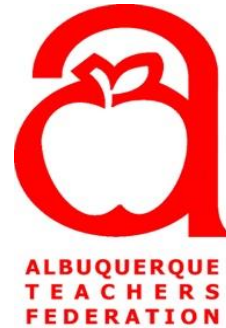


Salary Matrices

2023-2024
From the

**NEGOTIATED AGREEMENT
BETWEEN THE
ALBUQUERQUE MUNICIPAL SCHOOL DISTRICT NUMBER 12
AND THE
ALBUQUERQUE TEACHERS FEDERATION**



***Note: All salary matrices reflect ONLY the current year's salary and are not predictive. The 2023-2024 matrices are based on 4 additional days for those who worked a 184-day calendar last school year and a 6% increase for all employees represented by the ATF.**

AT-1

EDUCATION	BA	BA+15	BA+45	MA	MA+15	MA+45	Doctorate
STEP	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
1	\$54,152	\$54,327	\$54,502	\$54,677	\$54,853	\$55,027	\$55,203
2	\$54,153	\$54,328	\$54,503	\$54,678	\$54,854	\$55,028	\$55,204
3	\$54,154	\$54,329	\$54,504	\$54,679	\$54,855	\$55,029	\$55,205
4	\$54,155	\$54,330	\$54,505	\$54,680	\$54,856	\$55,030	\$55,206
5	\$54,156	\$54,331	\$54,506	\$54,681	\$54,857	\$55,031	\$55,207
6	\$54,157	\$54,332	\$54,507	\$54,682	\$54,858	\$55,032	\$55,208
7	\$54,158	\$54,333	\$54,508	\$54,683	\$54,859	\$55,033	\$55,209
8	\$54,159	\$54,334	\$54,509	\$54,684	\$54,860	\$55,034	\$55,210
9	\$54,160	\$54,335	\$54,510	\$54,685	\$54,861	\$55,035	\$55,211
10	\$54,161	\$54,336	\$54,511	\$54,686	\$54,862	\$55,036	\$55,212
11	\$54,162	\$54,337	\$54,512	\$54,687	\$54,863	\$55,037	\$55,213
12	\$54,163	\$54,338	\$54,513	\$54,688	\$54,864	\$55,038	\$55,214
13	\$54,164	\$54,339	\$54,514	\$54,689	\$54,865	\$55,039	\$55,215
14	\$54,165	\$54,340	\$54,515	\$54,690	\$54,866	\$55,040	\$55,216
15	\$54,166	\$54,341	\$54,516	\$54,691	\$54,867	\$55,041	\$55,217
16	\$54,167	\$54,342	\$54,517	\$54,692	\$54,868	\$55,042	\$55,218
17	\$54,168	\$54,343	\$54,518	\$54,693	\$54,869	\$55,043	\$55,219
18	\$54,169	\$54,344	\$54,519	\$54,694	\$54,870	\$55,044	\$55,220
19	\$54,170	\$54,345	\$54,520	\$54,695	\$54,871	\$55,045	\$55,221
20	\$54,171	\$54,346	\$54,521	\$54,696	\$54,872	\$55,046	\$55,222
21	\$54,172	\$54,347	\$54,522	\$54,697	\$54,873	\$55,047	\$55,223

AT-2

EDUCATION	BA	BA+15	BA+45	MA	MA+15	MA+45	Doctorate
STEP	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
1	\$64,983	\$65,243	\$65,502	\$65,764	\$66,024	\$66,284	\$66,543
2	\$64,984	\$65,244	\$65,503	\$65,765	\$66,025	\$66,285	\$66,544
3	\$64,985	\$65,245	\$65,504	\$65,766	\$66,026	\$66,286	\$66,545
4	\$64,986	\$65,246	\$65,505	\$65,767	\$66,027	\$66,287	\$66,546
5	\$64,987	\$65,247	\$65,506	\$65,768	\$66,028	\$66,288	\$66,547
6	\$64,988	\$65,248	\$65,507	\$65,769	\$66,029	\$66,289	\$66,548
7	\$64,989	\$65,249	\$65,508	\$65,770	\$66,030	\$66,290	\$66,549
8	\$64,990	\$65,250	\$65,509	\$65,771	\$66,031	\$66,291	\$66,550
9	\$64,991	\$65,251	\$65,510	\$65,772	\$66,032	\$66,292	\$66,551
10	\$64,992	\$65,252	\$65,511	\$65,773	\$66,033	\$66,293	\$66,552
11	\$64,993	\$65,253	\$65,512	\$65,774	\$66,034	\$66,294	\$66,553
12	\$64,994	\$65,254	\$65,513	\$65,775	\$66,035	\$66,295	\$66,554
13	\$64,995	\$65,255	\$65,514	\$65,776	\$66,036	\$66,296	\$66,555
14	\$64,996	\$65,256	\$65,515	\$65,777	\$66,037	\$66,297	\$66,556
15	\$64,997	\$65,257	\$65,516	\$65,778	\$66,038	\$66,298	\$66,557
16	\$64,998	\$65,258	\$65,517	\$65,779	\$66,039	\$66,299	\$66,558
17	\$64,999	\$65,259	\$65,518	\$65,780	\$66,040	\$66,300	\$66,559
18	\$65,000	\$65,260	\$65,519	\$65,781	\$66,041	\$66,301	\$66,560
19	\$65,001	\$65,261	\$65,520	\$65,782	\$66,042	\$66,302	\$66,561

