

Teachers can first apply to advance to Level II after completing 3 years of experience at Level I. All teachers must apply to Level II after completing 5 years at Level I; those that do not advance cannot renew their certification. The responses in TR3 reflect this approach and we looked at pay for teachers who advance to Level II after 3 years as well as pay for those who advance after 5 years. Level III is optional for teachers. Those who want to apply for Level III may do so after 3 years at Level II. To read more about New Mexico's 3-Tiered Licensure Evaluation system, visit <http://teachnm.org/home/3-tiered-licensure-system/3-tls-overview.html>.

APPENDIX A.1

**2012-2013 SALARY MATRIX AT-1
 LICENSURE LEVEL 1 TEACHERS AND LIBRARIANS
 AND
 CAREER PATHWAY LEVEL 1
 COUNSELORS, NURSES, SOCIAL WORKERS AND INTERPRETERS**

STEP	BA	BA+15	BA+45	MA	MA+15	MA+45	Doctorate
1	\$30,000	\$30,001	\$30,002	\$30,002	\$30,004	\$30,005	\$30,006
2	\$30,164	\$30,165	\$30,166	\$30,166	\$30,167	\$30,168	\$30,169
3	\$30,165	\$30,166	\$30,167	\$30,167	\$30,168	\$30,169	\$30,170
4	\$30,166	\$30,167	\$30,168	\$30,168	\$30,169	\$30,170	\$30,171
5	\$30,167	\$30,168	\$30,169	\$30,169	\$30,170	\$30,171	\$30,172
6	\$30,767	\$30,768	\$30,769	\$30,769	\$30,771	\$30,772	\$30,773
7	\$31,280	\$31,383	\$31,485	\$31,485	\$31,690	\$31,895	\$32,100
8	\$31,793	\$31,998	\$32,203	\$32,203	\$32,408	\$33,844	\$34,869
9	\$31,794	\$31,999	\$32,204	\$32,204	\$32,409	\$33,845	\$34,870
10	\$31,795	\$32,000	\$32,205	\$32,205	\$32,410	\$33,846	\$34,872
11	\$31,998	\$32,306	\$32,511	\$32,511	\$32,716	\$33,847	\$34,872
12	\$32,285	\$32,596	\$32,803	\$32,803	\$33,010	\$34,149	\$35,183
13	\$32,576	\$32,890	\$33,099	\$33,099	\$33,307	\$34,456	\$35,500
14	\$32,870	\$33,185	\$33,397	\$33,397	\$33,607	\$34,766	\$35,820
15	\$33,165	\$33,484	\$33,697	\$33,697	\$33,909	\$35,079	\$36,146
16	\$34,461	\$34,616	\$34,775	\$34,775	\$34,930	\$36,418	\$37,590
17	\$36,184	\$36,695	\$36,860	\$36,860	\$37,026	\$38,605	\$39,848
18	\$36,907	\$37,427	\$37,595	\$37,595	\$37,939	\$40,265	\$41,507
19	\$37,083	\$37,595	\$37,768	\$37,768	\$38,698	\$41,067	\$42,339
20	\$37,261	\$37,768	\$37,937	\$37,937	\$39,190	\$41,620	\$42,884
21	\$37,427	\$37,937	\$38,183	\$38,183	\$39,976	\$42,455	\$43,742
22	\$37,595	\$38,105	\$38,719	\$38,719	\$40,512	\$42,993	\$44,282
23	\$37,768	\$38,273	\$39,047	\$39,047	\$40,770	\$43,247	\$44,536
24	\$37,937	\$38,490	\$39,831	\$39,831	\$41,564	\$44,038	\$45,386
25	\$38,105	\$38,767	\$40,086	\$40,086	\$41,816	\$44,291	\$45,643
26	\$38,490	\$39,577	\$40,875	\$40,875	\$42,611	\$45,086	\$46,436
27	\$39,229	\$40,259	\$41,507	\$41,507	\$43,268	\$45,695	\$47,021
28	\$40,256	\$41,280	\$42,596	\$42,596	\$44,294	\$46,719	\$48,045
29	\$41,280	\$42,310	\$43,622	\$43,622	\$45,318	\$47,746	\$49,072
30	\$42,310	\$43,337	\$44,651	\$44,651	\$46,323	\$48,773	\$50,098
31	\$43,337	\$44,361	\$45,676	\$45,676	\$47,372	\$49,810	\$51,127
32	\$44,361	\$45,387	\$46,703	\$46,703	\$48,400	\$50,828	\$52,152
33	\$47,445	\$46,413	\$47,728	\$47,728	\$49,428	\$51,853	\$53,194
34	\$48,499	\$47,445	\$48,754	\$48,754	\$50,452	\$52,893	\$54,243
35	\$48,499	\$48,471	\$49,782	\$49,782	\$51,480	\$53,938	\$55,288
36	\$48,499	\$49,497	\$50,808	\$50,808	\$52,509	\$54,986	\$56,335
37	\$48,499	\$50,523	\$51,836	\$51,836	\$53,556	\$56,032	\$57,384
38	\$48,499	\$51,550	\$52,827	\$52,827	\$54,602	\$57,078	\$58,431

