

**CUBA INDEPENDENT SCHOOLS  
2019-2020 CERTIFIED STAFF SALARY SCHEDULE**

Teachers, Counselors, Librarians

LEVEL I						LEVEL II						LEVEL III			
EXP	BA or less	BA+15	BA+45/MA	MA+15	MA+45/PhD/EdD	EXP	BA or less	BA+15	BA+45/MA	MA+15	MA+45/PhD/EdD	EXP	MA	MA+15	MA+45/PhD/EdD
0	\$43,000	\$43,500	\$44,000	\$44,500	\$45,000	3	\$52,000	\$52,500	\$53,000	\$53,500	\$54,000	6	\$62,000	\$62,500	\$63,000
1	\$43,043	\$43,544	\$44,044	\$44,545	\$45,045	4	\$52,024	\$52,660	\$53,160	\$53,636	\$54,153	7	\$62,023	\$62,875	\$63,600
2	\$43,086	\$43,587	\$44,088	\$44,589	\$45,090	5	\$52,064	\$52,700	\$53,200	\$53,686	\$54,223	8	\$62,098	\$62,950	\$63,759
3	\$43,129	\$43,631	\$44,132	\$44,634	\$45,135	6	\$52,104	\$52,740	\$53,240	\$53,736	\$54,293	9	\$62,173	\$63,025	\$63,918
4	\$43,172	\$43,674	\$44,176	\$44,678	\$45,180	7	\$52,144	\$52,780	\$53,280	\$53,786	\$54,363	10	\$62,248	\$63,100	\$64,078
5	\$43,215	\$43,718	\$44,220	\$44,723	\$45,225	8	\$52,184	\$52,820	\$53,320	\$53,836	\$54,825	11	\$62,323	\$63,175	\$64,238
6	\$43,259	\$43,762	\$44,265	\$44,768	\$45,271	9	\$52,224	\$52,860	\$53,360	\$53,886	\$55,291	12	\$62,398	\$63,250	\$64,399
7	\$43,302	\$43,805	\$44,309	\$44,812	\$45,316	10	\$52,264	\$52,900	\$53,400	\$53,936	\$55,761	13	\$62,473	\$63,325	\$64,560
8	\$43,345	\$43,849	\$44,353	\$44,857	\$45,361	11	\$52,304	\$52,940	\$53,440	\$53,986	\$56,235	14	\$62,548	\$63,400	\$64,721
9	\$43,389	\$43,893	\$44,398	\$44,902	\$45,407	12	\$52,344	\$52,980	\$53,480	\$54,445	\$56,713	15	\$62,623	\$63,475	\$64,884
10	\$43,432	\$43,937	\$44,442	\$44,947	\$45,452	13	\$52,384	\$53,020	\$53,520	\$54,907	\$57,195	16	\$63,060	\$63,919	\$65,046
11	\$43,475	\$43,981	\$44,486	\$44,992	\$45,497	14	\$52,424	\$53,060	\$53,560	\$55,374	\$57,681	17	\$63,502	\$64,366	\$65,208
12	\$43,519	\$44,025	\$44,531	\$45,037	\$45,543	15	\$53,109	\$53,205	\$54,525	\$55,845	\$58,172	18	\$63,917	\$64,817	\$65,371
13	\$43,562	\$44,069	\$44,575	\$45,082	\$45,589	16	\$54,533	\$54,801	\$55,560	\$56,319	\$58,666	19	\$64,364	\$65,271	\$65,535
14	\$43,606	\$44,113	\$44,620	\$45,127	\$45,634	17	\$55,208	\$55,393	\$56,096	\$56,798	\$59,165	20	\$64,815	\$65,312	\$65,699
15	\$43,650	\$44,157	\$44,665	\$45,172	\$45,680	18	\$56,037	\$56,223	\$57,899	\$58,399	\$59,667	21	\$65,268	\$65,703	\$65,862
16	\$43,693	\$44,201	\$44,709	\$45,217	\$45,725	19	\$56,877	\$57,067	\$57,927	\$58,427	\$60,175	22	\$65,645	\$66,097	\$66,658
17	\$43,737	\$44,245	\$44,754	\$45,263	\$45,771	20	\$57,162	\$57,352	\$58,216	\$58,716	\$60,686	23	\$66,105	\$66,495	\$67,125
18	\$43,781	\$44,290	\$44,799	\$45,308	\$45,817	21	\$58,019	\$58,213	\$58,791	\$59,291	\$61,202	24	\$66,510	\$66,893	\$67,594
19	\$43,824	\$44,334	\$44,844	\$45,353	\$45,863	22	\$58,889	\$59,087	\$59,673	\$60,173	\$61,723	25	\$66,942	\$67,295	\$68,068
20	\$43,868	\$44,378	\$44,888	\$45,399	\$45,909	23	\$59,037	\$59,973	\$60,273	\$60,773	\$62,247	26	\$67,411	\$67,698	\$68,544
21	\$43,912	\$44,423	\$44,933	\$45,444	\$45,955	24	\$59,686	\$60,872	\$60,935	\$61,435	\$62,776	27	\$67,883	\$68,105	\$69,024
22	\$43,956	\$44,467	\$44,978	\$45,489	\$46,000	25	\$60,343	\$61,138	\$61,606	\$62,106	\$63,310	28	\$68,358	\$68,513	\$69,507
						26	\$61,007	\$62,055	\$62,283	\$62,783	\$63,730	29	\$68,671	\$68,924	\$69,994
						27	\$61,678	\$62,620	\$62,968	\$63,468	\$64,687	30	\$69,104	\$69,511	\$70,484
						28	\$62,357	\$63,309	\$63,661	\$64,161	\$65,657	31	\$69,449	\$69,858	\$70,977
						29	\$63,042	\$64,005	\$64,361	\$64,506	\$66,642	32	\$69,797	\$70,208	\$71,474
						30	\$63,736	\$64,709	\$65,069	\$65,474	\$67,642	33	\$70,146	\$70,959	\$71,974
						31	\$64,437	\$65,420	\$65,786	\$66,457	\$68,656	34	\$70,832	\$71,912	\$73,825
						32	\$65,145	\$66,140	\$66,509	\$67,453	\$69,687	35	\$72,276	\$73,748	\$76,100
						33	\$65,862	\$66,868	\$67,240	\$68,465	\$70,732	36	\$75,167	\$76,698	\$78,900
						34	\$66,587	\$67,604	\$67,980	\$69,493	\$71,793	37	\$78,173	\$79,766	\$83,500

