

CANUTILLO A Premier District

COMPENSATION FY 2026-2027

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Chief Human Resources Officer
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Teacher Pay Scale Step Increase

Proposed Step Increase for Teachers

Estimated Total Cost: \$169,500

HB2 Adjustment is Imbedded in Teacher Scale from Step 3 to 25



Support Staff Retention Allotment For Teacher

Teachers experience ranging from 0 to 2 years is not covered under the TRA. However, adjusted compensation will be provided and funded by SSRA with amounts set at:

0 Years
\$500

1 Year
\$1,000

2 Years
\$1,250

Estimated total compensation for this group in 2026-2027 is
\$ 28,500



District Stipend Allocations

Detailed Breakdown (Including Fringes)

13 Dyslexia Stipends:\$7,345

Athletic Stipend Increases:\$11,255
(BB, VB, FB, BS, TR)

2 Athletic Trainer Stipends:\$11,300

1 Cheer Stipend Increase:\$565

1 Teacher Incentive Allotment Data Support:
\$1,695*

12 Lead Autism Stipends:\$13,560 *

* *Grant Funded*

Total Stipend Allocation

\$45,720

Employee Retention Stipend

Due to budget limitations, Administration is not recommending a traditional general pay increase for school year 2026-2027.

However, we want to acknowledge that most employees in the administrative pay scale have not received a general pay increase for three consecutive years.

Estimated Total Cost
\$522,625

Proposed Stipend

For **ALL** Leave-Accruing
Employees

\$500

**Contingent on available funding
To be paid in December 2026*



Administration Recommendation

Administration is requesting *approval* for the following:

1. Step Increase

Step Increase for Teachers

2. Stipend Allocations

Stipend Allocations for
District Personnel

3. Retention Stipend

Retention Stipend of **\$500** for
all leave-accruing employees

**Contingent on available funding to
be paid in December 2026*



Questions?

