

**CUBA INDEPENDENT SCHOOLS
2020-21 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	\$43,400	\$43,900	\$44,400	\$44,900	\$45,400	3	\$52,470	\$52,970	\$53,470	\$53,970	\$54,470	6	\$62,560	\$63,060	\$63,560
1	\$43,430	\$43,935	\$44,440	\$44,945	\$45,450	4	\$52,520	\$53,025	\$53,530	\$54,035	\$54,540	7	\$62,620	\$63,125	\$63,630
2	\$43,473	\$43,979	\$44,484	\$44,990	\$45,495	5	\$52,544	\$53,187	\$53,692	\$54,172	\$54,695	8	\$62,643	\$63,504	\$64,236
3	\$43,517	\$44,023	\$44,529	\$45,035	\$45,541	6	\$52,585	\$53,227	\$53,732	\$54,223	\$54,765	9	\$62,719	\$63,580	\$64,397
4	\$43,560	\$44,067	\$44,573	\$45,080	\$45,586	7	\$52,625	\$53,267	\$53,772	\$54,273	\$54,836	10	\$62,795	\$63,655	\$64,557
5	\$43,604	\$44,111	\$44,618	\$45,125	\$45,632	8	\$52,665	\$53,308	\$53,813	\$54,324	\$54,907	11	\$62,870	\$63,731	\$64,719
6	\$43,647	\$44,155	\$44,662	\$45,170	\$45,677	9	\$52,706	\$53,348	\$53,853	\$54,374	\$55,373	12	\$62,946	\$63,807	\$64,880
7	\$43,692	\$44,200	\$44,708	\$45,216	\$45,724	10	\$52,746	\$53,389	\$53,894	\$54,425	\$55,844	13	\$63,022	\$63,883	\$65,043
8	\$43,735	\$44,243	\$44,752	\$45,260	\$45,769	11	\$52,787	\$53,429	\$53,934	\$54,475	\$56,319	14	\$63,098	\$63,958	\$65,206
9	\$43,778	\$44,287	\$44,797	\$45,306	\$45,815	12	\$52,827	\$53,469	\$53,974	\$54,526	\$56,797	15	\$63,173	\$64,034	\$65,368
10	\$43,823	\$44,332	\$44,842	\$45,351	\$45,861	13	\$52,867	\$53,510	\$54,015	\$54,989	\$57,280	16	\$63,249	\$64,110	\$65,533
11	\$43,866	\$44,376	\$44,886	\$45,396	\$45,907	14	\$52,908	\$53,550	\$54,055	\$55,456	\$57,767	17	\$63,691	\$64,558	\$65,696
12	\$43,910	\$44,421	\$44,931	\$45,442	\$45,952	15	\$52,948	\$53,591	\$54,096	\$55,928	\$58,258	18	\$64,137	\$65,010	\$65,860
13	\$43,954	\$44,465	\$44,976	\$45,487	\$45,998	16	\$53,640	\$53,737	\$55,070	\$56,403	\$58,754	19	\$64,556	\$65,465	\$66,025
14	\$43,998	\$44,510	\$45,021	\$45,533	\$46,045	17	\$55,078	\$55,349	\$56,116	\$56,882	\$59,253	20	\$65,008	\$65,924	\$66,190
15	\$44,042	\$44,554	\$45,066	\$45,578	\$46,090	18	\$55,760	\$55,947	\$56,656	\$57,366	\$59,757	21	\$65,463	\$65,965	\$66,356
16	\$44,087	\$44,599	\$45,112	\$45,624	\$46,137	19	\$56,597	\$56,785	\$58,478	\$58,983	\$60,264	22	\$65,921	\$66,360	\$66,521
17	\$44,130	\$44,643	\$45,156	\$45,669	\$46,182	20	\$57,446	\$57,638	\$58,506	\$59,011	\$60,777	23	\$66,301	\$66,758	\$67,325
18	\$44,174	\$44,687	\$45,202	\$45,716	\$46,229	21	\$57,734	\$57,926	\$58,798	\$59,303	\$61,293	24	\$66,766	\$67,160	\$67,796
19	\$44,219	\$44,733	\$45,247	\$45,761	\$46,275	22	\$58,599	\$58,795	\$59,379	\$59,884	\$61,814	25	\$67,175	\$67,562	\$68,270
20	\$44,262	\$44,777	\$45,292	\$45,807	\$46,322	23	\$59,478	\$59,678	\$60,270	\$60,775	\$62,340	26	\$67,611	\$67,968	\$68,749
21	\$44,307	\$44,822	\$45,337	\$45,853	\$46,368	24	\$59,627	\$60,573	\$60,876	\$61,381	\$62,869	27	\$68,085	\$68,375	\$69,229
22	\$44,351	\$44,867	\$45,382	\$45,898	\$46,415	25	\$60,283	\$61,481	\$61,544	\$62,049	\$63,404	28	\$68,562	\$68,786	\$69,714
23	44396	44912	45428	45944	46460	26	\$60,946	\$61,749	\$62,222	\$62,727	\$63,943	29	\$69,042	\$69,198	\$70,202
						27	\$61,617	\$62,676	\$62,906	\$63,411	\$64,367	30	\$69,358	\$69,613	\$70,694
						28	\$62,295	\$63,246	\$63,598	\$64,103	\$65,334	31	\$69,795	\$70,206	\$71,189
						29	\$62,981	\$63,942	\$64,298	\$64,803	\$66,314	32	\$70,143	\$70,557	\$71,687
						30	\$63,672	\$64,645	\$65,005	\$65,151	\$67,308	33	\$70,495	\$70,910	\$72,189
						31	\$64,373	\$65,356	\$65,720	\$66,129	\$68,318	34	\$70,847	\$71,669	\$72,694
						32	\$65,081	\$66,074	\$66,444	\$67,122	\$69,343	35	\$71,540	\$72,631	\$74,563
						33	\$65,796	\$66,801	\$67,174	\$68,128	\$70,384	36	\$72,999	\$74,485	\$76,861
						34	\$66,521	\$67,537	\$67,912	\$69,150	\$71,439	37	\$75,919	\$77,465	\$79,689

