



HIGH DESERT MONTESSORI SCHOOL

TEACHER SALARY SCHEDULE 2024-2025

(185-day contract)

MERIT STEP	NON-HQ						HIGHLY QUALIFIED / CLEAR NEVADA LICENSE																	
	CLASS I			CLASS II			CLASS III			CLASS IV			CLASS V			CLASS VI			CLASS VII			CLASS VIII		
	Less than a BA Degree			BA Degree			BA + 24 Undergrad Credits or 16 Graduate Credits			BA + 48 Undergrad Credits or 32 Graduate Credits			MA Degree			MA + 16 Graduate Credits			MA + 32 Graduate Credits			PhD/EDD		
			OR			OR			OR															
			Less than a BA Degree with Montessori Credential			BA + First Summer Montessori Training Completed			BA + Second Summer Montessori Training Completed			BA + Montessori Credential			MA + Montessori Credential			MA + 16 Graduate Credits + Montessori Credential			MA + 32 Graduate Credits + Montessori Credential			
	Base Pay	100% ER Paid	50% EE / 50%ER	Base Pay	100% ER Paid	50% EE / 50%ER	Base Pay	100% ER Paid	50% EE / 50%ER	Base Pay	100% ER Paid	50% EE / 50%ER	Base Pay	100% ER Paid	50% EE / 50%ER	Base Pay	100% ER Paid	50% EE / 50%ER	Base Pay	100% ER Paid	50% EE / 50%ER	Base Pay	100% ER Paid	50% EE / 50%ER
6	43,390	42,577	51,277	45,296	44,447	53,529	47,207	46,322	55,787	49,112	48,191	58,038	51,021	50,064	60,294	52,928	51,936	62,548	54,839	53,811	64,807	56,746	55,682	67,060
7	45,183	44,335	53,395	47,089	46,206	55,648	48,996	48,077	57,901	50,909	49,955	60,162	52,814	51,824	62,413	54,722	53,696	64,668	56,631	55,569	66,924	58,539	57,441	69,178
8	46,975	46,094	55,513	48,885	47,968	57,770	50,793	49,840	60,025	52,702	51,713	62,280	54,612	53,588	64,538	56,518	55,459	66,791	58,423	57,328	69,042	60,332	59,201	71,298
9	48,771	47,857	57,636	50,674	49,724	59,884	52,589	51,603	62,148	54,498	53,476	64,404	56,403	55,345	66,654	58,309	57,215	68,907	60,218	59,088	71,162	62,124	60,959	73,416
10	51,611	50,643	60,991	52,470	51,486	62,006	54,377	53,358	64,261	56,292	55,236	66,523	58,199	57,108	68,777	60,105	58,978	71,030	62,011	60,848	73,282	63,922	62,723	75,540
11	52,355	51,373	61,871	54,264	53,247	64,127	56,176	55,123	66,386	58,083	56,994	68,640	59,992	58,867	70,896	61,899	60,738	73,149	63,807	62,611	75,405	65,715	64,483	77,659
12	54,150	53,134	63,992	56,057	55,006	66,246	57,971	56,884	68,507	59,878	58,756	70,762	61,785	60,627	73,015	63,695	62,501	75,272	65,604	64,374	77,528	67,511	66,245	79,781
13	55,944	54,895	66,112	57,854	56,769	68,369	59,765	58,644	70,628	61,671	60,514	72,880	63,578	62,385	75,133	65,492	64,264	77,395	67,394	66,131	79,644	69,305	68,006	81,902
14	57,740	56,657	68,234	59,647	58,529	70,489	61,559	60,405	72,748	63,465	62,275	75,000	65,376	64,150	77,259	67,282	66,020	79,511	69,192	67,895	81,768	71,102	69,769	84,025
15							63,352	62,164	74,866	65,261	64,037	77,122	67,169	65,909	79,377	69,081	67,785	81,636	70,985	69,654	83,887	72,893	71,526	86,142
16										67,055	65,798	79,243	68,964	67,671	81,499	70,875	69,546	83,757	72,777	71,412	86,004	74,685	73,285	88,260
17													70,760	69,433	83,620	72,669	71,307	85,878	74,573	73,175	88,127	76,482	75,048	90,383
18													72,552	71,192	85,739	74,463	73,067	87,997	76,365	74,934	90,245	78,278	76,810	92,505
19													74,348	72,954	87,862	76,257	74,827	90,118	78,161	76,695	92,367	80,071	78,570	94,624
20	59,535	58,419	70,356	61,445	60,293	72,613	65,149	63,928	76,991	68,850	67,559	81,363	76,143	74,715	89,982	78,052	76,588	92,238	79,954	78,455	94,487	81,863	80,328	96,742
21	61,329	60,180	72,476	63,235	62,050	74,729	66,942	65,687	79,109	70,645	69,320	83,485	77,938	76,477	92,104	79,846	78,349	94,359	81,748	80,215	96,606	83,660	82,091	98,865
22																81,642	80,111	96,481	83,544	81,978	98,729	85,453	83,851	100,985
23																			85,337	83,737	100,847	87,248	85,612	103,105
24																			87,132	85,498	102,969	89,041	87,372	105,225

Board Approved April 2024

This Salary Scale applies to assistants. Merit steps are earned at the end of each school year based upon performance and completion and adherence to the yearly School Improvement Plan and individual goals and objectives. If you are not going to receive a merit increase, documentation will be provided as to the reason(s) for the decision.

Under the 100% Employer Paid Contribution plan, the employer pays the total PERS contribution, on your behalf, however, these contributions are not deposited to your individual member account and are not available for refund upon termination of employment.

Under the 50/50% Employee/Employer Paid contribution plan, the employee and the employer share equally in the contribution to PERS. The employee's after-tax contribution is refundable from PERS upon termination of employment if you do not elect to receive a monthly retirement benefit.