\$44,577.09	\$54,394.35
17 CLOVIS	\$32,907.26	\$33,601.06	\$48,072.08	\$55,831.77
18 COBRE CONSOLIDATED	\$32,201.67	\$32,001.62	\$45,553.50	\$54,127.55
19 CORONA	N/A	\$33,720.50	\$45,649.25	\$55,813.89
20 CUBA	\$32,062.50	\$33,032.56	\$49,316.12	\$56,110.82
21 DEMING	\$33,489.95	\$33,468.72	\$45,045.70	\$55,783.40
22 DES MOINES	\$36,455.00	\$35,676.00	\$47,859.38	\$53,440.50
23 DEXTER	N/A	\$37,335.08	\$47,779.17	\$56,768.06
24 DORA	N/A	\$31,521.00	\$45,098.81	\$54,246.50
25 DULCE	\$33,000.00	\$29,333.33	\$45,486.48	\$56,325.32
26 ELIDA	N/A	\$34,334.00	\$46,488.93	\$56,509.35
27 ESPANOLA*	\$33,850.55	\$42,790.49	\$43,246.72	\$55,093.35

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**TEACHERS' SALARIES: AVERAGE SALARIES (BUDGETED) BY LEVEL AND DISTRICT, SCHOOL YEAR 2014-2015**

	<b>SCHOOL DISTRICT/STATE CHARTER</b>	<b>INTERNSHIP TEACHERS AVG. SALARY</b>	<b>LEVEL 1 TEACHERS AVG. SALARY</b>	<b>LEVEL 2 TEACHERS AVG. SALARY</b>	<b>LEVEL 3 TEACHERS AVG. SALARY</b>	
28	ESTANCIA	\$32,612.67	\$33,996.00	\$45,831.85	\$54,783.09	28
29	EUNICE	\$35,149.00	\$35,624.33	\$46,467.43	\$59,839.06	29
30	FARMINGTON	\$35,937.74	\$35,471.04	\$48,174.40	\$55,014.03	30
31	FLOYD	N/A	N/A	\$48,407.61	\$53,401.80	31
32	FT. SUMNER	N/A	\$32,634.75	\$43,200.00	\$53,519.97	32
33	GADSDEN	\$31,814.39	\$37,021.13	\$46,972.63	\$55,066.59	33
34	GALLUP	\$32,354.73	\$32,738.21	\$46,421.20	\$53,080.45	34
35	GRADY	N/A	N/A	\$45,662.67	\$59,082.80	35
36	GRANTS	\$32,549.10	\$33,001.60	\$48,587.37	\$56,369.13	36
37	HAGERMAN	N/A	\$30,871.00	\$40,257.59	\$51,464.50	37
38	HATCH	\$38,512.50	\$39,093.72	\$47,515.41	\$55,558.59	38
39	HOBBS	\$34,548.47	\$35,908.08	\$47,763.87	\$56,433.22	39
40	HONDO	N/A	\$33,949.00	\$45,450.56	\$50,745.25	40
41	HOUSE	N/A	\$32,300.00	\$47,425.18	\$53,425.86	41
42	JAL	\$39,239.50	\$37,402.22	\$45,620.63	\$49,092.00	42
43	JEMEZ MOUNTAIN	N/A	\$38,945.33	\$43,949.95	\$49,447.18	43
44	JEMEZ VALLEY	\$40,431.00	\$38,146.69	\$45,552.13	\$52,205.06	44
45	LAKE ARTHUR	\$34,900.00	\$32,154.00	\$47,420.57	\$56,997.38	45
46	LAS CRUCES*	\$29,454.17	\$31,337.16	\$42,369.69	\$48,708.45	46
47	LAS VEGAS CITY	\$15,348.00	\$33,471.86	\$44,523.92	\$51,904.59	47
48	LOGAN	N/A	\$24,607.60	\$46,050.35	\$50,826.25	48
49	LORDSBURG	\$36,509.60	\$34,993.31	\$41,277.83	\$52,098.40	49
50	LOS ALAMOS	\$39,012.71	\$36,686.77	\$48,799.47	\$58,823.10	50
51	LOS LUNAS	\$32,215.40	\$32,711.88	\$42,227.87	\$50,573.01	51
52	LOVING	\$37,885.25	\$37,648.80	\$50,759.71	\$61,013.83	52
53	LOVINGTON	\$32,766.74	\$33,788.95	\$48,471.91	\$60,506.90	53
54	MAGDALENA	N/A	\$23,682.17	\$41,186.18	\$51,415.92	54
55	MAXWELL	N/A	\$31,321.50	\$48,820.71	\$53,246.86	55