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) Based on 183 days for TEACHERS as per School Calendar at 7 hours per day. HS/MS Counselor ADD 20 days (2 weeks before 1st day of school, 2 weeks after last day of school), Librarians & Elementary Counselor ADD 10 days (1 week before 1st day of school, 1 week after last day of school).
- 3) The district accepts 22 years of experience.
- 4) Stipends: TESOL Endorsement \$1,500. Bilingual Endorsement \$3,000. Special Ed \$3,000. Pre-K Early Childhood \$8,500. NBCT based on final funded SEG unit value.
- 5) Official transcripts are to be on file by October 1 of the current school year for initial placement on the salary schedule and for movement across the salary schedule.
- 6) Approval must be obtained from the Superintendent/Designee for all undergraduate classes counted towards movement on the salary schedule
- 7) Each employee is responsible for verification of previous experience. Official verification is due 30 days after the first day of employment.
- 8) Substitute teaching and/or student teaching is not recognized as teaching experience
- 9) Advancement in years of experience is based on successful completion of the previous year.
- 10) \$2,000 Recruitment signing bonus for certified staff members who are new to the district and have never worked for the district before.
- 11) Collective Bargaining TBD

CUBA INDEPENDENT SCHOOLS  
2019-2020 TRANSPORTATION

TO/FROM ROUTE

Hourly
\$20.00

HOURS PER DAY	ANNUAL
2.00	\$6,920
2.50	\$8,650
3.00	\$10,380
3.50	\$12,110
4.00	\$13,840
4.50	\$15,570
5.00	\$17,300
5.50	\$19,030
6.00	\$20,760
6.50	\$22,490
7.00	\$24,220
7.50	\$25,950
8.00	\$27,680

Bus Driver - ACTIVITY	<u>\$20.00</u> /hr
Bus Driver - INSERVICE	<u>\$20.00</u> /hr
Bus Driver - SPED	<u>\$20.00</u> /hr
Bus Driver - SUBSTITUTE	<u>\$20.00</u> /hr
Bus Driver - INSPECTIONS/MAINTENANCE	<u>\$10.00</u> /hr
Bus Driver - DOWN TIME Activities	<u>\$10.00</u> /hr
Bus Aid	<u>\$13.00</u> /hr
Driver - NO CDL	<u>\$16.00</u> /hr
After School Trip	\$50.00 /trip

Mileage	Projected Hours
00.0 - 35.0	2.5
35.1 - 45.0	3.0
45.1 - 55.0	3.5
55.1 - 65.0	4.0
65.1 - 85.0	4.5
85.1 - 105.0	5.0
105.1 - 125.0	5.5
125.1 - 155.0	6.0
155.1 - 185.0	6.5
185.1 - OVER	7.0

1) ANNUAL CONTRACT BASED ON LENGTH OF DRIVER'S ROUTE (IN HOURS) AND THE NUMBER OF SCHOOL DAYS (173) AS PER SCHOOL CALENDAR.

