

**CALIFORNIA MONTESSORI PROJECT  
CERTIFICATED SALARY SCALE \* (Draft 2020-2021)**

Years of Service	Annual Stipends						
	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	\$54,000	\$54,250	\$54,500	\$54,750	\$55,000	\$55,250	
2	\$54,250	\$54,500	\$54,750	\$55,000	\$55,250	\$56,000	
3	\$54,500	\$54,750	\$55,000	\$55,250	\$56,000	\$56,500	
4	\$54,750	\$55,000	\$55,250	\$56,000	\$56,500	\$57,000	
5	\$55,000	\$55,250	\$56,000	\$56,500	\$57,000	\$57,500	
6	\$55,500	\$56,000	\$56,500	\$57,000	\$57,500	\$58,000	
7	\$56,000	\$56,500	\$57,000	\$57,500	\$58,000	\$58,500	
8	\$56,500	\$57,000	\$57,500	\$58,000	\$58,500	\$59,000	
9	\$57,000	\$57,500	\$58,000	\$58,500	\$59,000	\$59,500	
10	\$57,500	\$58,000	\$58,500	\$59,000	\$59,500	\$60,000	
11	\$58,000	\$58,500	\$59,000	\$59,500	\$60,000	\$60,500	
12	\$58,500	\$59,000	\$59,500	\$60,000	\$60,500	\$61,000	
13	\$59,000	\$59,500	\$60,000	\$60,500	\$61,000	\$61,500	
14	\$59,500	\$60,000	\$60,500	\$61,000	\$61,500	\$62,000	
15	\$60,000	\$60,500	\$61,000	\$61,500	\$62,000	\$62,500	
16	\$60,500	\$61,000	\$61,500	\$62,000	\$62,500	\$63,000	
17	\$61,000	\$61,500	\$62,000	\$62,500	\$63,000	\$63,500	
18	\$61,500	\$62,000	\$62,500	\$63,000	\$63,500	\$64,000	
19	\$62,000	\$62,500	\$63,000	\$63,500	\$64,000	\$64,500	
20	\$62,500	\$63,000	\$63,500	\$64,000	\$64,500	\$65,000	
21	\$63,000	\$63,500	\$64,000	\$64,500	\$65,000	\$65,500	
22	\$63,500	\$64,000	\$64,500	\$65,000	\$65,500	\$66,000	
23	\$64,000	\$64,500	\$65,000	\$65,500	\$66,000	\$66,500	
24	\$64,500	\$65,000	\$65,500	\$66,000	\$66,500	\$67,000	
25	\$65,000	\$65,500	\$66,000	\$66,500	\$67,000	\$67,500	
	ECE Montessori 3-6 Certificate						\$1,000.00
	ELI Montessori 6-9 Certificate						\$1,000.00
	ELII Montessori 6-12 Certificate						\$2,500.00
	SEC Montessori Middle School Cert						\$1,500.00
	MA Masters Degree						\$1,500.00
	MA2 Second Masters Degree						\$1,000.00
	DOC PhD/Doctorate Degree						\$1,500.00
	SE Dual Cred-SpEd/Mult Subj in assignmt						\$1,500.00
	AD Administrative Credential						\$1,000.00
	NB National Board Certification						\$1,000.00
	6+L 6th yr contin. CMP service (FT CTC yrs only)						\$2,000.00
	11+L 11th yr contin. CMP service (FT CTC yrs only)						\$3,000.00
	16+L 16th yr contin. CMP service (FT CTC yrs only)						\$2,500.00
	SP BTSA Support Provider						
	CLL Curriculum Level Leader						
	AM Accelerated Math Mentor						
	AR Accelerated Reader Mentor						
	RS Rosetta Stone Mentor						
	L/C Learning.com Mentor						
	NM Network Curricular Program Mentor						
	CPI CPI Team Member						
	ATH Athletics Program Coordinator						
	MSI Middle School Immersion Stipend						\$2,000.00
	Total Stipends:						
	Base Salary:						
	<b>Total Compensation:</b>						
	FTE (if less than 100%)						

> 26th year and beyond: add \$500 for each additional year of full-time service.

**Certificated Salary Scale allows for:**

- \* Maximum of 8 years of creditable service given for elementary (K-8) public, Montessori, or private lead teacher experience with CTC.
- \* 1 year of credit given for every 2 years of elementary (K-8) non-Montessori private school experience without CTC.
- \* Montessori pre-school lead teacher experience only creditable for new kindergarten teachers.
- \* Creditable service is granted exclusively for full-time, full school years of non-CMP experience (maximum 8 years combined).

**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 "academic units" 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.
- \* Calculation of Longevity Stipend shall consider continuous FT .75 FTE and above. Part-time years may be combined toward eligibility.

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

Dates	# years	School/District Name, City, State	Pub-Priv	Grade Level:	Position:

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

Dates	# of units	School Name, City, State	Major/Curriculum Focus

All documentation must be turned in to HR Dept. prior to issuance of employment agmt to receive payroll credit for work experience & educational study.

**Print Name**

**Signature**

**Date**

**HR Initials**