

ALBUQUERQUE TEACHERS FEDERATION

ALBUQUERQUE PUBLIC SCHOOLS

**Teacher Bargaining Unit
Salary Schedules for 2010-2011**

2010-11 Salary Matrix AT-1
 Level 1 Teachers and Librarians
 Level 1 Career Pathway for Counselors, Nurses, Social Workers and Interpreters

EDUCATION	BA	BA+15	BA+45	MA	MA+15	MA+45	Doctorate
GRADE	13	14	15	16	17	18	19
STEP	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
1	\$30,000	\$30,001	\$30,002	\$30,002	\$30,004	\$30,005	\$30,006
2	\$30,001	\$30,002	\$30,003	\$30,003	\$30,005	\$30,006	\$30,007
3	\$30,002	\$30,003	\$30,004	\$30,004	\$30,006	\$30,007	\$30,008
4	\$30,600	\$30,601	\$30,602	\$30,602	\$30,604	\$30,605	\$30,606
5	\$31,110	\$31,212	\$31,314	\$31,314	\$31,518	\$31,722	\$31,926
6	\$31,620	\$31,824	\$32,028	\$32,028	\$32,232	\$33,660	\$34,680
7	\$31,621	\$31,825	\$32,029	\$32,029	\$32,233	\$33,661	\$34,681
8	\$31,622	\$31,826	\$32,030	\$32,030	\$32,234	\$33,662	\$34,682
9	\$31,824	\$32,130	\$32,334	\$32,334	\$32,538	\$33,663	\$34,683
10	\$32,110	\$32,419	\$32,625	\$32,625	\$32,831	\$33,963	\$34,992
11	\$32,399	\$32,711	\$32,919	\$32,919	\$33,126	\$34,269	\$35,307
12	\$32,691	\$33,005	\$33,215	\$33,215	\$33,424	\$34,577	\$35,625
13	\$32,985	\$33,302	\$33,514	\$33,514	\$33,725	\$34,888	\$35,950
14	\$34,274	\$34,428	\$34,586	\$34,586	\$34,740	\$36,220	\$37,386
15	\$35,987	\$36,496	\$36,660	\$36,660	\$36,825	\$38,395	\$39,631
16	\$36,706	\$37,224	\$37,391	\$37,391	\$37,733	\$40,046	\$41,281
17	\$36,881	\$37,391	\$37,563	\$37,563	\$38,488	\$40,844	\$42,109
18	\$37,058	\$37,563	\$37,731	\$37,731	\$38,977	\$41,394	\$42,651
19	\$37,224	\$37,731	\$37,976	\$37,976	\$39,759	\$42,224	\$43,504
20	\$37,391	\$37,898	\$38,509	\$38,509	\$40,292	\$42,759	\$44,041
21	\$37,563	\$38,065	\$38,835	\$38,835	\$40,548	\$43,012	\$44,294
22	\$37,731	\$38,281	\$39,615	\$39,615	\$41,338	\$43,799	\$45,139
23	\$37,898	\$38,556	\$39,868	\$39,868	\$41,589	\$44,050	\$45,395
24	\$38,281	\$39,362	\$40,653	\$40,653	\$42,379	\$44,841	\$46,184
25	\$39,016	\$40,040	\$41,281	\$41,281	\$43,033	\$45,447	\$46,765
26	\$40,037	\$41,056	\$42,365	\$42,365	\$44,053	\$46,465	\$47,784
27	\$41,056	\$42,080	\$43,385	\$43,385	\$45,072	\$47,487	\$48,805
28	\$42,080	\$43,101	\$44,408	\$44,408	\$46,071	\$48,508	\$49,826
29	\$43,101	\$44,120	\$45,428	\$45,428	\$47,115	\$49,539	\$50,849
30	\$44,120	\$45,140	\$46,449	\$46,449	\$48,137	\$50,552	\$51,869
31	\$47,187	\$46,161	\$47,469	\$47,469	\$49,159	\$51,571	\$52,905
32	\$48,235	\$47,187	\$48,489	\$48,489	\$50,178	\$52,605	\$53,948
33	\$48,235	\$48,208	\$49,511	\$49,511	\$51,200	\$53,645	\$54,988
34	\$48,235	\$49,228	\$50,532	\$50,532	\$52,224	\$54,687	\$56,029
35	\$48,235	\$50,248	\$51,554	\$51,554	\$53,265	\$55,727	\$57,072
36	\$48,235	\$51,270	\$52,585	\$52,585	\$54,305	\$56,768	\$58,113
37	\$48,235	\$53,253	\$53,627	\$53,627	\$58,286	\$59,117	\$60,996