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**TEACHERS' SALARIES: AVERAGE SALARIES (BUDGETED) BY LEVEL AND DISTRICT, SCHOOL YEAR 2014-2015**

SCHOOL DISTRICT/STATE CHARTER	INTERNSHIP TEACHERS AVG. SALARY	LEVEL 1 TEACHERS AVG. SALARY	LEVEL 2 TEACHERS AVG. SALARY	LEVEL 3 TEACHERS AVG. SALARY
56 MELROSE	\$32,002.00	\$32,100.80	\$45,806.22	\$48,457.33
57 MESA VISTA	\$34,505.00	\$36,671.00	\$47,832.83	\$63,198.50
58 MORA	N/A	\$38,078.20	\$44,002.18	\$51,141.28
59 MORIARTY-EDGEWOOD	\$35,449.17	\$35,889.86	\$47,356.01	\$53,904.78
60 MOSQUERO	N/A	\$30,302.00	\$44,275.17	\$51,857.00
61 MOUNTAINAIR	\$33,787.00	\$33,104.00	\$46,042.80	\$53,502.18
62 PECOS	\$32,150.00	\$32,280.00	\$45,882.07	\$52,987.30
63 PENASCO	\$30,509.32	\$34,725.75	\$49,393.00	\$56,718.16
64 POJOAQUE	\$23,500.00	\$31,287.31	\$49,828.97	\$56,917.11
65 PORTALES	\$33,975.50	\$32,765.65	\$46,866.85	\$57,228.30
66 QUEMADO	\$32,000.00	\$33,096.25	\$45,379.00	\$52,487.67
67 QUESTA	\$35,000.00	\$35,711.67	\$47,326.17	\$53,906.26
68 RATON	\$32,224.00	\$33,070.27	\$45,904.47	\$54,697.78
69 RESERVE	N/A	\$36,927.00	\$46,276.57	\$54,753.73
70 RIO RANCHO	\$31,618.27	\$32,373.10	\$44,746.35	\$51,388.93
71 ROSWELL*	\$35,203.78	\$35,638.52	\$46,275.78	\$52,144.92
72 ROY	N/A	N/A	\$46,940.88	\$52,026.33
73 RUIDOSO	\$32,046.50	\$32,054.79	\$47,151.46	\$55,807.00
74 SAN JON	\$32,025.00	\$34,350.00	\$47,341.67	\$66,700.00
75 SANTA FE	\$18,766.63	\$19,494.58	\$38,038.75	\$43,302.14
76 SANTA ROSA*	N/A	\$30,758.15	\$45,826.43	\$53,783.57
77 SILVER CITY	N/A	\$34,908.58	\$46,504.71	\$53,479.26
78 SOCORRO	\$33,100.00	\$33,595.47	\$44,669.20	\$52,455.61
79 SPRINGER	N/A	\$32,001.00	\$46,909.63	\$52,153.00
80 TAOS	\$26,340.83	\$32,736.51	\$44,356.73	\$52,672.20
81 TATUM	N/A	\$40,273.67	\$55,188.44	\$65,131.36
82 TEXICO	N/A	\$42,285.00	\$56,597.28	\$69,303.55
83 TRUTH OR CONSEQUENCES	\$32,670.14	\$31,074.57	\$46,030.96	\$52,873.23

