

**CALIFORNIA MONTESSORI PROJECT
GENERAL ED CTC, SPED CTC, COUNSELOR SALARY SCALE 2023-2024 (eff. 07.01.2023)**

Years of Service	A			B		C		D	Annual Stipends		
	Intern	BA + Credential	BA + 60+ BA + MA SpED CTC	BA + National Certification							
1	54,000	56,000	60,000						Masters-Degree	1,000.00	
2	54,500	56,560	60,600						Second Masters Degree	1,250.00	
3		57,126	61,206						PhD/Doctorate Degree	1,500.00	
4		57,697	61,818						Dual Cred in assignmnt	1,500.00	
5		58,274	63,673						Administrative Credential	1,000.00	
6		60,022	65,583						National Board Certification	1,000.00	
7		61,222	67,550						Licensure LPCC/LCSW/LMFT	3,000.00	
8		62,447	69,577						Autism Certification	500.00	
9		63,071	70,968						Montessori 3-6 Certificate	1,000.00	
10		63,702	72,388						Montessori 6-9 Certificate	1,000.00	
11		64,339	73,835						Montessori 6-12 Certificate	2,500.00	
12		64,983	74,574						Montessori Middle School Cert	1,500.00	
13		65,632	75,320						6th yr CMP service (FT CTC yrs only)	2,000.00	
14		66,289	76,073						11th yr contin. CMP service (FT CTC yrs only)	3,000.00	
15		66,952	76,833						16th yr contin. CMP service (FT CTC yrs only)	2,500.00	
16		67,621	77,602						SpED CTC	6% of base salary	
17		68,973	79,154						Counselor	4% of base salary	
18		68,973	79,154						Total Stipends:		
19		70,353	80,737						Base Salary:		
20		70,353	80,737						Total Compensation:		
21		73,167	83,966						FTE (if less than 100%)		
22		73,167	83,966						No Change		
23		74,630	85,646						1%		
24		76,123	87,359						2%		
25		77,645	89,106						3%		
									4%		

Teacher:

Certificated Salary Scale allows for:

- Maximum of 8 years of creditable service given for elementary (K-8) lead teacher experience with CTC.
- 1 year of credit given for every 2 years of elementary (K-8) private school lead teacher 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 experience (maximum 8 years combined).

SpED Teacher:

Certificated Salary Scale allows for:

- Maximum of 8 years of creditable service given for elementary (K-8) special education teacher experience with credential.
- Creditable service is granted exclusively for full-time, full school years.

Counselor:

Certificated Salary Scale allows for:

8 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 of private counseling experience with children.
- 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 workdays have been completed under active service for the specifically identified work assignment.

*School Counselor work schedule includes regular CTC instructional calendar, plus 4 service days to be paid at daily rate.

*School Counselors will receive a 4% responsibility factor & PPS Credential increase in addition to their base salary.

*School Counselors who have their LMFT, LPCC or LCSW license are eligible for an annual \$3,000 stipend.

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.