

**Second Mesa Day School
Certified Salary Scale
School Year 2019-2020**

Step	BA	BA-15	BA+30	MA	MA+15	MA+30	MA Psychology	Step
1	38,102	39,314	40,484	41,675	42,865	44,056	53,458	1
2	39,293	40,484	41,675	42,865	44,056	45,247	55,595	2
3	40,484	41,675	42,865	44,056	45,247	46,437	57,832	3
4	41,675	42,865	44,056	45,247	46,437	47,628	60,132	4
5	42,865	44,056	45,247	46,437	47,628	48,819	62,538	5
6	44,056	45,247	46,437	47,628	48,819	50,009	65,040	6
7		46,437	47,628	48,819	50,009	51,200	67,642	7
8		47,628	48,819	50,009	51,200	52,391	70,346	8
9			50,009	51,200	52,391	53,582	73,160	9
10			51,200	52,391	53,582	54,772	76,041	10
11				53,582	54,772	55,963	79,083	11
12				54,772	55,963	57,154	82,246	12
13					57,154	58,344	85,536	13
14					58,344	59,535	88,957	14
15						60,726	92,516	15
	246,475	347,705	458,420	578,680	708,467	785,862		

New employees of Second Mesa Day School will be allowed up to five years of credit on the salary schedule of classroom teaching experience. Maximum entry level is BA/Step 6 . Employees with no experience will start at BA/Step 1. Includes Hopi Lavayi Teacher, Math Coach, Reading Coach, and Gifted & Talented Teacher.

Approved By: _____
SMDS School Board Member

_____ Date



SECOND MESA DAY SCHOOL
"Itah Tsatsayom Mopekya"
Classified Salary Scale
SY 2019-2020



Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Step
1	\$11.08	\$11.52	\$11.99	\$12.47	\$12.97	\$13.49	1
2	\$11.52	\$11.99	\$12.47	\$12.97	\$13.49	\$14.03	2
3	\$11.99	\$12.47	\$12.97	\$13.49	\$14.03	\$14.58	3
4	\$12.47	\$12.97	\$13.49	\$14.03	\$14.58	\$15.17	4
5	\$12.97	\$13.49	\$14.03	\$14.58	\$15.17	\$15.78	5
6	\$13.49	\$14.03	\$14.58	\$15.17	\$15.78	\$16.40	6
7	\$14.03	\$14.58	\$15.17	\$15.78	\$16.40	\$17.06	7
8	\$14.58	\$15.17	\$15.78	\$16.40	\$17.06	\$17.76	8
9	\$15.17	\$15.78	\$16.40	\$17.06	\$17.76	\$18.47	9
10	\$15.78	\$16.40	\$17.06	\$17.76	\$18.47	\$19.19	10
11	\$16.40	\$17.06	\$17.76	\$18.47	\$19.19	\$19.96	11
12	\$17.06	\$17.76	\$18.47	\$19.19	\$19.96	\$20.75	12

Class 1 Food Service Worker (School Year)

Class 2 Receptionist (12 month), Teacher Assistant (School Year), PE Technician (School Year)

Class 3 Assistant Cook (School Year)

Class 4 School Bus Driver (School Year), Custodian (12 month), Security Guard (12 month), Teacher Assistant (School Year - AA) Registrar (12 month)

Class 5 Head Cook (School Year), Medical Technician (School Year), Facility & Housing Maintenance Technician (12 month)

Class 6 Human Resource Technician (12 month-AA), Counseling Tech (School Year), Social Worker (11 month), Teacher Assistant (School Year-BA), Computer Teacher (School Year)-AA or Certified), Parent Liaison (School Year-AA or Certified), Payroll/Accounts Payable Clerk, Administrative Assistant, Procurement Technician

NOTE: New employees of Second Mesa Day School will be allowed up to five years of credit on the salary schedule of experience. Maximum entry level is Step 6

Approved by Second Mesa Day School Governing Board:

 6/21/19
 School Board President Date



**SECOND MESA DAY SCHOOL
"Itah Tsatsayom Mopekya"
Administrative Salary Scale
SY 2019-2020**



Step	CSA/Principal	Dean of Students	School Counselor/Head Teacher	Business Manager	Behavior Interventionist	Administrative Personnel	Transportation Manager	Step
1	77,271	65,944	53,458	50,691	49,498	43,938	35,498	1
2	80,362	68,581	55,595	52,718	51,478	45,695	36,918	2
3	83,575	71,324	57,832	54,827	53,537	47,523	38,395	3
4	86,919	74,177	60,132	57,019	55,678	49,426	39,932	4
5	90,396	77,145	62,538	58,444	57,905	51,402	41,529	5
6	94,012	80,231	65,040	61,673	60,222	53,458	43,190	6
7	97,772	83,379	67,642	64,138	62,630	55,595	44,917	7
8	101,794	86,776	70,346	66,703	65,136	57,820	46,715	8
9	105,751	90,249	73,160	69,371	67,741	60,132	48,582	9
10	109,980	93,858	76,074	72,146	70,451	62,538	50,525	10
	\$927,830	\$791,664	\$565,744	\$607,731	\$594,277	\$527,527	\$426,200	

SA/Principal and Administrators will be allowed five (5) years credit for Administrative experience, year to year, which would make the maximum entry level, Step Six (6). An applicant with no experience would be placed at Step One (1).

Business Manager and Certified Personnel (Degreed Employees Administrator positions, Coordinator Positions (Including IT), Head Teacher, and Facilities Manager) will be allowed up to five (5) years credit (year to year) for supervisory experience. Maximum entry level is Step Six (6). Supervisory with no experience will be placed on Step One (1).

The Second Mesa Day School Board of Education reserves the right to negotiate administrative salaries, length of contracts, amount and kind of benefits depending on experience, education, and other factors if the Board feels necessary to obtain the most qualified administrator to work with wide range of programs and services.

Approved by Second Mesa Day School Governing School Board: *Delaris Coockyaptau* *6/21/19*
 School Board Member Date