

**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		Second Masters Degree	1,250.00
2	54,500	56,560	60,600		PhD/Doctorate Degree	1,500.00
3		57,126	61,206	67,327	Dual Cred in Assignment	1,500.00
4		57,697	61,818	69,347	Administrative Credential	1,000.00
5		58,274	63,673	71,427	Licensure LPCC/LCSW/LMFT	3,000.00
6		60,022	65,583	73,570	Autism Certification	500.00
7		61,222	67,550	75,777	Montessori 3-6 Certificate	1,000.00
8		62,447	69,577	78,050	Montessori 6-9 Certificate	1,000.00
9		63,071	70,968	80,392	Montessori 6-12 Certificate	2,500.00
10		63,702	72,388	82,804	Montessori Middle School Cert	1,500.00
11		64,339	73,835	84,460	6th yr CMP service (FT CTC yrs only)	2,000.00
12		64,983	74,574	86,149	11th yr contin. CMP service (FT CTC yrs only)	3,000.00
13		65,632	75,320	87,872	16th yr contin. CMP service (FT CTC yrs only)	2,500.00
14		66,289	76,073	89,629	SpED CTC	6% of base salary
15		66,952	76,833	90,526	Counselor	4% of base salary
16		67,621	77,602	91,431	Total Stipends:	
17		68,973	79,154	93,260	Base Salary:	
18		68,973	79,154	93,260	Total Compensation:	
19		70,353	80,737	95,125	FTE (if less than 100%)	
20		70,353	80,737	95,125	No Change	
21		73,167	83,966	98,930	1%	
22		73,167	83,966	98,930	2%	
23		74,630	85,646	100,908	3%	
24		76,123	87,359	102,927	4%	
25		77,645	89,106	104,985		

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 of experience (maximum 8 years combined).

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, school counselor experience with PPS credential.
- 1 year for every 2 years of private counseling experience with children.
- Creditable service is granted exclusively for full-time, full school years of experience (maximum 8 years combined).**

*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.

Definition of Full-Time, Full School Years:

-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.

Calculation for Longevity:

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

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.
- Montessori stipends apply only to fully completed certificate programs from accredited Montessori training centers.