



**SECOND MESA DAY SCHOOL
CERTIFIED TEACHER SALARY PLACEMENT GUIDE
SY 2022-2023**

CERTIFIED POSITIONS:

Elementary Teachers, ESS Teacher, Hopi Language/Culture Teacher, Gifted & Talented Teacher, Physical Education Teacher, Reading Teacher & Math Teacher.

Base Salary: \$40,500

Maximum Salary: \$92,000

RELATED EXPERIENCE COMPENSATION

One (1) to Five (5) Years Experience (CAP): \$250 per year

EXPERIENCE COMPENSATION

One (1) to Five (5) Years Experience: \$500 per year
 Five (5) to Ten (10) Years Experience: \$2500 + \$400 per year for every year above five (5) years.
 Eleven (11) Years Experience & Beyond: \$2500 + \$300 per year for every year above ten (10) years.

GRADUATE-LEVEL COURSEWORK COMPENSATION:

500 Level Courses above BA: \$65 per semester credit hour.
 Masters Degree: \$2,600 per degree.
 Doctorate: \$2,600 per degree.

HIGH DEMAND CONTENT AREA: (Requires additional certification and/or endorsement)

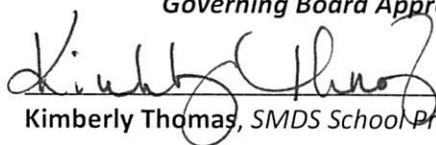
Special Education \$2,000

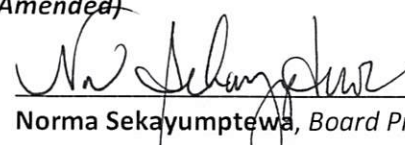
OPPORTUNITIES FOR INCREASED COMPENSATION:

National Board Certification \$3,000
 Teach @ Second Mesa \$2,000 for staff commuting 60+ miles. (Reimbursement)

- NOTE**
- Retention Bonus & Performance Pay are contingent upon availability of funds.
 - Initial Calculation for Salary includes Experience and Graduate-Level Coursework.
 - Official Transcript required upon hire or any changes in education or coursework.

Governing Board Approved: April 19, 2022 (Amended)


 Kimberly Thomas, SMDS School Principal


 Norma Sekayumptewa, Board President
 Second Mesa Day School Governing Board