2010-11 Salary Matrix AT-2
 Level 2 Teachers and Librarians
 Level 2 Career Pathway for Counselors, Nurses, Social
 Workers and Interpreters

EDUCATION	BA	BA+15	BA+45	MA	MA+15	MA+45	Doctorate
GRADE/STEPS	20	21	22	23	24	25	26
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
1	\$40,000	\$40,300	\$40,600	\$40,600	\$40,900	\$41,900	\$42,200
2	\$40,001	\$40,301	\$40,601	\$40,601	\$40,901	\$41,901	\$42,201
3	\$40,002	\$40,302	\$40,602	\$40,602	\$40,902	\$41,902	\$42,202
4	\$40,003	\$40,303	\$40,603	\$40,603	\$40,903	\$41,903	\$42,203
5	\$40,004	\$40,304	\$40,604	\$40,604	\$40,904	\$41,904	\$42,204
6	\$40,005	\$40,305	\$40,605	\$40,605	\$40,905	\$41,905	\$42,205
7	\$40,803	\$41,109	\$41,415	\$41,415	\$41,721	\$42,741	\$43,047
8	\$41,208	\$41,412	\$41,718	\$41,718	\$42,228	\$43,146	\$43,962
9	\$41,209	\$41,413	\$41,719	\$41,719	\$42,229	\$43,147	\$44,121
10	\$41,210	\$41,414	\$42,228	\$42,228	\$42,758	\$43,148	\$44,122
11	\$41,211	\$41,922	\$42,229	\$42,229	\$42,759	\$43,656	\$44,538
12	\$41,212	\$41,923	\$42,942	\$42,942	\$43,493	\$44,013	\$44,768
13	\$41,213	\$42,432	\$42,943	\$42,943	\$43,494	\$44,014	\$44,769
14	\$41,214	\$42,433	\$42,944	\$42,944	\$43,495	\$44,015	\$44,770
15	\$41,215	\$42,434	\$42,945	\$42,945	\$44,554	\$46,377	\$47,174
16	\$41,216	\$42,435	\$44,554	\$44,554	\$44,875	\$46,378	\$47,369
17	\$41,718	\$42,436	\$44,555	\$44,555	\$44,876	\$47,171	\$47,370
18	\$43,376	\$44,018	\$44,556	\$44,556	\$46,920	\$47,172	\$48,182
19	\$43,377	\$44,019	\$44,557	\$44,557	\$46,921	\$47,173	\$49,147
20	\$43,378	\$44,020	\$44,558	\$44,558	\$46,922	\$48,313	\$49,781
21	\$43,379	\$44,021	\$45,860	\$45,860	\$46,923	\$49,282	\$50,776
22	\$43,380	\$44,022	\$45,861	\$45,861	\$46,924	\$49,907	\$51,402
23	\$43,381	\$46,737	\$46,818	\$46,818	\$46,925	\$50,202	\$51,698
24	\$44,208	\$46,738	\$46,819	\$46,819	\$47,022	\$51,120	\$52,685
25	\$46,733	\$46,739	\$46,820	\$46,820	\$47,194	\$51,413	\$52,984
26	\$46,734	\$46,740	\$47,449	\$47,449	\$49,463	\$52,337	\$53,903
27	\$46,736	\$46,742	\$48,182	\$48,182	\$50,225	\$53,044	\$54,582
28	\$46,737	\$47,475	\$48,552	\$48,552	\$51,417	\$54,233	\$55,772
29	\$47,475	\$48,660	\$50,637	\$50,637	\$52,606	\$55,425	\$56,963
30	\$48,799	\$49,840	\$51,831	\$51,831	\$53,772	\$56,617	\$58,155
31	\$49,840	\$51,018	\$53,021	\$53,021	\$54,991	\$57,820	\$59,350
32	\$51,019	\$52,199	\$54,213	\$54,213	\$56,183	\$59,002	\$60,540
33	\$54,565	\$54,768	\$55,402	\$55,402	\$57,376	\$60,191	\$61,749
34	\$55,776	\$55,954	\$56,594	\$56,594	\$58,565	\$61,399	\$62,965
35	\$55,777	\$56,718	\$57,787	\$57,787	\$59,758	\$62,612	\$64,179
36	\$55,778	\$58,405	\$58,978	\$58,978	\$60,954	\$63,829	\$65,394
37	\$55,779	\$58,679	\$60,100	\$60,100	\$62,169	\$65,042	\$66,612
38	\$55,780	\$59,285	\$61,375	\$61,375	\$63,383	\$66,258	\$67,828
39	\$55,781	\$61,579	\$62,590	\$62,590	\$68,004	\$68,999	\$71,192
40	\$55,782	\$65,216	\$68,756	\$68,756	\$72,051	\$77,257	\$78,973
41	\$55,783	\$65,217	\$68,757	\$68,757	\$72,052	\$77,258	\$78,974
42	\$55,784	\$65,218	\$68,758	\$68,758	\$72,053	\$77,259	\$78,975
43	\$55,785	\$65,219	\$68,759	\$68,759	\$72,054	\$77,260	\$78,976