- 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
2020-21 BUS AID

173-DAY

2.0 HOURS	\$4,543.00
2.5 HOURS	\$5,679.00
3.0 HOURS	\$6,814.00
3.5 HOURS	\$7,951.00
4.0 HOURS	\$9,086.00
4.5 HOURS	\$10,222.00
5.0 HOURS	\$11,357.00
5.5 HOURS	\$12,494.00
6.0 HOURS	\$13,629.00
6.5 HOURS	\$14,765.00
7.0 HOURS	\$15,900.00
7.5 HOURS	\$17,037.00
8.0 HOURS	\$18,172.00

- 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
2020-21 DRIVER NO CDL

173-DAY

2.0 HOURS	\$5,591.00
2.5 HOURS	\$6,989.00
3.0 HOURS	\$8,387.00
3.5 HOURS	\$9,785.00
4.0 HOURS	\$11,183.00
4.5 HOURS	\$12,581.00
5.0 HOURS	\$13,978.00
5.5 HOURS	\$15,376.00
6.0 HOURS	\$16,774.00
6.5 HOURS	\$18,172.00
7.0 HOURS	\$19,570.00
7.5 HOURS	\$20,968.00
8.0 HOURS	\$21,010.00

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- 2) Annual contract based on 173 days as per 9-month School Calendar.

CUBA INDEPENDENT SCHOOL DISTRICT
2020-21 BUS DRIVER

173-DAY

2.0 HOURS	\$7,688.00
2.5 HOURS	\$9,610.00
3.0 HOURS	\$11,532.00
3.5 HOURS	\$13,454.00
4.0 HOURS	\$15,376.00
4.5 HOURS	\$17,298.00
5.0 HOURS	\$19,220.00
5.25 HOURS	\$20,181.00
5.5 HOURS	\$21,142.00
6.0 HOURS	\$23,064.00
6.5 HOURS	\$24,986.00
7.0 HOURS	\$26,908.00
7.5 HOURS	\$28,830.00
8.0 HOURS	\$30,752.00

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2) Annual contract based on 173 days as per 9-month School Calendar.