20	\$65,002	\$65,262	\$65,521	\$65,783	\$66,043	\$66,303	\$66,562
21	\$65,003	\$65,263	\$65,522	\$65,784	\$66,044	\$66,304	\$66,563
22	\$65,004	\$65,264	\$65,523	\$65,785	\$66,045	\$66,305	\$66,564
23	\$65,005	\$65,265	\$65,524	\$65,786	\$66,046	\$66,306	\$66,565
24	\$65,006	\$65,266	\$65,525	\$65,787	\$66,047	\$66,307	\$66,566
25	\$65,007	\$65,267	\$65,526	\$65,788	\$66,048	\$66,308	\$66,567
26	\$65,008	\$65,268	\$65,527	\$65,789	\$66,049	\$66,309	\$66,568
27	\$65,009	\$65,269	\$65,528	\$65,790	\$66,050	\$66,310	\$66,569
28	\$65,010	\$65,270	\$65,529	\$65,791	\$66,051	\$66,311	\$66,570
29	\$65,011	\$65,271	\$65,530	\$65,792	\$66,052	\$66,312	\$66,571
30	\$65,012	\$65,272	\$65,531	\$65,793	\$66,053	\$66,313	\$66,572
31	\$65,013	\$65,273	\$65,532	\$65,794	\$66,054	\$66,314	\$66,573
32	\$65,014	\$65,274	\$65,533	\$65,795	\$66,055	\$66,315	\$66,574
33	\$65,015	\$65,275	\$65,534	\$65,796	\$66,056	\$66,316	\$66,575
34	\$65,016	\$65,276	\$65,535	\$65,797	\$66,057	\$66,317	\$66,576
35	\$65,017	\$65,277	\$65,536	\$65,798	\$66,058	\$67,367	\$67,599
36	\$65,018	\$65,278	\$65,537	\$65,799	\$66,059	\$67,368	\$67,600
37	\$65,019	\$65,279	\$65,538	\$65,800	\$66,060	\$67,369	\$67,601
38	\$65,020	\$65,280	\$65,539	\$65,801	\$66,061	\$67,370	\$67,602
39	\$65,021	\$65,281	\$64,806	\$65,802	\$65,271	\$67,371	\$67,603
40	\$65,022	\$65,282	\$64,807	\$65,803	\$68,917	\$69,148	\$69,381
41	\$65,023	\$65,321	\$68,068	\$67,024	\$68,918	\$76,081	\$76,314
42	\$65,024	\$66,887	\$68,069	\$67,025	\$72,076	\$77,665	\$77,898
43	\$65,025	\$68,452	\$68,684	\$67,629	\$72,077	\$77,666	\$77,899
44	\$65,026	\$70,023	\$73,435	\$72,290	\$72,519	\$77,668	\$77,900
45	\$65,027	\$70,115	\$75,103	\$73,927	\$74,154	\$77,760	\$84,397
46	\$65,028	\$75,099	\$76,687	\$75,482	\$75,710	\$77,761	\$84,398
47	\$65,029	\$76,110	\$78,270	\$77,035	\$77,263	\$78,967	\$84,399
48	\$65,030	\$76,111	\$78,271	\$77,036	\$80,274	\$85,554	\$84,400
49	\$65,031	\$76,112	\$81,339	\$80,047	\$81,937	\$83,956	\$84,401
50	\$65,032	\$79,520	\$81,340	\$81,710	\$81,938	\$83,957	\$84,402
51	\$65,033	\$82,564	\$81,341	\$81,711	\$81,939	\$83,958	\$84,403