2010-11 Salary Matrix AT-3
 Level 3 Teachers and Librarians
 Level 3 Career Pathway for Counselors, Nurses, Social Workers and Interpreters

EDUCATION	MA or NBC	MA+15	MA+45	Doctorate
GRADE	27	28	29	30
STEPS	ANNUAL	ANNUAL	ANNUAL	ANNUAL
1	\$50,000	\$50,226	\$50,723	\$51,220
2	\$50,001	\$50,227	\$50,724	\$51,221
3	\$50,002	\$50,228	\$50,725	\$51,222
4	\$50,003	\$50,229	\$50,726	\$51,223
5	\$50,004	\$50,230	\$50,727	\$51,224
6	\$50,005	\$50,231	\$50,728	\$51,225
7	\$50,006	\$50,232	\$50,729	\$51,226
8	\$50,007	\$50,233	\$50,730	\$51,227
9	\$50,008	\$50,234	\$50,731	\$51,228
10	\$51,006	\$51,516	\$52,026	\$52,536
11	\$51,007	\$51,517	\$52,027	\$52,537
12	\$51,008	\$51,518	\$52,028	\$52,538
13	\$51,009	\$51,519	\$52,029	\$52,539
14	\$51,010	\$51,520	\$52,030	\$52,540
15	\$51,011	\$51,521	\$52,031	\$52,541
16	\$51,012	\$51,522	\$52,032	\$52,542
17	\$51,013	\$51,523	\$52,033	\$52,543
18	\$51,014	\$51,524	\$52,034	\$52,544
19	\$51,015	\$51,525	\$52,035	\$52,545
20	\$51,016	\$51,816	\$52,530	\$53,550
21	\$51,017	\$51,817	\$52,531	\$53,551
22	\$51,018	\$51,818	\$52,532	\$53,552
23	\$51,019	\$52,326	\$52,533	\$53,553
24	\$51,020	\$52,327	\$53,040	\$54,060
25	\$51,021	\$52,328	\$53,041	\$54,061
26	\$51,022	\$52,329	\$53,042	\$54,062
27	\$51,023	\$53,346	\$54,570	\$56,100
28	\$51,024	\$53,347	\$54,571	\$56,101
29	\$51,025	\$53,349	\$55,488	\$58,650
30	\$51,831	\$54,570	\$57,120	\$58,651
31	\$53,021	\$55,080	\$57,936	\$62,118
32	\$54,213	\$56,610	\$60,282	\$62,119
33	\$55,402	\$57,528	\$60,283	\$62,120
34	\$56,594	\$58,565	\$62,070	\$64,464
35	\$57,788	\$59,759	\$62,612	\$64,465
36	\$58,978	\$60,953	\$63,829	\$65,394
37	\$60,172	\$62,169	\$65,041	\$66,612
38	\$62,936	\$63,383	\$66,258	\$67,828
39	\$64,911	\$68,004	\$68,999	\$71,192