APPENDIX A.2
2012-2013 SALARY MATRIX AT-2
LICENSURE LEVEL 2 TEACHERS AND LIBRARIANS AND
CAREER PATHWAY LEVEL 2
COUNSELORS, NURSES, SOCIAL WORKERS AND INTERPRETERS

STEP	BA	BA+15	BA+45	MA	MA+15	MA+45	Doctorate
1	\$40,000	\$40,300	\$40,600	\$40,600	\$40,900	\$41,900	\$42,200
2	\$40,219	\$40,520	\$40,823	\$40,823	\$41,124	\$42,129	\$42,230
3	\$40,220	\$40,521	\$40,824	\$40,824	\$41,125	\$42,130	\$42,231
4	\$40,221	\$40,522	\$40,825	\$40,825	\$41,126	\$42,131	\$42,232
5	\$40,222	\$40,523	\$40,826	\$40,826	\$41,127	\$42,132	\$42,233
6	\$40,224	\$40,525	\$40,827	\$40,827	\$41,129	\$42,134	\$42,436
7	\$40,225	\$40,526	\$40,828	\$40,828	\$41,129	\$42,135	\$42,437
8	\$40,226	\$40,527	\$40,829	\$40,829	\$41,131	\$42,136	\$42,438
9	\$41,026	\$41,334	\$41,641	\$41,641	\$41,949	\$42,975	\$43,282
10	\$41,433	\$41,638	\$41,946	\$41,946	\$42,459	\$43,382	\$44,202
11	\$41,434	\$41,639	\$41,947	\$41,947	\$42,460	\$43,383	\$44,362
12	\$41,435	\$41,640	\$42,459	\$42,459	\$42,992	\$43,384	\$44,363
13	\$41,436	\$42,151	\$42,460	\$42,460	\$42,993	\$43,895	\$44,781
14	\$41,437	\$42,152	\$43,177	\$43,177	\$43,731	\$44,254	\$45,013
15	\$41,438	\$42,664	\$43,178	\$43,178	\$43,732	\$44,255	\$45,014
16	\$41,439	\$42,665	\$43,179	\$43,179	\$43,733	\$44,255	\$45,015
17	\$41,440	\$42,666	\$43,180	\$43,180	\$44,797	\$46,630	\$47,432
18	\$41,441	\$42,667	\$44,797	\$44,797	\$45,120	\$46,631	\$47,628
19	\$41,946	\$42,668	\$44,798	\$44,798	\$45,121	\$47,429	\$47,629
20	\$43,613	\$44,259	\$44,800	\$44,800	\$47,176	\$47,430	\$48,445
21	\$43,614	\$44,260	\$44,800	\$44,800	\$47,177	\$47,431	\$49,416
22	\$43,615	\$44,260	\$44,801	\$44,801	\$47,178	\$48,577	\$50,053
23	\$43,616	\$44,262	\$46,111	\$46,111	\$47,179	\$49,551	\$51,053
24	\$43,617	\$44,263	\$46,112	\$46,112	\$47,180	\$50,180	\$51,683
25	\$43,618	\$46,992	\$47,074	\$47,074	\$47,181	\$50,476	\$51,981
26	\$44,450	\$46,993	\$47,075	\$47,075	\$47,279	\$51,399	\$52,973
27	\$46,988	\$46,994	\$47,076	\$47,076	\$47,452	\$51,694	\$53,274
28	\$46,989	\$46,995	\$47,708	\$47,708	\$49,733	\$52,623	\$54,198
29	\$46,991	\$46,997	\$48,445	\$48,445	\$50,499	\$53,334	\$54,880
30	\$46,992	\$47,734	\$48,817	\$48,817	\$51,698	\$54,529	\$56,077
31	\$47,734	\$48,926	\$50,914	\$50,914	\$52,893	\$55,728	\$57,274
32	\$49,066	\$50,112	\$52,114	\$52,114	\$54,066	\$56,926	\$58,473
33	\$50,112	\$51,297	\$53,311	\$53,311	\$55,291	\$58,136	\$59,674
34	\$51,298	\$52,484	\$54,509	\$54,509	\$56,490	\$59,324	\$60,871
35	\$54,863	\$55,067	\$55,705	\$55,705	\$57,690	\$60,520	\$62,086
36	\$56,081	\$56,260	\$56,903	\$56,903	\$58,885	\$61,735	\$63,309
37	\$56,082	\$57,028	\$58,103	\$58,103	\$60,085	\$62,954	\$64,530
38	\$56,083	\$58,724	\$59,300	\$59,300	\$61,287	\$64,178	\$65,751
39	\$56,084	\$59,000	\$60,428	\$60,428	\$62,509	\$65,397	\$66,976
40	\$56,085	\$59,609	\$61,710	\$61,710	\$63,729	\$66,620	\$68,199
41	\$56,086	\$61,915	\$62,932	\$62,932	\$68,376	\$69,376	\$71,581
42	\$56,087	\$65,572	\$69,132	\$69,132	\$72,445	\$77,679	\$79,405
43	\$56,088	\$65,573	\$69,133	\$69,133	\$72,446	\$77,680	\$79,406
44	\$56,089	\$65,574	\$69,134	\$69,134	\$72,447	\$77,681	\$79,407