AT-3

EDUCATION	MA	MA+15	MA+45	Doctorate
STEP	ANNUAL	ANNUAL	ANNUAL	ANNUAL
1	\$75,813	\$76,182	\$76,550	\$76,919
2	\$75,814	\$76,183	\$76,551	\$76,920
3	\$75,815	\$76,184	\$76,552	\$76,921
4	\$75,816	\$76,185	\$76,553	\$76,922
5	\$75,817	\$76,186	\$76,554	\$76,923
6	\$75,818	\$76,187	\$76,555	\$76,924
7	\$75,819	\$76,188	\$76,556	\$76,925
8	\$75,820	\$76,189	\$76,557	\$76,926
9	\$75,821	\$76,190	\$76,558	\$76,927
10	\$75,822	\$76,191	\$76,559	\$76,928
11	\$75,823	\$76,192	\$76,560	\$76,929
12	\$75,824	\$76,193	\$76,561	\$76,930
13	\$75,825	\$76,194	\$76,562	\$76,931
14	\$75,826	\$76,195	\$76,563	\$76,932
15	\$75,827	\$76,196	\$76,564	\$76,933
16	\$75,828	\$76,197	\$76,565	\$76,934
17	\$75,829	\$76,198	\$76,566	\$76,935
18	\$75,830	\$76,199	\$76,567	\$76,936
19	\$75,831	\$76,200	\$76,568	\$76,937
20	\$75,832	\$76,201	\$76,569	\$76,938
21	\$75,833	\$76,202	\$76,570	\$76,939
22	\$75,834	\$76,203	\$76,571	\$76,940
23	\$75,835	\$76,204	\$76,572	\$76,941
24	\$75,836	\$76,205	\$76,573	\$76,942
25	\$75,837	\$76,206	\$76,574	\$76,943
26	\$75,838	\$76,207	\$76,575	\$76,944
27	\$75,839	\$76,208	\$76,576	\$76,945
28	\$75,840	\$76,209	\$76,577	\$76,946
29	\$75,841	\$76,210	\$76,578	\$76,947
30	\$75,842	\$76,211	\$76,579	\$76,948
31	\$75,843	\$76,212	\$76,580	\$76,949
32	\$75,844	\$76,213	\$76,581	\$76,950
33	\$75,845	\$76,214	\$76,582	\$76,951
34	\$75,846	\$76,215	\$76,583	\$76,952
35	\$75,847	\$76,216	\$76,584	\$76,953
36	\$75,848	\$76,217	\$76,585	\$76,954
37	\$75,849	\$76,218	\$76,586	\$76,955
38	\$75,850	\$76,219	\$76,587	\$76,956
39	\$75,851	\$76,220	\$76,588	\$76,957
40	\$75,852	\$76,221	\$76,589	\$76,958
41	\$75,853	\$76,222	\$76,590	\$78,612
42	\$75,854	\$76,223	\$76,563	\$78,613
43	\$75,855	\$76,224	\$77,656	\$78,614
44	\$75,856	\$75,987	\$77,657	\$78,615

45	\$75,857	\$77,298	\$77,756	\$78,714
46	\$77,838	\$78,679	\$83,195	\$83,533
47	\$79,422	\$80,261	\$83,926	\$84,265
48	\$79,423	\$80,262	\$85,555	\$85,893
49	\$79,424	\$83,435	\$85,556	\$85,894
50	\$79,425	\$83,436	\$87,177	\$87,516
51	\$88,678	\$89,016	\$89,357	\$89,696

Parity

EDUCATION	MA	DOCTORATE	MA	MA+15	MA+45/EdS	DOCTORATE
GRADE	Former A-2	Former A-2	Former A-3	Former A-3	Former A-3	Former A-3
STEP	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
20						
21						\$83,264
22						\$83,272
23						
24						
25						
26			\$87,595		\$91,553	
27				\$89,575	\$91,554	
28		\$87,598		\$91,594	\$93,569	\$103,585
29			\$87,599	\$91,595	\$93,573	
30				\$95,755	\$97,733	
31				\$95,756	\$97,734	
32				\$95,757	\$97,735	
33				\$95,758	\$97,736	
34			\$75,957		\$101,321	
35	\$78,233				\$101,322	
36	\$80,512					
37	\$82,104		\$87,608	\$97,142		
38			\$82,337	\$97,144		
39			\$87,610			
40				\$97,147	\$101,328	
41			\$83,043			
42			\$87,614	\$97,150		
43						
44						
45						

TAN

	Level 1	Level 2
STEP	ANNUAL	ANNUAL
1	48,737	58,484
2	48,738	58,485
3	48,739	58,486
4	48,740	58,487
5	48,741	58,488
6	48,742	58,489
7	48,743	58,490
8	48,744	58,491
9	48,745	58,492
10	48,746	58,493
11	48,747	58,494
12	48,748	58,495
13	48,749	58,496
14	48,750	58,497
15	48,751	58,498
16	48,752	58,499
17	48,753	58,500
18	48,754	58,501
19	48,755	58,502
20	48,756	58,503

Appendix A.6 2022-2023 BMS Salary

Behavior Management Specialist
duty day, work year and pay rate.
8 hour duty day, 184188 day work
calendar.

- Base wage: ~~\$25.00~~ 26.50 per hour
- ~~\$25~~26.50 pr hr X 8 hrs X 184188 = ~~\$36,000~~ \$39,856 base annual salary

Degree Differentials		
Bachelors	Masters	PHD, Doctorate
\$1,000	\$1,500	\$2,000

2022-2023 CSC Salary

A.4. SCHEDULE: COMMUNITY SCHOOL COORDINATORS				
8 HOURS PER DAY/206 DAYS				
No Degree	Associates	Bachelors	Masters	PHD
\$51,410.00	\$51,410.00	\$51,410.00	\$51,410.00	\$51,410.00