



HIGH DESERT MONTESSORI SCHOOL RENO, NV TEACHER SALARY SCHEDULE (approved 4/2019) (185-day contract)

| | NON-HQ | | | HIGHLY QUALIFIED / CLEAR NEVADA LICENSE | | | | | |
|------------|----------------------------|---------------|-----------|---|---|----------|-------------------|---|--------------------------------|
| | CLASS I | CLASS II | CLASS III | CLASS IV | CLASS V | CLASS VI | CLASS VII | CLASS VIII | CLASS IX |
| | Teacher in Training or NHQ | NHQ + AMI/AMS | BA + HQ | BA + HQ + AMI/AMS | BA + HQ + AMI/AMS + 16 Graduate Credits | HQ + MA | HQ + MA + AMI/AMS | HQ + MA + AMI/AMS + 16 Graduate Credits | HQ + PhD/EDD + AMI/AMS or TOSA |
| MERIT STEP | PER YEAR | | PER YEAR | PER YEAR | PER YEAR | PER YEAR | PER YEAR | PER YEAR | PER YEAR |
| 6 | 36,996 | 37,809 | 38,622 | 40,251 | 41,876 | 43,503 | 45,130 | 46,758 | 48,384 |
| 7 | 38,525 | 39,338 | 40,150 | 41,777 | 43,408 | 45,031 | 46,658 | 48,286 | 49,913 |
| 8 | 40,053 | 40,867 | 41,681 | 43,309 | 44,936 | 46,564 | 48,190 | 49,814 | 51,442 |
| 9 | 41,584 | 42,396 | 43,208 | 44,840 | 46,467 | 48,092 | 49,717 | 51,344 | 52,971 |
| 10 | 43,111 | 43,925 | 44,738 | 46,365 | 47,997 | 49,624 | 51,248 | 52,874 | 54,503 |
| 11 | 44,641 | 45,455 | 46,268 | 47,898 | 49,525 | 51,151 | 52,779 | 54,405 | 56,032 |
| 12 | 46,171 | 46,985 | 47,798 | 49,428 | 51,054 | 52,681 | 54,309 | 55,937 | 57,563 |
| 13 | 47,701 | 48,514 | 49,328 | 50,958 | 52,584 | 54,210 | 55,841 | 57,464 | 59,092 |
| 14 | 49,231 | 50,004 | 50,858 | 52,488 | 54,114 | 55,742 | 57,369 | 58,996 | 60,624 |
| 15 | | | | 54,018 | 55,644 | 57,272 | 58,901 | 60,525 | 62,152 |
| 16 | | | | | 57,174 | 58,802 | 60,431 | 62,053 | 63,681 |
| 17 | | | | | | 60,332 | 61,961 | 63,584 | 65,213 |
| 18 | | | | | | 61,862 | 63,491 | 65,114 | 66,743 |
| 19 | | | | | | 63,392 | 65,021 | 66,644 | 68,273 |
| 20 | 50,762 | 51,576 | 52,390 | 55,549 | 58,705 | 64,923 | 66,551 | 68,173 | 69,800 |
| 21 | 52,293 | 53,107 | 53,918 | 57,078 | 60,234 | 66,454 | 68,081 | 69,703 | 71,332 |
| 22 | | | | | | | 69,611 | 71,233 | 72,862 |
| 23 | | | | | | | | 72,763 | 74,392 |
| 24 | | | | | | | | 74,293 | 75,922 |

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.

This schedule applies to teachers and certified staff. This schedule does not include an additional legislatively-designated amount to the Public Employee's Retirement System on behalf of the employee for retirement benefits. PERS is employer-paid except in the event the employee wishes to contribute; then the salary will be adjusted according to the HDMS policy regarding PERS ER/EE match.

CLASS DESIGNATIONS

- I. This is the class for all teachers who are in Montessori training currently and do not yet have a Nevada state endorsed teaching license. Also, non highly qualified* (NHQ) teachers will be placed into this class until they become Highly Qualified*.
- II. This is the class for all teachers who are not Highly Qualified* (NHQ) BUT have a valid AMI/AMS certification.
- III. This is the class for all Nevada licensed teachers who are Highly Qualified* and hold a Bachelors degree.
- IV. This is the class for all Nevada licensed teachers who are Highly Qualified* and hold a Bachelors degree and has the addition of an AMI/AMS certification.
- V. This is the class for all Nevada licensed teachers who are Highly Qualified* and hold a Bachelors degree and has the addition of an AMI/AMS certification plus 16 graduate credits.
- VI. This is the class for all Nevada licensed teachers who are Highly Qualified* and hold a Master's degree.
- VII. This is the class for all Nevada licensed teachers who are Highly Qualified* and hold a Master's degree and have the addition of an AMI/AMS certification.
- VIII. This is the class for all Nevada licensed teachers who are Highly Qualified* and hold a Master's degree and have the addition of an AMI/AMS certification plus 16 graduate credits.
- IX. This is the class for all Nevada licensed teachers who are Highly Qualified* and hold a PhD/EDD's degree and have the addition of an AMI/AMS certification or Teachers on Special Assignment (TOSA).

*Highly Qualified Teachers: To be deemed highly qualified, teachers must have: 1) a bachelor's degree, 2) full state certification or licensure, and 3) prove that they know each subject they teach.