APPENDIX A.3

**2012-2013 SALARY MATRIX AT-3
 LICENSURE LEVEL 3 TEACHERS AND LIBRARIANS
 and
 CAREER PATHWAY LEVEL 3 COUNSELORS, NURSES,
 SOCIAL WORKERS AND INTERPRETERS**

STEP	MA or NBC	MA+15	MA+45	Doctorate
1	\$50,000	\$50,226	\$50,723	\$51,220
2	\$50,273	\$50,500	\$51,000	\$51,500
3	\$50,274	\$50,501	\$51,001	\$51,501
4	\$50,275	\$50,502	\$51,002	\$51,502
5	\$50,276	\$50,503	\$51,003	\$51,503
6	\$50,278	\$50,506	\$51,005	\$51,505
7	\$50,279	\$50,506	\$51,006	\$51,506
8	\$50,280	\$50,507	\$51,007	\$51,507
9	\$50,281	\$50,509	\$51,008	\$51,508
10	\$50,282	\$50,509	\$51,009	\$51,509
11	\$50,283	\$50,509	\$51,010	\$51,510
12	\$51,285	\$51,798	\$52,310	\$52,823
13	\$51,286	\$51,799	\$52,311	\$52,824
14	\$51,287	\$51,799	\$52,312	\$52,825
15	\$51,288	\$51,801	\$52,313	\$52,826
16	\$51,289	\$51,802	\$52,314	\$52,827
17	\$51,290	\$51,803	\$52,315	\$52,828
18	\$51,291	\$51,804	\$52,316	\$52,829
19	\$51,292	\$51,805	\$52,317	\$52,830
20	\$51,293	\$51,806	\$52,318	\$52,831
21	\$51,294	\$51,807	\$52,319	\$52,832
22	\$51,295	\$52,099	\$52,817	\$53,843
23	\$51,296	\$52,100	\$52,818	\$53,844
24	\$51,297	\$52,101	\$52,819	\$53,845
25	\$51,298	\$52,612	\$52,820	\$53,846
26	\$51,299	\$52,613	\$53,330	\$54,355
27	\$51,300	\$52,614	\$53,331	\$54,356
28	\$51,301	\$52,615	\$53,332	\$54,357
29	\$51,302	\$53,637	\$54,868	\$56,407
30	\$51,303	\$53,639	\$54,869	\$56,408
31	\$51,304	\$53,640	\$55,791	\$58,970
32	\$52,114	\$54,868	\$57,432	\$58,972
33	\$53,311	\$55,381	\$58,253	\$62,457
34	\$54,509	\$56,919	\$60,611	\$62,458
35	\$55,705	\$57,842	\$60,612	\$62,459
36	\$56,903	\$58,885	\$62,409	\$64,816
37	\$58,104	\$60,086	\$62,954	\$64,817
38	\$59,300	\$61,286	\$64,178	\$65,751
39	\$60,501	\$62,509	\$65,396	\$66,976
40	\$63,280	\$63,729	\$66,620	\$68,199

