

California Montessori Project

Principal & Director of Program Pay Scale * 250 day work schedule (Eff. 7-1-23)

Yrs Exp	Under 400	Over 400
1	\$100,000	\$102,000
2	\$103,000	\$105,060
3	\$106,090	\$108,212
4	\$109,273	\$111,458
5	\$112,551	\$114,802
6	\$115,928	\$118,246
7	\$119,405	\$121,793
8	\$119,405	\$121,793
9	\$122,987	\$125,447
10+	\$122,987	\$125,447

Education and Training Stipends		Compensation Calculation	
\$1000 for each level of Montessori Certification	\$1,000	Base salary:	\$ _____
Master's Degree	\$1,500	Education/Training Stipends:	\$ _____
2 nd Master's Degree	\$1,000	Other:	\$ _____
Doctorate Degree	\$1,500		
Dual Credential (in assignment)	\$1,500		
6 th yr CMP Service	\$1,000		
11 th yr CMP Service	\$1,000		
16 th yr CMP Service	\$1,000		
Administrative Services Credential (Tier 1 or 2)	\$1,000	**Total Compensation:	\$ _____

Dates	Credit/ # yrs	Employer	Public / Private	Grade Level 3-6; Elem; Middle; HS	Work Assignment
			<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

BS/BA	CTC	Montessori 3-6; 6-9; 9-12; MS	Masters	Doctorate	Spec Ed. Credential	Admin Credential	Other:	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"/>

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

Salary Scale Considerations and Enrollment Estimates

- Salary will be established based on projected enrollment at beginning of school year.
- Salary may be adjusted at September 1 and January 1 for enrollment increases/decreases.
- Montessori certification must be from an accredited AMS/AMI training program to be eligible for Montessori stipend.
- Special education credential stipend shall be extended when this is a second credential in addition to a general education credential.
- Other adjunct duties may be extended year by year by special appointment of the Executive Director and are only for one year terms.

Credit for previous work experience

5 years maximum allowable credit for qualifying previous school principal/administrator employment or related business experience as follows:

- 1 year for each year of full-time, full-year, public school principal or public school administrator experience.
- 1 year for every 2 years FT/FY private elementary, middle, or high school principal or private school administrator experience.
- 1 year for every 2 years of FT/FY service as a CMP Dean of Students

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.

Print Name

Signature

Date

Admin Initials