



HIGH DESERT MONTESSORI SCHOOL

TEACHER SALARY SCHEDULE 2026-2027

(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	OR	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	Base Pay	Base Pay	Base Pay	Base Pay	Base Pay	Base Pay	Base Pay
6	43,390	45,296	47,207	49,112	51,021	52,928	54,839	56,746
7	45,183	47,089	48,996	50,909	52,814	54,722	56,631	58,539
8	46,975	48,885	50,793	52,702	54,612	56,518	58,423	60,332
9	48,771	50,674	52,589	54,498	56,403	58,309	60,218	62,124
10	51,611	52,470	54,377	56,292	58,199	60,105	62,011	63,922
11	52,355	54,264	56,176	58,083	59,992	61,899	63,807	65,715
12	54,150	56,057	57,971	59,878	61,785	63,695	65,604	67,511
13	55,944	57,854	59,765	61,671	63,578	65,492	67,394	69,305
14	57,740	59,647	61,559	63,465	65,376	67,282	69,192	71,102
15			63,352	65,261	67,169	69,081	70,985	72,893
16				67,055	68,964	70,875	72,777	74,685
17					70,760	72,669	74,573	76,482
18					72,552	74,463	76,365	78,278
19					74,348	76,257	78,161	80,071
20	59,535	61,445	65,149	68,850	76,143	78,052	79,954	81,863
21	61,329	63,235	66,942	70,645	77,938	79,846	81,748	83,660
22						81,642	83,544	85,453
23							85,337	87,248
24							87,132	89,041

Board Approved April 2024

This Salary Scale applies to Teachers. 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.

In March 2026, the HDMS Board of Directors approved a budget for the 2026–2027 school year that does not include funding for Merit Step increases.

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.