APPENDIX A.4

**2012-2013 SALARY MATRIX A-2
CAREER PATHWAY
SPEECH/LANGAUGE PATHOLOGISTS, PHYSICAL THERAPISTS,
AUDIOLOGISTS, OCCUPATIONAL THERAPISTS AND ORIENTATION/MOBILITY
SPECIALISTS**

Step	Level One		Level Two		Level Three	
	MA	Ph.D.	MA	Ph.D.	MA	Ph.D.
1	\$33,355	\$35,355	\$40,000	\$42,000	\$50,000	\$52,000
2	\$33,356	\$35,356	\$40,001	\$42,001	\$50,001	\$52,001
3	\$33,357	\$35,357	\$40,002	\$42,002	\$50,002	\$52,002
4	\$33,358	\$35,358	\$40,003	\$42,003	\$50,003	\$52,003
5	\$33,359	\$35,359	\$40,004	\$42,004	\$50,004	\$52,004
6	\$34,396	\$36,407	\$40,224	\$42,235	\$50,278	\$52,289
7	\$37,226	\$39,237	\$40,225	\$42,236	\$50,279	\$52,290
8	\$37,793	\$39,804	\$40,226	\$42,237	\$50,280	\$52,291
9	\$38,029	\$40,040	\$41,251	\$43,262	\$50,281	\$52,292
10	\$38,713	\$40,724	\$41,252	\$43,263	\$50,282	\$52,293
11	\$38,951	\$40,962	\$41,253	\$43,264	\$50,283	\$52,294
12	\$39,653	\$41,663	\$41,991	\$44,002	\$51,566	\$53,577
13	\$40,365	\$42,376	\$42,746	\$44,757	\$51,567	\$53,578
14	\$41,092	\$43,103	\$43,516	\$45,527	\$51,568	\$53,579
15	\$41,832	\$43,843	\$44,300	\$46,311	\$51,569	\$53,580
16	\$42,585	\$44,596	\$45,097	\$47,108	\$51,570	\$53,581
17	\$43,352	\$45,362	\$45,908	\$47,919	\$51,572	\$53,583
18	\$44,133	\$46,144	\$46,735	\$48,746	\$51,573	\$53,584
19	\$44,927	\$46,938	\$47,577	\$49,587	\$51,574	\$53,585
20	\$45,736	\$47,746	\$48,432	\$50,443	\$51,575	\$53,586
21	\$46,558	\$48,569	\$49,304	\$51,315	\$51,576	\$53,587
22	\$47,397	\$49,407	\$50,192	\$52,203	\$51,577	\$53,588
23	\$48,249	\$50,260	\$51,096	\$53,107	\$53,944	\$55,955
24	\$49,119	\$51,130	\$52,016	\$54,027	\$55,631	\$57,642
25	\$50,003	\$52,014	\$52,952	\$54,963	\$57,316	\$59,326
26	\$50,903	\$52,914	\$53,904	\$55,915	\$59,004	\$61,015
27	\$51,819	\$53,830	\$54,875	\$56,886	\$60,182	\$62,193
28	\$52,752	\$54,763	\$55,863	\$57,873	\$60,354	\$62,365
29	\$53,701	\$55,712	\$56,868	\$58,879	\$60,527	\$62,538
30	\$53,701	\$55,712	\$56,868	\$58,879	\$60,698	\$62,709
31	\$53,701	\$55,712	\$56,868	\$58,879	\$60,872	\$62,883
32	\$53,701	\$55,712	\$56,868	\$58,879	\$61,042	\$63,053
33	\$53,701	\$55,712	\$56,868	\$58,879	\$61,213	\$63,224
34	\$53,701	\$55,712	\$56,868	\$58,879	\$61,730	\$63,740
35	\$53,701	\$55,712	\$56,868	\$58,879	\$62,743	\$64,754
36	\$53,701	\$55,712	\$56,868	\$58,879	\$63,960	\$65,971
37	\$53,701	\$55,712	\$56,868	\$58,879	\$65,065	\$67,076
38	\$53,701	\$55,712	\$56,868	\$58,879	\$66,170	\$68,180
39	\$53,701	\$55,712	\$56,868	\$58,879	\$69,145	\$71,156