CUBA INDEPENDENT SCHOOLS  
2019-2020 BUS AID SALARY SCHEDULE

HOURS PER DAY	ANNUAL (173-DAY)	HOURLY
2.0 HOURS	\$4,498.00	\$13.00
2.5 HOURS	\$5,623.00	\$13.00
3.0 HOURS	\$6,747.00	\$13.00
3.5 HOURS	\$7,872.00	\$13.00
4.0 HOURS	\$8,996.00	\$13.00
4.5 HOURS	\$10,121.00	\$13.00
5.0 HOURS	\$11,245.00	\$13.00
5.5 HOURS	\$12,370.00	\$13.00
6.0 HOURS	\$13,494.00	\$13.00
6.5 HOURS	\$14,619.00	\$13.00
7.0 HOURS	\$15,743.00	\$13.00
7.5 HOURS	\$16,868.00	\$13.00
8.0 HOURS	\$17,992.00	\$13.00

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movements.
- 2) Annual contract based on 173 days as per 9-month School Calendar.

CUBA INDEPENDENT SCHOOL DISTRICT  
2019-2020 BUS DRIVER SALARY SCHEDULE

HOURS PER DAY	ANNUAL (173-DAY)	HOURLY
2.0 HOURS	\$6,920.00	\$20.00
2.5 HOURS	\$8,650.00	\$20.00
3.0 HOURS	\$10,380.00	\$20.00
3.5 HOURS	\$12,110.00	\$20.00
4.0 HOURS	\$13,840.00	\$20.00
4.5 HOURS	\$15,570.00	\$20.00
5.0 HOURS	\$17,300.00	\$20.00
5.5 HOURS	\$19,030.00	\$20.00
6.0 HOURS	\$20,760.00	\$20.00
6.5 HOURS	\$22,490.00	\$20.00
7.0 HOURS	\$24,220.00	\$20.00
7.5 HOURS	\$25,950.00	\$20.00
8.0 HOURS	\$27,680.00	\$20.00

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) Annual contract based on 173 days as per 9-month School Calendar.

CUBA INDEPENDENT SCHOOLS  
2019-2020 DRIVER NO CDL SALARY SCHEDULE

HOURS PER DAY	ANNUAL (173-DAY)	HOURLY
2.0 HOURS	\$5,536.00	\$16.00
2.5 HOURS	\$6,920.00	\$16.00
3.0 HOURS	\$8,304.00	\$16.00
3.5 HOURS	\$9,688.00	\$16.00
4.0 HOURS	\$11,072.00	\$16.00
4.5 HOURS	\$12,456.00	\$16.00
5.0 HOURS	\$13,840.00	\$16.00
5.5 HOURS	\$15,224.00	\$16.00
6.0 HOURS	\$16,608.00	\$16.00
6.5 HOURS	\$17,992.00	\$16.00
7.0 HOURS	\$19,376.00	\$16.00
7.5 HOURS	\$20,760.00	\$16.00
8.0 HOURS	\$22,144.00	\$16.00

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) Annual contract based on 173 days as per 9-month School Calendar.

CUBA INDEPENDENT SCHOOLS  
2019-2020 PAY BAND 30 CUSTODIAN

EXPERIENCE	ANNUAL (241-DAY-8HR)	HOURLY
0	\$25,064.00	\$13.00
1	\$25,415.00	\$13.18
2	\$25,771.00	\$13.37
3	\$26,131.00	\$13.55
4	\$26,497.00	\$13.74
5	\$26,868.00	\$13.94
6	\$27,244.00	\$14.13
7	\$27,626.00	\$14.33
8	\$28,013.00	\$14.53
9	\$28,405.00	\$14.73
10	\$28,802.00	\$14.94
11	\$29,206.00	\$15.15
12	\$29,615.00	\$15.36
13	\$30,029.00	\$15.58
14	\$30,450.00	\$15.79
15	\$30,876.00	\$16.01
16	\$31,308.00	\$16.24
17	\$31,746.00	\$16.47
18	\$32,191.00	\$16.70
19	\$32,642.00	\$16.93
20	\$33,099.00	\$17.17
21	\$33,562.00	\$17.41
22	\$34,032.00	\$17.65
23	\$34,508.00	\$17.90
24	\$34,991.00	\$18.15
25	\$35,481.00	\$18.40
26	\$35,978.00	\$18.66
27	\$36,482.00	\$18.92
28	\$36,992.00	\$19.19
29	\$37,510.00	\$19.46
30	\$38,035.00	\$19.73

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) Based on 241 days as per 12-Month Employee Calendar at 8 hours per day.