**CHART 22**

**TEACHERS' SALARIES: AVERAGE SALARIES (BUDGETED) BY LEVEL AND DISTRICT, SCHOOL YEAR 2014-2015**

SCHOOL DISTRICT/STATE CHARTER	INTERNSHIP TEACHERS AVG. SALARY	LEVEL 1 TEACHERS AVG. SALARY	LEVEL 2 TEACHERS AVG. SALARY	LEVEL 3 TEACHERS AVG. SALARY
84 TUCUMCARI	\$32,200.00	\$32,050.00	\$47,183.63	\$56,498.17
85 TULAROSA	N/A	\$33,740.00	\$48,240.11	\$56,604.36
86 VAUGHN	\$32,000.00	N/A	\$41,888.13	\$30,290.20
87 WAGON MOUND	\$38,451.00	\$38,098.00	\$42,781.33	\$53,947.60
88 WEST LAS VEGAS	\$32,050.00	\$33,463.29	\$45,804.85	\$53,371.70
89 ZUNI	\$32,049.64	\$34,525.75	\$47,839.92	\$52,988.41
90 <b>School District Averages</b>	<b>\$31,667.30</b>	<b>\$32,793.13</b>	<b>\$44,992.53</b>	<b>\$53,240.87</b>
<b>STATE-CHARTERED CHARTER SCHOOLS</b>				
92 ABQ SCHOOL OF EXCELLENCE	\$32,300.00	\$33,320.00	\$42,072.89	\$52,770.22
93 ABQ SIGN LANGUAGE ACADEMY	\$36,773.00	\$36,197.33	\$49,660.00	\$62,790.00
94 ACADEMY OF TRADES AND TECH	N/A	\$41,500.00	\$48,324.71	\$67,500.00
95 ACE LEADERSHIP HIGH SCHOOL	\$47,865.00	\$44,358.75	\$56,546.50	\$62,592.33
96 ABQ INSTITUTE OF MATH AND SCIENCE	\$32,000.00	\$39,568.00	\$47,998.25	\$57,349.88
97 ALDO LEOPOLD CHARTER	\$36,647.00	\$46,568.67	\$49,927.00	\$58,357.33
98 ALMA D'ARTE CHARTER	\$36,083.00	\$41,016.33	\$47,970.60	\$59,095.63
99 AMY BIEHL CHARTER HIGH SCHOOL	N/A	\$41,743.75	\$44,643.14	\$49,508.50
100 ANTHONY CHARTER SCHOOL	\$50,000.00	\$45,000.00	\$50,000.00	\$69,938.40
101 CESAR CHAVEZ COMMUNITY SCHOOL	N/A	\$37,853.68	\$47,543.40	\$59,953.55
102 CIEN AGUAS INTERNATIONAL SCHOOL	\$32,876.00	\$32,438.00	\$44,618.17	\$53,965.30
103 CORAL COMMUNITY CHARTER	N/A	\$32,150.00	\$50,077.33	\$65,464.00
104 COTTONWOOD CLASSICAL PREP	\$31,746.67	\$32,362.25	\$42,501.93	\$55,812.38
105 CREATIVE ED PREP #1	N/A	\$32,000.00	\$45,920.00	\$64,947.06
106 DREAM DINE	N/A	N/A	N/A	\$42,500.00
107 EAST MTN HIGH SCHOOL	\$32,000.00	\$35,364.17	\$45,431.00	\$56,043.18
108 ESTANCIA VALLEY CLASSICAL ACADEMY	\$36,262.30	\$35,853.11	\$48,405.86	\$60,238.52
109 EXPLORE ACADEMY	N/A	N/A	\$43,040.17	\$55,437.33
110 GILBERT L SENA CHARTER HS	N/A	\$35,981.16	\$51,291.95	\$67,765.79
111 HEALTH LEADERSHIP HS	N/A	\$44,432.00	\$51,102.00	\$60,568.00

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**TEACHERS' SALARIES: AVERAGE SALARIES (BUDGETED) BY LEVEL AND DISTRICT, SCHOOL YEAR 2014-2015**