2010-11 Salary Matrix A2

Career Pathway for Speech and Language Pathologists, Physical Therapists,
Audiologists, Occupational Therapists and Orientation and Mobility Therapists

EDUCATION	LEVEL 1	LEVEL 1	LEVEL 2	LEVEL 2	LEVEL 3	LEVEL 3
GRADE	3	4	5	6	7	8
STEP	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
	MA	PHd	MA	PHd	MA	PHD
1	\$33,355	\$35,355	\$40,000	\$42,000	\$50,000	\$52,000
2	\$33,355	\$35,355	\$40,000	\$42,000	\$50,000	\$52,000
3	\$33,355	\$35,355	\$40,000	\$42,000	\$50,000	\$52,000
4	\$34,209	\$36,209	\$40,001	\$42,001	\$50,001	\$52,001
5	\$37,024	\$39,024	\$40,002	\$42,002	\$50,002	\$52,002
6	\$37,588	\$39,588	\$40,003	\$42,003	\$50,003	\$52,003
7	\$37,822	\$39,822	\$41,027	\$43,027	\$50,004	\$52,004
8	\$38,503	\$40,503	\$41,028	\$43,028	\$50,005	\$52,005
9	\$38,739	\$40,739	\$41,029	\$43,029	\$50,006	\$52,006
10	\$39,437	\$41,437	\$41,763	\$43,763	\$51,286	\$53,286
11	\$40,146	\$42,146	\$42,514	\$44,514	\$51,287	\$53,287
12	\$40,869	\$42,869	\$43,280	\$45,280	\$51,288	\$53,288
13	\$41,605	\$43,605	\$44,059	\$46,059	\$51,289	\$53,289
14	\$42,354	\$44,354	\$44,852	\$46,852	\$51,290	\$53,290
15	\$43,116	\$45,116	\$45,659	\$47,659	\$51,292	\$53,292
16	\$43,893	\$45,893	\$46,481	\$48,481	\$51,293	\$53,293
17	\$44,683	\$46,683	\$47,318	\$49,318	\$51,294	\$53,294
18	\$45,487	\$47,487	\$48,169	\$50,169	\$51,295	\$53,295
19	\$46,305	\$48,305	\$49,036	\$51,036	\$51,296	\$53,296
20	\$47,139	\$49,139	\$49,919	\$51,919	\$51,297	\$53,297
21	\$47,987	\$49,987	\$50,818	\$52,818	\$53,651	\$55,651
22	\$48,852	\$50,852	\$51,733	\$53,733	\$55,329	\$57,329
23	\$49,731	\$51,731	\$52,664	\$54,664	\$57,004	\$59,004
24	\$50,626	\$52,626	\$53,611	\$55,611	\$58,683	\$60,683
25	\$51,537	\$53,537	\$54,577	\$56,577	\$59,855	\$61,855
26	\$52,465	\$54,465	\$55,559	\$57,559	\$60,026	\$62,026
27	\$53,409	\$55,409	\$56,559	\$58,559	\$60,198	\$62,198
28	\$53,409	\$55,409	\$56,559	\$58,559	\$60,368	\$62,368
29	\$53,409	\$55,409	\$56,559	\$58,559	\$60,541	\$62,541
30	\$53,409	\$55,409	\$56,559	\$58,559	\$60,710	\$62,710
31	\$53,409	\$55,409	\$56,559	\$58,559	\$60,880	\$62,880
32	\$53,409	\$55,409	\$56,559	\$58,559	\$61,394	\$63,394
33	\$53,409	\$55,409	\$56,559	\$58,559	\$62,402	\$64,402
34	\$53,409	\$55,409	\$56,559	\$58,559	\$63,612	\$65,612
35	\$53,409	\$55,409	\$56,559	\$58,559	\$64,711	\$66,711
36	\$53,409	\$55,409	\$56,559	\$58,559	\$65,810	\$67,810
37	\$53,409	\$55,409	\$56,559	\$58,559	\$68,769	\$70,769
38	\$53,409	\$55,409	\$56,559	\$58,559	\$72,013	\$74,013