CUBA INDEPENDENT SCHOOLS  
2019-2020 PAY BAND 35 MAINTENANCE

EXPERIENCE	241-DAY-8HR	HOURLY
0	\$26,028.00	\$13.50
1	\$26,394.00	\$13.69
2	\$26,761.00	\$13.88
3	\$27,127.00	\$14.07
4	\$27,513.00	\$14.27
5	\$27,898.00	\$14.47
6	\$28,284.00	\$14.67
7	\$28,689.00	\$14.88
8	\$29,094.00	\$15.09
9	\$29,498.00	\$15.30
10	\$29,903.00	\$15.51
11	\$30,327.00	\$15.73
12	\$30,752.00	\$15.95
13	\$31,176.00	\$16.17
14	\$31,619.00	\$16.40
15	\$32,063.00	\$16.63
16	\$32,506.00	\$16.86
17	\$32,969.00	\$17.10
18	\$33,432.00	\$17.34
19	\$33,894.00	\$17.58
20	\$34,376.00	\$17.83
21	\$34,858.00	\$18.08
22	\$35,340.00	\$18.33
23	\$35,842.00	\$18.59
24	\$36,073.00	\$18.71
25	\$36,574.00	\$18.97
26	\$37,095.00	\$19.24
27	\$37,615.00	\$19.51
28	\$38,136.00	\$19.78
29	\$38,676.00	\$20.06
30	\$39,216.00	\$20.34

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) Based on 241 days as per 12-Month Employee Calendar, at 8 hours per day.

CUBA INDEPENDENT SCHOOLS  
2019-2020 PAY BAND 40 EA-POOL-LIAISON-NURSE AID

EXPERIENCE	EA/LIAISON ANNUAL (183-DAY-7HR)	POOL SUPERVISOR ANNUAL (183-DAY-4HR)	NURSE AID ANNUAL (193-DAY-7HR)	HOURLY
0	\$17,934.00	\$10,248.00	\$18,914.00	\$14.00
1	\$18,190.00	\$10,394.00	\$19,184.00	\$14.20
2	\$18,446.00	\$10,541.00	\$19,454.00	\$14.40
3	\$18,703.00	\$10,687.00	\$19,725.00	\$14.60
4	\$18,959.00	\$10,834.00	\$19,995.00	\$14.80
5	\$19,228.00	\$10,987.00	\$20,279.00	\$15.01
6	\$19,497.00	\$11,141.00	\$20,562.00	\$15.22
7	\$19,766.00	\$11,295.00	\$20,846.00	\$15.43
8	\$20,048.00	\$11,456.00	\$21,143.00	\$15.65
9	\$20,329.00	\$11,617.00	\$21,440.00	\$15.87
10	\$20,611.00	\$11,778.00	\$21,738.00	\$16.09
11	\$20,906.00	\$11,946.00	\$22,048.00	\$16.32
12	\$21,201.00	\$12,115.00	\$22,359.00	\$16.55
13	\$21,495.00	\$12,283.00	\$22,670.00	\$16.78
14	\$21,790.00	\$12,451.00	\$22,981.00	\$17.01
15	\$21,559.00	\$12,320.00	\$22,737.00	\$16.83
16	\$21,739.00	\$12,422.00	\$22,926.00	\$16.97
17	\$22,148.00	\$12,656.00	\$23,359.00	\$17.29
18	\$22,456.00	\$12,832.00	\$23,683.00	\$17.53
19	\$22,776.00	\$13,015.00	\$24,021.00	\$17.78
20	\$23,096.00	\$13,198.00	\$24,359.00	\$18.03
21	\$23,417.00	\$13,381.00	\$24,696.00	\$18.28
22	\$23,750.00	\$13,571.00	\$25,048.00	\$18.54
23	\$24,083.00	\$13,762.00	\$25,399.00	\$18.80
24	\$24,416.00	\$13,952.00	\$25,750.00	\$19.06
25	\$24,762.00	\$14,150.00	\$26,115.00	\$19.33
26	\$25,108.00	\$14,347.00	\$26,480.00	\$19.60
27	\$25,453.00	\$14,545.00	\$26,844.00	\$19.87
28	\$25,812.00	\$14,750.00	\$27,223.00	\$20.15
29	\$26,171.00	\$14,955.00	\$27,601.00	\$20.43
30	\$26,542.00	\$15,167.00	\$27,993.00	\$20.72

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) EA Based on 183 days as per 9-month school calendar at 7 hours per day.
- 3) Nurse Aid based on 193 days as per 9-month school calendar at 7 hours per day (5 days before school, 5 days after).
- 4) Pool Supervisor based 183 days as per 9-month school calendar at 4 hours per day (0.5 FTE).

