

California Montessori Project
School Counselor Level I Pay Scale (eff. xx-xx-2019)
192 day work schedule (incl. 5 network days)

| Yrs Experience | Annual Salary |
|----------------|---------------|
| 1 | \$57,000 |
| 2 | \$58,000 |
| 3 | \$59,000 |
| 4 | \$60,000 |
| 5 | \$61,000 |
| 6 | \$62,000 |
| 7 | \$63,000 |
| 8 | \$64,000 |
| 9 | \$65,000 |
| 10 | \$66,000 |
| 11 | \$67,000 |
| 12 | \$68,000 |
| 13 | \$69,000 |
| 14 | \$70,000 |
| 15 | \$71,000 |

| Education and Training Stipends | |
|--|---------|
| Montessori 3-6 Certificate | \$1,000 |
| Montessori 6-9 Certificate | \$1,000 |
| Montessori 6-12 Certificate | \$2,500 |
| Montessori Middle School Certificate | \$1,500 |
| Multiple Subject Teaching Credential | \$1,500 |
| Single Subject Teaching Credential | \$1,500 |
| Masters Degree | \$1,500 |
| 2 nd Masters Degree | \$1,000 |
| Doctorate/PhD | \$1,500 |
| Dual Cred-Special Ed/General Ed | \$1,500 |
| Administrative Services Credential (Tier 1 or 2) | \$1,000 |

| Compensation Calculation | |
|---|-----------------|
| Base salary (from above): | \$ _____ |
| Education/Training Stipends: | \$ _____ |
| Adjunct Duties as approved by the Executive Director | \$ _____ |
| Other: | \$ _____ |
| **Total Compensation: | \$ _____ |

Salary scale considerations:

*5 years maximum previous allowable credit will be granted on the pay scale for each additional year of qualifying previous counseling experience as follows:

- 1 year for each year of full-time, full-year, public school counselor experience.
- 1 year for every 2 years private counseling experience.

*Full-time shall be identified for assignments at .75 FTE and above. Full year credit shall be extended for any year in which at least 75% of the total scheduled work days have been completed under active service for the specifically identified work assignment.

*School Counselor work schedule includes regular CTC instructional calendar, plus 5 network specific service days.

| BS/BA | CTC | Montessori 3-6; 6-9; 9-12; MS | Masters | Doctorate | Spec Ed. Credential | Admin Credential | Pupil: Personnel | Other: |
|--------------------------|--------------------------|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

This survey and supporting documentation must be returned with Employment Packet to the Human Resources Dept. prior to issuance of employment agreement to receive payroll credit for education and training.

Print Name

Signature

Date

HR Admin Initials