CUBA INDEPENDENT SCHOOLS
2020-21 HOURLY-ACTIVITIES SALARY SCHEDULE

GAME DUTY	PER EVENT
TICKET TAKER	\$35.00
TICKET SELLER	\$35.00
GAME ANNOUNCER	\$35.00
GYM MASTER	\$35.00
CLOCK	\$35.00
BOOK	\$35.00

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

MISC. DUTIES	PER DAY
DIAPER DUTY	\$20.00

TUTORING	HOURLY RATE
CERTIFIED TEACHER	\$40.00

SUMMER SCHOOL	HOURLY RATE
CERTIFIED TEACHER	\$40.00
NON-CERTIFIED	\$18.00

SCHOOL-TO-WORK	HOURLY RATE
STUDENT EMPLOYEE	\$10.00

SUBSTITUTE TEACHERS	HOURLY RATE
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

OTHER SUBSTITUTES	HOURLY RATE
SECRETARY	\$12.00
CUSTODIAN	\$12.00
EDUCATIONAL ASSISTANT	\$12.00

CUBA INDEPENDENT SCHOOLS
2020-21 PAY BAND 30 CUSTODIAN

241-DAY-8HR

0	\$25,064.00
1	\$25,315.00
2	\$25,669.00
3	\$26,029.00
4	\$26,392.00
5	\$26,762.00
6	\$27,137.00
7	\$27,516.00
8	\$27,902.00
9	\$28,293.00
10	\$28,689.00
11	\$29,090.00
12	\$29,498.00
13	\$29,911.00
14	\$30,329.00
15	\$30,755.00
16	\$31,185.00
17	\$31,621.00
18	\$32,063.00
19	\$32,513.00
20	\$32,968.00
21	\$33,430.00
22	\$33,898.00
23	\$34,372.00
24	\$34,853.00
25	\$35,341.00
26	\$35,836.00
27	\$36,338.00
28	\$36,847.00
29	\$37,362.00
30	\$37,885.00

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
2020-21 PAY BAND 35 MAINTENANCE

241-DAY-8HR

0	\$26,028.00
1	\$26,288.00
2	\$26,658.00
3	\$27,029.00
4	\$27,398.00
5	\$27,788.00
6	\$28,177.00
7	\$28,567.00
8	\$28,976.00
9	\$29,385.00
10	\$29,793.00
11	\$30,202.00
12	\$30,630.00
13	\$31,060.00
14	\$31,488.00
15	\$31,935.00
16	\$32,384.00
17	\$32,831.00
18	\$33,299.00
19	\$33,766.00
20	\$34,233.00
21	\$34,720.00
22	\$35,207.00
23	\$35,693.00
24	\$36,200.00
25	\$36,434.00
26	\$36,940.00
27	\$37,466.00
28	\$37,991.00
29	\$38,517.00
30	\$39,063.00

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
2020-21 PAY BAND 40 EA-POOL-LIAISON-NURSE AID