CUBA INDEPENDENT SCHOOLS  
2019-2020 PAY BAND 45 ADMIN ASST-REGISTRAR

EXPERIENCE	ANNUAL (241-DAY-8HR)	ANNUAL (203-DAY-8HR)	HOURLY
0	\$28,920.00	\$24,360.00	\$15.00
1	\$29,441.00	\$24,798.00	\$15.27
2	\$29,853.00	\$25,146.00	\$15.48
3	\$30,271.00	\$25,498.00	\$15.70
4	\$30,694.00	\$25,855.00	\$15.92
5	\$31,156.00	\$26,244.00	\$16.16
6	\$31,593.00	\$26,611.00	\$16.39
7	\$32,035.00	\$26,984.00	\$16.62
8	\$32,483.00	\$27,362.00	\$16.85
9	\$32,938.00	\$27,745.00	\$17.08
10	\$33,399.00	\$28,133.00	\$17.32
11	\$33,867.00	\$28,527.00	\$17.57
12	\$34,341.00	\$28,926.00	\$17.81
13	\$34,822.00	\$29,331.00	\$18.06
14	\$35,309.00	\$29,742.00	\$18.31
15	\$35,804.00	\$30,158.00	\$18.57
16	\$36,305.00	\$30,581.00	\$18.83
17	\$36,813.00	\$31,009.00	\$19.09
18	\$37,329.00	\$31,443.00	\$19.36
19	\$37,851.00	\$31,883.00	\$19.63
20	\$38,194.00	\$32,171.00	\$19.81
21	\$38,728.00	\$32,622.00	\$20.09
22	\$39,271.00	\$33,079.00	\$20.37
23	\$39,820.00	\$33,542.00	\$20.65
24	\$40,378.00	\$34,011.00	\$20.94
25	\$40,943.00	\$34,487.00	\$21.24
26	\$41,516.00	\$34,970.00	\$21.53
27	\$42,098.00	\$35,460.00	\$21.83
28	\$42,687.00	\$35,956.00	\$22.14
29	\$43,285.00	\$36,460.00	\$22.45
30	\$43,891.00	\$36,970.00	\$22.76

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) 241 day contract based on 12-Month Calendar, at 8 hours per day.
- 3) 203 day contract based on 9-Month Calendar, at 8 hours per day (2 weeks before school, 2 weeks after school).

CUBA INDEPENDENT SCHOOLS  
2019-2020 PAY BAND 50 MECHANIC-TECH ASST

EXPERIENCE	ANNUAL (241-DAY-8HR)	HOURLY
0	\$29,884.00	\$15.50
1	\$30,308.00	\$15.72
2	\$30,732.00	\$15.94
3	\$31,156.00	\$16.16
4	\$31,600.00	\$16.39
5	\$32,043.00	\$16.62
6	\$32,487.00	\$16.85
7	\$32,950.00	\$17.09
8	\$33,412.00	\$17.33
9	\$33,875.00	\$17.57
10	\$34,357.00	\$17.82
11	\$34,839.00	\$18.07
12	\$35,321.00	\$18.32
13	\$35,822.00	\$18.58
14	\$36,324.00	\$18.84
15	\$36,825.00	\$19.10
16	\$37,345.00	\$19.37
17	\$37,866.00	\$19.64
18	\$38,386.00	\$19.91
19	\$38,926.00	\$20.19
20	\$40,257.00	\$20.88
21	\$40,816.00	\$21.17
22	\$41,394.00	\$21.47
23	\$41,973.00	\$21.77
24	\$42,551.00	\$22.07
25	\$43,149.00	\$22.38
26	\$43,746.00	\$22.69
27	\$44,363.00	\$23.01
28	\$44,980.00	\$23.33
29	\$45,616.00	\$23.66
30	\$46,253.00	\$23.99

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.  
4) Based on 241 days as per 12-Month Employee Calendar, at 8 hours per day.

