



## Compensation Package

**Soundview** is a small independent school for Early Childhood through 8th Grade. We offer our students the International Baccalaureate (IB) Primary Years and Middle Years programs in multi-age classrooms. The curriculum is inquiry-based, transdisciplinary and planned collaboratively by the teaching team and IB Coordinator.

### Salary Schedule

Salaries are commensurate with experience, qualifications, and benchmarked with peer schools.

	Experience and Education	Salary Range	Estimated Total Compensation, incl. Benefits
<b>Master teacher</b>	15+ yrs, MA/EdD, IB Cat2+	\$64,200 - \$70,000	\$69,350 - \$75,150
<b>Experienced teacher</b>	3-15 years, MA, IB	\$53,500 - \$64,200	\$58,650 - \$69,350
<b>Beginning teacher</b>	1-3 years, BA	\$48,150 - \$53,500	\$53,300 - \$58,650
<b>Associate teacher</b>		\$34,240	\$39,360

### Benefits

- Majority of employee healthcare premiums covered by Soundview, if you choose to participate:
  - Medical, dental, vision, life
- Optional add-ons:
  - Flexible spending account (FSA) for healthcare related items/copays
  - Supplemental coverage (short term disability, accident, cancer and critical illness)
- SIMPLE IRA matching contribution from Soundview, if you choose to participate
- Paid time off (PTO) and paid holidays

### Additional Benefits

- Small school environment
- International Baccalaureate and other professional development.
- Opportunities to work in our summer camp and school break camps for additional stipends.

Soundview is a special place to be. The board, administration, faculty, and families are supportive, collaborative, and open. We are deeply committed to the inquiry approach, traits, and values of the IB, and we have fun and try new things in the name of learning.