	<b>SCHOOL DISTRICT/STATE CHARTER</b>	<b>INTERNSHIP TEACHERS AVG. SALARY</b>	<b>LEVEL 1 TEACHERS AVG. SALARY</b>	<b>LEVEL 2 TEACHERS AVG. SALARY</b>	<b>LEVEL 3 TEACHERS AVG. SALARY</b>	
112	HEALTH SCIENCES ACADEMY	\$34,050.00	\$34,000.00	\$44,448.50	\$53,791.50	112
113	HORIZON ACADEMY WEST	N/A	\$41,615.00	\$45,494.53	\$52,941.25	113
114	INT'L SCHOOL AT MESA DEL SOL	\$28,233.60	\$35,352.67	\$46,449.50	\$58,465.00	114
115	J PAUL TAYLOR ACADEMY	N/A	\$34,780.00	\$42,540.57	\$48,561.50	115
116	LA ACADEMIA DOLORES HUERTA	\$33,750.00	\$33,750.00	\$41,537.25	\$52,282.00	116
117	LA JICARITA COMMUNITY SCHOOL	\$32,001.00	\$33,050.50	\$40,000.00	N/A	117
118	LA PROMESA EARLY LEARNING	\$28,240.80	\$36,440.00	\$43,842.85	\$60,134.67	118
119	LA RESOLANA LEADERSHIP	\$36,500.00	\$34,504.75	\$37,347.75	\$78,322.00	119
120	LA TIERRA MONTESSORI SCHOOL	N/A	\$32,455.60	\$42,844.75	\$47,354.50	120
121	MCCURDY CHARTER SCHOOL	\$32,700.00	\$32,726.29	\$39,066.76	\$55,395.45	121
122	MEDIA ARTS CHARTER	\$32,200.00	\$35,177.60	\$49,527.78	\$56,238.75	122
123	MISSION ACHIEVEMENT AND SUCCESS	\$33,468.25	\$33,231.50	\$44,857.33	\$57,849.25	123
124	MONTESSORI ELEMENTARY SCHOOL	\$33,000.00	\$34,219.33	\$41,900.56	N/A	124
125	NEW AMERICA SCHOOL	\$32,100.00	\$32,171.43	\$42,745.45	\$52,814.47	125
126	NEW AMERICA SCHOOL - LAS CRUCES	\$32,275.00	\$32,975.00	\$42,783.81	\$53,224.50	126
127	NEW MEXICO CONNECTIONS ACADEMY	N/A	\$33,000.00	\$44,203.67	\$56,127.14	127
128	NEW MEXICO INTERNATIONAL SCHOOL	\$33,183.00	\$35,130.00	\$47,608.67	\$57,566.00	128
129	NM SCHOOL FOR THE ARTS	\$25,044.50	\$46,393.50	\$56,886.00	\$54,017.22	129
130	NORTH VALLEY ACADEMY	\$34,100.00	\$33,436.36	\$46,811.07	\$61,496.00	130
131	RED RIVER VALLEY CHARTER SCHOOL	N/A	\$32,000.00	\$43,716.00	\$78,165.00	131
132	SAGE MONTESSORI CHARTER SCHOOL	\$31,533.67	\$27,920.60	\$53,610.67	\$45,388.50	132
133	SCHOOL OF DREAMS ACADEMY	\$32,455.00	\$30,850.33	\$45,203.33	\$39,592.89	133
134	SOUTH VALLEY PREP	N/A	\$34,771.67	\$49,442.50	\$56,618.50	134
135	SOUTHWEST INTERMEDIATE LEARNING CENTER	N/A	\$32,000.00	\$26,796.00	\$56,771.00	135
136	SOUTHWEST PRIMARY LEARNING CENTER	N/A	\$32,905.00	\$45,437.17	\$59,028.00	136
137	SOUTHWEST SECONDARY LEARNING CENTER	N/A	\$32,000.00	\$45,249.71	\$57,737.00	137
138	SW AERONAUTICS MATHEMATICS AND SCIENCE	N/A	\$31,902.50	\$53,258.00	\$51,501.00	138
139	TAOS ACADEMY	N/A	\$32,000.00	\$51,151.29	\$61,898.14	139

**CHART 22**

**TEACHERS' SALARIES: AVERAGE SALARIES (BUDGETED) BY LEVEL AND DISTRICT, SCHOOL YEAR 2014-2015**

	<b>SCHOOL DISTRICT/STATE CHARTER</b>	<b>INTERNSHIP TEACHERS AVG. SALARY</b>	<b>LEVEL 1 TEACHERS AVG. SALARY</b>	<b>LEVEL 2 TEACHERS AVG. SALARY</b>	<b>LEVEL 3 TEACHERS AVG. SALARY</b>
140	TAOS INTEGRATED SCHOOL OF THE ARTS	\$32,800.00	\$31,986.75	\$36,348.23	\$51,912.00
141	TAOS INTERNATIONAL SCHOOL	N/A	N/A	N/A	\$60,878.00
142	THE ASK ACADEMY	\$33,962.50	\$34,032.00	\$47,281.50	\$55,796.56
143	THE GREAT ACADEMY	\$40,773.67	\$32,390.00	\$44,640.00	N/A
144	THE MASTER PROGRAM	\$38,394.50	\$35,699.00	\$48,081.67	\$63,036.67
145	TIERRA ADENTRO	N/A	\$29,973.10	\$42,788.60	\$49,831.75
146	UPLIFT COMMUNITY SCHOOL*	\$32,315.00	\$32,762.00	N/A	\$62,530.00
147	WALATOWA CHARTER HIGH	N/A	\$42,588.82	\$34,360.90	\$65,231.17
148	WILLIAM W JOSEPHINE DORN CHARTER	\$30,951.50	\$32,000.00	N/A	\$60,000.00
149	<b>State-Chartered Charter School Averages</b>	<b>\$34,040.81</b>	<b>\$34,814.21</b>	<b>\$44,878.00</b>	<b>\$56,311.39</b>
150	<b>STATEWIDE AVERAGES (SCHOOL DISTRICTS AND STATE CHARTERS)</b>	<b>\$31,856.13</b>	<b>\$32,907.45</b>	<b>\$44,988.87</b>	<b>\$53,337.78</b>

Notes:

\* District/State Charter data provided by PED may be incomplete.

- 1) "N/A", or "not applicable", was used when districts or charter schools did not have any teachers at a particular level or when there was insufficient data.
- 2) Average salary figures were calculated by summing total budgeted salaries per level and dividing this number by the employee count at that level.