**2010-11 Salary Matrix A3
Educational Diagnosticians**

EDUCATION	MA	MA+15	MA+45	DOCTORATE
GRADE	9	10	11	12
STEP	ANNUAL	ANNUAL	ANNUAL	ANNUAL
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	\$47,940	\$51,000	\$54,060	\$57,120
5	\$49,470	\$52,530	\$55,590	\$58,650
6	\$51,000	\$52,531	\$55,591	\$58,651
7	\$51,001	\$54,060	\$57,120	\$60,180
8	\$51,002	\$54,061	\$57,121	\$60,181
9	\$51,003	\$54,062	\$57,122	\$60,182
10	\$51,004	\$54,063	\$57,123	\$60,183
11	\$51,005	\$54,064	\$57,124	\$60,184
12	\$51,006	\$54,065	\$57,125	\$60,185
13	\$52,020	\$55,080	\$58,140	\$61,200
14	\$52,021	\$55,081	\$58,141	\$61,201
15	\$55,080	\$58,140	\$61,200	\$64,260
16	\$55,081	\$58,141	\$61,201	\$64,261
17	\$58,140	\$61,200	\$64,260	\$67,320
18	\$58,141	\$61,201	\$64,261	\$67,321
19	\$61,200	\$64,260	\$67,320	\$70,380
20	\$61,201	\$64,261	\$67,321	\$70,381
21	\$64,260	\$67,320	\$70,380	\$73,440
22	\$68,340	\$71,400	\$74,460	\$77,520
23	\$68,341	\$71,401	\$74,461	\$77,521
24	\$68,342	\$71,402	\$74,462	\$77,522
25	\$68,343	\$71,403	\$74,463	\$77,523
26	\$68,344	\$71,404	\$74,464	\$77,524
27	\$68,345	\$71,405	\$74,465	\$77,525
28	\$68,346	\$71,406	\$74,466	\$77,526
29	\$68,347	\$71,407	\$74,467	\$77,527
30	\$68,348	\$71,408	\$74,468	\$77,528
31	\$68,349	\$71,409	\$74,469	\$77,529
32	\$68,350	\$71,410	\$74,470	\$77,530
33	\$68,351	\$71,411	\$74,471	\$77,531

**2010-11 Salary Matrix A4
Licensed School Psychologists**

EDUCATION	LSP	PHD
GRADE	31	32
STEP	ANNUAL	ANNUAL
1	\$51,000	\$54,000
2	\$51,001	\$54,001
3	\$51,002	\$54,002
4	\$52,020	\$55,080
5	\$55,080	\$58,140
6	\$55,081	\$58,141
7	\$55,082	\$58,142
8	\$55,083	\$58,143
9	\$58,140	\$61,200
10	\$58,141	\$61,201
11	\$58,142	\$61,202
12	\$61,200	\$64,260
13	\$61,201	\$64,261
14	\$64,260	\$67,320
15	\$64,261	\$67,321
16	\$67,320	\$70,380
17	\$67,321	\$70,381
18	\$70,380	\$73,440
19	\$70,381	\$73,441
20	\$73,440	\$76,500
21	\$73,441	\$76,501
22	\$77,520	\$80,580
23	\$77,521	\$80,581
24	\$77,522	\$80,582
25	\$77,523	\$80,583
26	\$77,524	\$80,584
27	\$77,525	\$80,585
28	\$77,526	\$80,586
29	\$77,527	\$80,587
30	\$77,528	\$80,588
31	\$77,529	\$80,589
32	\$77,530	\$80,590
33	\$77,531	\$80,591
34	\$77,532	\$80,592
35	\$77,533	\$80,593
36	\$77,534	\$80,595