

**California Montessori Project**  
**Program Specialist Pay Scale** (eff. 7-1-2022)  
**192 day work schedule**

Yrs Experience	Annual Salary
1	\$81,000
2	\$82,500
3	\$83,000
4	\$84,500
5	\$85,000
6+	\$86,500
7	\$87,000
8	\$88,500
9	\$89,000
10+	\$90,500

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
2 <sup>nd</sup> 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
6 yr contin. CMP full-time service	\$2,000
11 yr contin. CMP full-time service	\$3,000
16 yr. contin. CMP full-time service	\$2,500

Compensation Calculation	
Base salary (from above):	\$ _____
Education/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 or private program specialist experience.
- 1 year for each year of full-time, full-year, public or private education specialist experience.
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\*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**