	193-DAY-7HR	183-DAY-7HR
0	\$18,914.00	\$17,934.00
1	\$19,103.00	\$18,113.00
2	\$19,376.00	\$18,372.00
3	\$19,649.00	\$18,630.00
4	\$19,922.00	\$18,890.00
5	\$20,195.00	\$19,149.00
6	\$20,482.00	\$19,420.00
7	\$20,768.00	\$19,692.00
8	\$21,054.00	\$19,964.00
9	\$21,354.00	\$20,248.00
10	\$21,654.00	\$20,532.00
11	\$21,955.00	\$20,817.00
12	\$22,268.00	\$21,115.00
13	\$22,583.00	\$21,413.00
14	\$22,897.00	\$21,710.00
15	\$23,211.00	\$22,008.00
16	\$22,964.00	\$21,775.00
17	\$23,155.00	\$21,956.00
18	\$23,593.00	\$22,369.00
19	\$23,920.00	\$22,681.00
20	\$24,261.00	\$23,004.00
21	\$24,603.00	\$23,327.00
22	\$24,943.00	\$23,651.00
23	\$25,298.00	\$23,988.00
24	\$25,653.00	\$24,324.00
25	\$26,008.00	\$24,660.00
26	\$26,376.00	\$25,010.00
27	\$26,745.00	\$25,359.00
28	\$27,112.00	\$25,708.00
29	\$27,495.00	\$26,070.00
30	\$27,877.00	\$26,433.00

- 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 based 183 days as per 9-month school calendar at 4 hours per day (0.5 FTE).

CUBA INDEPENDENT SCHOOLS
2020-21 PAY BAND 45 ADMIN ASST-REGISTRAR

	241-DAY-8HR	203-DAY-8HR
0	\$28,920.00	\$24,360.00
1	\$29,209.00	\$24,604.00
2	\$29,735.00	\$25,046.00
3	\$30,152.00	\$25,397.00
4	\$30,574.00	\$25,753.00
5	\$31,001.00	\$26,114.00
6	\$31,468.00	\$26,506.00
7	\$31,909.00	\$26,877.00
8	\$32,355.00	\$27,254.00
9	\$32,808.00	\$27,636.00
10	\$33,267.00	\$28,022.00
11	\$33,733.00	\$28,414.00
12	\$34,206.00	\$28,812.00
13	\$34,684.00	\$29,215.00
14	\$35,170.00	\$29,624.00
15	\$35,662.00	\$30,039.00
16	\$36,162.00	\$30,460.00
17	\$36,668.00	\$30,887.00
18	\$37,181.00	\$31,319.00
19	\$37,702.00	\$31,757.00
20	\$38,230.00	\$32,202.00
21	\$38,576.00	\$32,493.00
22	\$39,115.00	\$32,948.00
23	\$39,664.00	\$33,410.00
24	\$40,218.00	\$33,877.00
25	\$40,782.00	\$34,351.00
26	\$41,352.00	\$34,832.00
27	\$41,931.00	\$35,320.00
28	\$42,519.00	\$35,815.00
29	\$43,114.00	\$36,316.00
30	\$43,626.00	\$36,748.00
31	\$44,573.00	\$37,545.00

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
2020-21 PAY BAND 50 MECHANIC

241-DAY-8HR

0	\$29,884.00
1	\$30,183.00
2	\$30,611.00
3	\$31,039.00
4	\$31,468.00
5	\$31,916.00
6	\$32,363.00
7	\$32,812.00
8	\$33,280.00
9	\$33,746.00
10	\$34,214.00
11	\$34,701.00
12	\$35,187.00
13	\$35,674.00
14	\$36,180.00
15	\$36,687.00
16	\$37,193.00
17	\$37,718.00
18	\$38,245.00
19	\$38,770.00
20	\$39,315.00
21	\$40,660.00
22	\$41,224.00
23	\$41,808.00
24	\$42,393.00
25	\$42,977.00
26	\$43,580.00
27	\$44,183.00
28	\$44,807.00
29	\$45,430.00
30	\$46,072.00

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2) Based on 241 days as per 12-Month Employee Calendar, at 8 hours per day.

