

**California Montessori Project  
Program Specialist Pay Scale (eff. 7-1-2019)  
192 day work schedule**

Yrs Experience	Annual Salary
1	\$70,000
2	\$71,500
3	\$72,000
4	\$72,500
5	\$73,000
6	\$73,500
7	\$74,000
8	\$74,500
9	\$75,000
10	\$75,500
11	\$76,000
12	\$76,500
13	\$77,000
14	\$77,500
15	\$78,000

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
Education Specialist Credential	\$1,500
Masters Degree	\$1,500
2nd 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 and Training Stipends	\$ _____
Adjunct Duties as Approved by the Executive Director	\$ _____
Other:	\$ _____
<b>Total Compensation</b>	<b>\$ _____</b>

**Salary scale considerations:**

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

- 1 year for each year of full-time, full-year, public program specialist experience.
- 1 year for each year of full-time, full-year, public education specialist experience.
- 1 year for every 2 years private program specialist experience.
- 1 year for every 2 years private education specialist 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.

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