CUBA INDEPENDENT SCHOOLS  
2019-2020 PAY BAND 55 OFFICE MGR-PROGRAM SUPPORT-PURCHASING

EXPERIENCE	PURCHASING ANNUAL (241-DAY-8HR)	OFFICE MGR ANNUAL (203-DAY-8HR)	PRG SUPPORT ANNUAL (183-DAY-7HR)	HOURLY
0	\$33,258.00	\$28,014.00	\$22,097.00	\$17.25
1	\$33,605.00	\$28,306.00	\$22,328.00	\$17.43
2	\$33,875.00	\$28,534.00	\$22,507.00	\$17.57
3	\$34,858.00	\$29,362.00	\$23,160.00	\$18.08
4	\$35,379.00	\$29,800.00	\$23,506.00	\$18.35
5	\$35,919.00	\$30,255.00	\$23,865.00	\$18.63
6	\$36,458.00	\$30,710.00	\$24,224.00	\$18.91
7	\$37,712.00	\$31,765.00	\$25,056.00	\$19.56
8	\$38,271.00	\$32,236.00	\$25,428.00	\$19.85
9	\$39,081.00	\$32,918.00	\$25,966.00	\$20.27
10	\$39,659.00	\$33,406.00	\$26,350.00	\$20.57
11	\$40,257.00	\$33,909.00	\$26,747.00	\$20.88
12	\$40,854.00	\$34,413.00	\$27,144.00	\$21.19
13	\$41,471.00	\$34,932.00	\$27,554.00	\$21.51
14	\$42,088.00	\$35,452.00	\$27,964.00	\$21.83
15	\$42,724.00	\$35,988.00	\$28,387.00	\$22.16
16	\$43,361.00	\$36,524.00	\$28,810.00	\$22.49
17	\$44,016.00	\$37,076.00	\$29,245.00	\$22.83
18	\$45,443.00	\$38,278.00	\$30,193.00	\$23.57
19	\$46,773.00	\$39,398.00	\$31,077.00	\$24.26
20	\$47,467.00	\$39,983.00	\$31,538.00	\$24.62
21	\$48,181.00	\$40,584.00	\$32,012.00	\$24.99
22	\$48,894.00	\$41,185.00	\$32,486.00	\$25.36
23	\$49,627.00	\$41,802.00	\$32,973.00	\$25.74
24	\$50,379.00	\$42,435.00	\$33,473.00	\$26.13
25	\$51,131.00	\$43,068.00	\$33,972.00	\$26.52
26	\$51,902.00	\$43,718.00	\$34,485.00	\$26.92
27	\$52,673.00	\$44,368.00	\$34,997.00	\$27.32
28	\$53,463.00	\$45,034.00	\$35,522.00	\$27.73
29	\$54,273.00	\$45,716.00	\$36,060.00	\$28.15
30	\$55,083.00	\$46,398.00	\$36,598.00	\$28.57

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) Purchasing based on 241 days as per 12-Month Employee Calendar at 8 hours per day.
- 3) Office Manager based on 203 days as per 9-Month Calendar at 8 hours per day (2 weeks before school, 2 weeks after).
- 4) Program Support based on 183 days as per 9-Month Calendar at 7 hours per day.

CUBA INDEPENDENT SCHOOLS  
2019-2020 PAY BAND 60 DATA MGR-IT SPECIALIST-MAINT SUPVSR

EXPERIENCE	ANNUAL (241-DAY-8HR)	HOURLY
0	\$36,632.00	\$19.00
1	\$37,191.00	\$19.29
2	\$37,750.00	\$19.58
3	\$38,309.00	\$19.87
4	\$38,888.00	\$20.17
5	\$39,466.00	\$20.47
6	\$40,064.00	\$20.78
7	\$40,662.00	\$21.09
8	\$41,278.00	\$21.41
9	\$41,895.00	\$21.73
10	\$42,532.00	\$22.06
11	\$43,168.00	\$22.39
12	\$43,823.00	\$22.73
13	\$44,479.00	\$23.07
14	\$45,154.00	\$23.42
15	\$45,829.00	\$23.77
16	\$46,523.00	\$24.13
17	\$47,217.00	\$24.49
18	\$48,065.00	\$24.93
19	\$48,778.00	\$25.30
20	\$49,511.00	\$25.68
21	\$50,263.00	\$26.07
22	\$51,015.00	\$26.46
23	\$51,690.00	\$26.81
24	\$52,461.00	\$27.21
25	\$53,251.00	\$27.62
26	\$54,042.00	\$28.03
27	\$54,852.00	\$28.45
28	\$55,681.00	\$28.88
29	\$56,510.00	\$29.31
30	\$57,358.00	\$29.75

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.  
4) Based on 241 days as per 12-Month Employee Calendar, at 8 hours per day.

CUBA INDEPENDENT SCHOOLS  
2019-2020 PAY BAND 65 HR-PAYROLL

EXPERIENCE	ANNUAL (241-DAY-8HR)	HOURLY
0	\$40,970.00	\$21.25
1	\$41,587.00	\$21.57
2	\$42,204.00	\$21.89
3	\$42,840.00	\$22.22
4	\$43,476.00	\$22.55
5	\$44,132.00	\$22.89
6	\$44,787.00	\$23.23
7	\$45,462.00	\$23.58
8	\$46,137.00	\$23.93
9	\$46,831.00	\$24.29
10	\$47,525.00	\$24.65
11	\$48,239.00	\$25.02
12	\$48,971.00	\$25.40
13	\$49,704.00	\$25.78
14	\$50,456.00	\$26.17
15	\$51,208.00	\$26.56
16	\$51,979.00	\$26.96
17	\$52,750.00	\$27.36
18	\$53,541.00	\$27.77
19	\$54,350.00	\$28.19
20	\$55,160.00	\$28.61
21	\$55,989.00	\$29.04
22	\$56,837.00	\$29.48
23	\$57,686.00	\$29.92
24	\$58,553.00	\$30.37
25	\$59,440.00	\$30.83
26	\$60,327.00	\$31.29
27	\$61,233.00	\$31.76
28	\$62,159.00	\$32.24
29	\$63,258.00	\$32.81
30	\$64,202.00	\$33.30

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.  
4) Based on 241 days as per 12-Month Employee Calendar at 8 hours per day.