CUBA INDEPENDENT SCHOOLS
2020-21 PAY BAND 55 PROGRAM SUPPORT

	241-DAY-8HR	203-DAY-8HR	183-DAY-7HR
0	\$33,258.00	\$28,014.00	\$22,097.00
1	\$33,591.00	\$28,294.00	\$22,318.00
2	\$33,941.00	\$28,589.00	\$22,551.00
3	\$34,214.00	\$28,819.00	\$22,732.00
4	\$35,207.00	\$29,656.00	\$23,392.00
5	\$35,733.00	\$30,098.00	\$23,741.00
6	\$36,278.00	\$30,558.00	\$24,104.00
7	\$36,823.00	\$31,017.00	\$24,466.00
8	\$38,089.00	\$32,083.00	\$25,307.00
9	\$38,654.00	\$32,558.00	\$25,682.00
10	\$39,472.00	\$33,247.00	\$26,226.00
11	\$40,056.00	\$33,740.00	\$26,614.00
12	\$40,660.00	\$34,248.00	\$27,014.00
13	\$41,263.00	\$34,757.00	\$27,415.00
14	\$41,886.00	\$35,281.00	\$27,830.00
15	\$42,509.00	\$35,807.00	\$28,244.00
16	\$43,151.00	\$36,348.00	\$28,671.00
17	\$43,795.00	\$36,889.00	\$29,098.00
18	\$44,456.00	\$37,447.00	\$29,537.00
19	\$45,897.00	\$38,661.00	\$30,495.00
20	\$47,241.00	\$39,792.00	\$31,388.00
21	\$47,942.00	\$40,383.00	\$31,853.00
22	\$48,663.00	\$40,990.00	\$32,332.00
23	\$49,383.00	\$41,597.00	\$32,811.00
24	\$50,123.00	\$42,220.00	\$33,303.00
25	\$50,883.00	\$42,859.00	\$33,808.00
26	\$51,642.00	\$43,499.00	\$34,312.00
27	\$52,421.00	\$44,155.00	\$34,830.00
28	\$53,200.00	\$44,812.00	\$35,347.00
29	\$53,998.00	\$45,484.00	\$35,877.00
30	\$54,816.00	\$46,173.00	\$36,421.00

- 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
2020-21 PAY BAND 60 DATA MGR-IT SPECIALIST-MAINT SUPVSR

241-DAY-8HR

0	\$36,632.00
1	\$36,998.00
2	\$37,563.00
3	\$38,128.00
4	\$38,692.00
5	\$39,277.00
6	\$39,861.00
7	\$40,465.00
8	\$41,069.00
9	\$41,691.00
10	\$42,314.00
11	\$42,957.00
12	\$43,600.00
13	\$44,261.00
14	\$44,924.00
15	\$45,606.00
16	\$46,287.00
17	\$46,988.00
18	\$47,689.00
19	\$48,546.00
20	\$49,266.00
21	\$50,006.00
22	\$50,766.00
23	\$51,525.00
24	\$52,207.00
25	\$52,986.00
26	\$53,784.00
27	\$54,582.00
28	\$55,401.00
29	\$56,238.00
30	\$57,075.00

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2) Based on 241 days as per 12-Month Employee Calendar, at 8 hours per day.

CUBA INDEPENDENT SCHOOLS
2020-21 PAY BAND 65 HR-PAYROLL-PURCHASING-TECH

241-DAY-8HR

0	\$40,970.00
1	\$41,380.00
2	\$42,003.00
3	\$42,626.00
4	\$43,268.00
5	\$43,911.00
6	\$44,573.00
7	\$45,462.00
8	\$45,917.00
9	\$46,598.00
10	\$47,299.00
11	\$48,000.00
12	\$48,721.00
13	\$49,461.00
14	\$50,201.00
15	\$50,961.00
16	\$51,720.00
17	\$52,499.00
18	\$53,278.00
19	\$54,076.00
20	\$54,894.00
21	\$55,712.00
22	\$56,549.00
23	\$57,405.00
24	\$58,263.00
25	\$59,139.00
26	\$60,034.00
27	\$60,930.00
28	\$61,845.00
29	\$62,781.00
30	\$63,891.00

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
2020-21 PAY BAND 70 COORDINATOR-DIRECTOR-NURSE