APPENDIX A.5

**2012-2013
SALARY MATRIX A-3**

**EDUCATIONAL DIAGNOSTICIANS
AND TRANSITION SPECIALISTS**

STEP	MA	MA+15	MA+45	DOCTORATE
1	\$47,000	\$50,000	\$53,000	\$56,000
2	\$47,001	\$50,001	\$53,001	\$56,001
3	\$47,002	\$50,002	\$53,002	\$56,002
4	\$47,003	\$50,003	\$53,003	\$56,003
5	\$47,004	\$50,004	\$53,004	\$56,004
6	\$47,940	\$51,000	\$54,060	\$57,120
7	\$49,470	\$52,530	\$55,590	\$58,650
8	\$51,000	\$52,531	\$55,591	\$58,651
9	\$51,001	\$54,060	\$57,120	\$60,180
10	\$51,002	\$54,061	\$57,121	\$60,181
11	\$51,003	\$54,062	\$57,122	\$60,182
12	\$51,004	\$54,063	\$57,123	\$60,183
13	\$51,005	\$54,064	\$57,124	\$60,184
14	\$51,006	\$54,065	\$57,125	\$60,185
15	\$52,020	\$55,080	\$58,140	\$61,200
16	\$52,021	\$55,081	\$58,141	\$61,201
17	\$55,080	\$58,140	\$61,200	\$64,260
18	\$55,081	\$58,141	\$61,201	\$64,261
19	\$58,140	\$61,200	\$64,260	\$67,320
20	\$58,141	\$61,201	\$64,261	\$67,321
21	\$61,200	\$64,260	\$67,320	\$70,380
22	\$61,201	\$64,261	\$67,321	\$70,381
23	\$64,260	\$67,320	\$70,380	\$73,440
24	\$68,340	\$71,400	\$74,460	\$77,520
25	\$68,341	\$71,401	\$74,461	\$77,521
26	\$68,342	\$71,402	\$74,462	\$77,522
27	\$68,343	\$71,403	\$74,463	\$77,523
28	\$68,344	\$71,404	\$74,464	\$77,524
29	\$68,345	\$71,405	\$74,465	\$77,525
30	\$68,346	\$71,406	\$74,466	\$77,526
31	\$68,347	\$71,407	\$74,467	\$77,527
32	\$68,348	\$71,408	\$74,468	\$77,528
33	\$68,349	\$71,409	\$74,469	\$77,529

APPENDIX A.6

**2012-2013
Salary Matrix A-4**

LICENSED SCHOOL PSYCHOLOGISTS

STEP	LSP	PH.D., Psy.D.,Ed.D.
1	\$51,000	\$54,000
2	\$51,001	\$54,001
3	\$51,002	\$54,002
4	\$51,003	\$54,003
5	\$51,004	\$54,004
6	\$52,020	\$55,080
7	\$55,080	\$58,140
8	\$55,081	\$58,141
9	\$55,082	\$58,142
10	\$55,083	\$58,143
11	\$58,140	\$61,200
12	\$58,141	\$61,201
13	\$58,142	\$61,202
14	\$61,200	\$64,260
15	\$61,201	\$64,261
16	\$64,260	\$67,320
17	\$64,261	\$67,321
18	\$67,320	\$70,380
19	\$67,321	\$70,381
20	\$70,380	\$73,440
21	\$70,381	\$73,441
22	\$73,440	\$76,500
23	\$73,441	\$76,501
24	\$77,520	\$80,580
25	\$77,521	\$80,581
26	\$77,522	\$80,582
27	\$77,523	\$80,583
28	\$77,524	\$80,584
29	\$77,525	\$80,585
30	\$77,526	\$80,586
31	\$77,527	\$80,587
32	\$77,528	\$80,588
33	\$77,529	\$80,589
34	\$77,530	\$80,590
35	\$77,531	\$80,591
36	\$77,532	\$80,592