CUBA INDEPENDENT SCHOOLS  
2019-2020 PAY BAND 70 COORDINATOR-NURSE

EXP	ANNUAL (241-DAY-8HR)	ANNUAL (203-DAY-8HR)	ANNUAL (183-DAY-7HR)	ANNUAL (193-DAY-7HR)	HOURLY
0	\$52,538.00	\$44,254.00	\$34,907.00	\$36,815.00	\$27.25
1	\$53,328.00	\$44,920.00	\$35,432.00	\$37,369.00	\$27.66
2	\$54,119.00	\$45,586.00	\$35,958.00	\$37,923.00	\$28.07
3	\$54,929.00	\$46,268.00	\$36,496.00	\$38,490.00	\$28.49
4	\$55,565.00	\$46,804.00	\$36,918.00	\$38,936.00	\$28.82
5	\$56,722.00	\$47,778.00	\$37,687.00	\$39,746.00	\$29.42
6	\$57,917.00	\$48,785.00	\$38,481.00	\$40,584.00	\$30.04
7	\$59,132.00	\$49,808.00	\$39,288.00	\$41,435.00	\$30.67
8	\$60,366.00	\$50,847.00	\$40,108.00	\$42,300.00	\$31.31
9	\$61,638.00	\$51,919.00	\$40,954.00	\$43,191.00	\$31.97
10	\$63,720.00	\$53,673.00	\$42,337.00	\$44,651.00	\$33.05
11	\$65,051.00	\$54,794.00	\$43,221.00	\$45,583.00	\$33.74
12	\$66,420.00	\$55,947.00	\$44,130.00	\$46,542.00	\$34.45
13	\$67,808.00	\$57,116.00	\$45,053.00	\$47,515.00	\$35.17
14	\$69,234.00	\$58,318.00	\$46,001.00	\$48,514.00	\$35.91
15	\$70,680.00	\$59,536.00	\$46,961.00	\$49,528.00	\$36.66
16	\$72,165.00	\$60,786.00	\$47,948.00	\$50,568.00	\$37.43
17	\$73,688.00	\$62,069.00	\$48,960.00	\$51,635.00	\$38.22
18	\$74,980.00	\$63,157.00	\$49,818.00	\$52,540.00	\$38.89
19	\$76,561.00	\$64,489.00	\$50,869.00	\$53,648.00	\$39.71
20	\$78,161.00	\$65,837.00	\$51,932.00	\$54,770.00	\$40.54
21	\$79,800.00	\$67,217.00	\$53,021.00	\$55,918.00	\$41.39
22	\$81,477.00	\$68,630.00	\$54,135.00	\$57,093.00	\$42.26
23	\$83,193.00	\$70,076.00	\$55,275.00	\$58,296.00	\$43.15
24	\$84,948.00	\$71,553.00	\$56,441.00	\$59,525.00	\$44.06
25	\$86,741.00	\$73,064.00	\$57,632.00	\$60,781.00	\$44.99
26	\$88,553.00	\$74,590.00	\$58,836.00	\$62,051.00	\$45.93
27	\$90,404.00	\$76,149.00	\$60,066.00	\$63,348.00	\$46.89
28	\$92,293.00	\$77,741.00	\$61,321.00	\$64,672.00	\$47.87
29	\$94,241.00	\$79,381.00	\$62,615.00	\$66,037.00	\$48.88
30	\$96,226.00	\$81,054.00	\$63,935.00	\$67,428.00	\$49.91

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) All positions on this pay band require degrees.

CUBA INDEPENDENT SCHOOLS  
2019-2020 PAY BAND 75 BUS MGR-DIRECTOR

EXPERIENCE	ANNUAL (241-DAY-8HR)	HOURLY
0	\$70,000.00	\$36.31
1	\$71,020.00	\$36.84
2	\$73,151.00	\$37.94
3	\$75,345.00	\$39.08
4	\$77,605.00	\$40.25
5	\$79,932.00	\$41.46
6	\$82,330.00	\$42.70
7	\$84,800.00	\$43.98
8	\$85,839.00	\$44.52
9	\$86,955.00	\$45.10
10	\$88,085.00	\$45.69
11	\$89,230.00	\$46.28
12	\$90,389.00	\$46.88
13	\$91,565.00	\$47.49
14	\$92,755.00	\$48.11
15	\$93,962.00	\$48.74
16	\$95,183.00	\$49.37
17	\$96,420.00	\$50.01
18	\$97,420.00	\$50.53
19	\$97,567.00	\$50.61
20	\$97,713.00	\$50.68
21	\$97,859.00	\$50.76
22	\$98,005.00	\$50.83
23	\$98,153.00	\$50.91
24	\$98,300.00	\$50.99
25	\$98,448.00	\$51.06
26	\$98,595.00	\$51.14
27	\$98,743.00	\$51.22
28	\$98,892.00	\$51.29
29	\$99,040.00	\$51.37
30	\$99,188.00	\$51.45