	241-DAY-8HR	203-DAY-8HR	183-DAY-7HR	193-DAY-7HR
0	\$52,538.00	\$44,254.00	\$34,907.00	\$36,815.00
1	\$53,063.00	\$44,697.00	\$35,256.00	\$37,183.00
2	\$53,861.00	\$45,369.00	\$35,786.00	\$37,743.00
3	\$54,660.00	\$46,042.00	\$36,318.00	\$38,302.00
4	\$55,478.00	\$46,731.00	\$36,861.00	\$38,875.00
5	\$56,121.00	\$47,272.00	\$37,287.00	\$39,325.00
6	\$57,289.00	\$48,256.00	\$38,064.00	\$40,143.00
7	\$58,496.00	\$49,273.00	\$38,866.00	\$40,990.00
8	\$59,723.00	\$50,306.00	\$39,681.00	\$41,849.00
9	\$60,042.00	\$51,355.00	\$40,509.00	\$42,723.00
10	\$62,254.00	\$52,438.00	\$41,364.00	\$43,623.00
11	\$64,357.00	\$54,210.00	\$42,760.00	\$45,098.00
12	\$65,702.00	\$55,342.00	\$43,653.00	\$46,039.00
13	\$67,084.00	\$56,506.00	\$44,571.00	\$47,007.00
14	\$68,486.00	\$57,687.00	\$45,504.00	\$47,990.00
15	\$69,926.00	\$58,901.00	\$46,461.00	\$48,999.00
16	\$71,387.00	\$60,131.00	\$47,431.00	\$50,023.00
17	\$72,887.00	\$61,394.00	\$48,427.00	\$51,074.00
18	\$74,425.00	\$62,690.00	\$49,450.00	\$52,151.00
19	\$75,730.00	\$63,789.00	\$50,316.00	\$53,065.00
20	\$77,327.00	\$65,134.00	\$51,378.00	\$54,184.00
21	\$78,943.00	\$66,495.00	\$52,451.00	\$55,318.00
22	\$80,598.00	\$67,889.00	\$53,551.00	\$56,477.00
23	\$82,292.00	\$69,316.00	\$54,676.00	\$57,664.00
24	\$84,025.00	\$70,777.00	\$55,828.00	\$58,879.00
25	\$85,797.00	\$72,269.00	\$57,005.00	\$60,120.00
26	\$87,608.00	\$73,795.00	\$58,208.00	\$61,389.00
27	\$89,439.00	\$75,336.00	\$59,424.00	\$62,672.00
28	\$91,308.00	\$76,910.00	\$60,667.00	\$63,981.00
29	\$93,216.00	\$78,518.00	\$61,934.00	\$65,319.00
30	\$95,183.00	\$80,175.00	\$63,241.00	\$66,697.00

- 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
2020-21 PAY BAND 75 DIRECTOR

241-DAY-8HR

0	\$70,000.00
1	\$70,700.00
2	\$71,730.00
3	\$73,883.00
4	\$76,098.00
5	\$78,381.00
6	\$80,031.00
7	\$83,153.00
8	\$85,648.00
9	\$86,697.00
10	\$87,825.00
11	\$88,966.00
12	\$90,031.00
13	\$91,293.00
14	\$92,481.00
15	\$93,683.00
16	\$94,902.00
17	\$96,135.00
18	\$97,384.00
19	\$98,394.00
20	\$98,543.00
21	\$98,690.00
22	\$98,838.00
23	\$98,985.00
24	\$99,135.00
25	\$99,283.00
26	\$99,432.00
27	\$99,581.00
28	\$99,730.00
29	\$99,881.00
30	\$100,030.00

- 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.

CUBA INDEPENDENT SCHOOLS
2020-21 PAY BAND 80 ADMINISTRATOR

	241-DAY-8HR
ELEMENTARY-PRINCIPAL	\$85,000.00
MS-PRINCIPAL	\$93,136.00
LEAD HS TURNAROUND DIRECTOR	\$99,000.00
EXECUTIVE DIRECTOR DATA & ACCOUNTABILITY/FED PROG	\$100,000.00
SUPERINTENDENT	\$120,000.00

*In alignment with NMSA Section 22-10A-11

- 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) Administrators require NMPED Level III-B License.