

California Montessori Project
California Certificated Teacher Pay Scale (185 day work schedule) eff. 7-1-2011

Years of Service	A	B	C	D	E	F
	BA + 30 Units	BA + 45 Units	BA + 60 Units	BA + 75 Units	BA + 90 Units	BA + 105 Units
1	\$34,000	\$34,250	\$34,500	\$34,750	\$35,000	\$35,750
2	\$34,250	\$34,500	\$34,750	\$35,000	\$35,750	\$36,500
3	\$34,500	\$34,750	\$35,000	\$35,750	\$36,500	\$37,250
4	\$34,750	\$35,000	\$35,750	\$36,500	\$37,250	\$38,000
5	\$35,000	\$35,750	\$36,500	\$37,250	\$38,000	\$38,750
6	\$35,750	\$36,500	\$37,250	\$38,000	\$38,750	\$39,500
7	\$36,500	\$37,250	\$38,000	\$38,750	\$39,500	\$40,250
8	\$37,250	\$38,000	\$38,750	\$39,500	\$40,250	\$41,000
9	\$38,000	\$38,750	\$39,500	\$40,250	\$41,000	\$41,750
10	\$38,750	\$39,500	\$40,250	\$41,000	\$41,750	\$43,000
11	\$39,500	\$40,250	\$41,000	\$41,750	\$43,000	\$44,000
12	\$40,250	\$41,000	\$41,750	\$43,000	\$44,000	\$45,000
13	\$41,000	\$41,750	\$43,000	\$44,000	\$45,000	\$46,000
14	\$41,750	\$43,000	\$44,000	\$45,000	\$46,000	\$47,000
15	\$43,000	\$44,000	\$45,000	\$46,000	\$47,000	\$48,000

Annual Stipends		
(Mont Stipends apply to accredited programs only)		
1MC	An'l Bonus:1st Montessori Cert	\$500.00
M1	Montessori 3-6 Cert	\$1,000.00
M2	Montessori 6-9 Cert	\$1,000.00
M3	Montessori 6-12 Cert	\$2,500.00
M4	Montessori Middle School Cert	\$1,500.00
MA	Masters Degree	\$1,000.00
NB	National Board Certification	\$1,000.00
5Yr	Longevity: 5 CMP/5 Clr CTC/5 MC	\$1,000.00

* Note: Mentorships and adjunct duty stipends will be added separately to annual compensation.

Total Annual Compensation: _____

Certificated Salary Scale allows for:

- * Maximum of 8 years of creditable service given for elementary public or Montessori lead teacher experience.
- * 1 year of credit given for every 2 years of K-8 non-Montessori private school experience.
- * Montessori pre-school lead teacher experience may only count as creditable experience for new Kindergarten teachers.
- * Creditable service is granted exclusively for full-time, full school years non-CMP experience (maximum 8 years combined)
- * Beyond stated schedule, years of service shall be credited at rate of 2% per year.
- * MS Immersion Stipend includes planning, fundraising, Imersion participation, overnight/travel, pre-post communications, etc.

Graduate Units & Montessori Credits

- * All educational units are based on semester units (quarter or trimester units conversion: 1 Quarter unit = .67 semester unit)
- * All educational units must be from regionally accredited, degree granting colleges and universities.
- * Educational units contributing toward a Montessori stipend shall be excluded from column A-F credit.
- * Montessori stipends apply only to fully completed certificate programs from accredited Montessori Training Centers

List all qualifying employment and attach documentation (full years of lead teaching experiences only).

Dates	# years	School Name	Public or Private	Indicate Grade Level: 3-6; Elem; Mid schl, etc.	Duties: eg. Lead Tchr, TA, etc.

List graduate units of study with copies of transcripts for salary credit. (Do not include units toward Montessori certificate)

Dates	# of units	School Name	Major	Notes

This survey & supporting documentation must be returned with Employment Packet to the Human Resources Dept. prior to issuance of employment agreement to receive payroll credit for work experience and educational study.

Print Name _____ Signature _____ Date _____ HR Admin Initials _____