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) Based on 241 days as per 12-Month Employee Calendar at 8 hours per day.
- 3) All positions on this pay band require degrees.
- 4) Business Manager requires NMPED Level II School Business Official License.

CUBA INDEPENDENT SCHOOLS  
2019-2020 PAY BAND 80 ADMIN

POSITION	2019 HB2/HB5 MINIMUM ANNUAL SALARY
ELEM PRINCIPAL	$\$62,000 \times 1.2 = \$74,400$
MS PRINCIPAL	$\$62,000 \times 1.4 = \$86,800$
HS PRINCIPAL	$\$62,000 \times 1.6 = \$99,200$

\*Level III teacher multiplied by applicable  
responsibility factor

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) Based on 241 days as per 12-Month Employee Calendar at 8 hours per day.
- 3) All positions on this pay band require graduate degrees.
- 4) Principals require NMPED Level III-B License.

CUBA INDEPENDENT SCHOOLS  
2019-2020 HOURLY-ACTIVITIES SALARY SCHEDULE

<b>GAME DUTY</b>	<b>PER EVENT</b>
TICKET TAKER	\$35.00
TICKET SELLER	\$35.00
GAME ANNOUNCER	\$35.00
GYM MASTER	\$35.00
CLOCK	\$35.00
BOOK	\$35.00

<b>ALL DAY TOURN./MEET</b>	<b>PER DAY</b>
GAME WORKER	\$100.00

<b>MISC. DUTIES</b>	<b>PER DAY</b>
DIAPER DUTY	\$20.00

<b>TUTORING</b>	<b>HOURLY RATE</b>
CERTIFIED TEACHER	\$40.00

<b>SUMMER SCHOOL</b>	<b>HOURLY RATE</b>
CERTIFIED TEACHER	\$40.00
NON-CERTIFIED	\$18.00

<b>SCHOOL-TO-WORK</b>	<b>HOURLY RATE</b>
STUDENT EMPLOYEE	\$10.00

<b>SUBSTITUTE TEACHERS</b>	<b>HOURLY RATE</b>
REGULAR NON DEGREED	\$12.00
LONG-TERM NON DEGREED	\$13.00
REGULAR DEGREED (BA+)	\$19.00
LONG-TERM DEGREED (BA+)	\$20.00
LONG-TERM CERTIFIED TEACHER	AS PER CERTIFIED SALARY SCHEDULE

<b>OTHER SUBSTITUTES</b>	<b>HOURLY RATE</b>
SECRETARY	\$12.00
CUSTODIAN	\$12.00
EDUCATIONAL ASSISTANT	\$12.00

CUBA INDEPENDENT SCHOOLS  
2019-2020 STIPEND SALARY SCHEDULE

POSITION	STIPEND
ATHLETIC-CONCESSION-MANAGER	\$4,500.00
ATHLETIC-DIRECTOR	\$8,500.00
ATHLETIC-SECRETARY*	\$2,800.00
BILINGUAL-TEACHER	\$3,000.00
BOARD-SECRETARY*	\$4,000.00
ELEM-COACH	\$900.00
HS-ASSISTANT-COACH	\$2,500.00
HS-CLASS-SPONSOR-FRESHMAN	\$400.00
HS-CLASS-SPONSOR-JUNIOR	\$600.00
HS-CLASS-SPONSOR-SENIOR	\$600.00
HS-CLASS-SPONSOR-SOPHOMORE	\$500.00
HS-CLUB	\$1,500.00
HS-HEAD-COACH	\$4,500.00
MS-ASSISTANT-COACH	\$900.00
MS-HEAD-COACH	\$1,700.00
NATIONAL-BOARD-CERTIFIED-TEACHER	\$6,848.00
PREK-TEACHER	\$8,500.00
SPED-TEACHER	\$3,000.00
TEACHER-AT-RISK-TEAM	\$2,500.00
TEACHER-LEADERSHIP-TEAM	\$2,500.00
TEACHER-RECRUITMENT-SIGNING-BONUS	\$2,000.00
TESOL-TEACHER	\$1,000.00
TEST-COORDINATOR-DISTRICT	\$5,000.00
TEST-COORDINATOR-SITE	\$2,500.00
TRANSPORTATION-DIRECTOR	\$13,500.00