

CALIFORNIA MONTESSORI PROJECT
GENERAL ED CTC, SPED CTC, COUNSELOR SALARY SCALE 2023-2024 (eff. 07.01.2023) eff. 01.01.2024

Years of Service	A			B			C			D			Annual Stipends	
	Intern/ Emer. Permit	BA + Credential	BA + 60+ BA + MA SpED CTC	BA + National Certification										
1	54,000	55,467	60,000											
2	54,500	55,467	60,000											
3		55,467	61,206				67,327							
4		55,467	61,818				69,347							
5			63,673				71,427							
6			65,583				73,570							
7			67,550				75,777							
8			69,577				78,050							
9			70,968				80,392							
10			72,388				82,804							
11			73,835				84,460							
12			74,574				86,149							
13			75,320				87,872							
14			76,073				89,629							
15			76,833				90,526							
16			77,602				91,431							
17			79,154				93,260							
18			79,154				93,260							
19			80,737				95,125							
20			80,737				95,125							
21			83,966				98,930							
22			83,966				98,930							
23			85,646				100,908							
24			87,359				102,927							
25			89,106				104,985							

Annual Stipends		
Second Masters Degree		1,250.00
PhD/Doctorate Degree		1,500.00
Dual Cred in Assignment		1,500.00
Administrative Credential		1,000.00
Licensure LPCC/LCSW/LMFT		3,000.00
Autism Certification		500.00
Montessori 3-6 Certificate		1,000.00
Montessori 6-9 Certificate		1,000.00
Montessori 6-12 Certificate		2,500.00
Montessori Middle School Cert		1,500.00
6th yr CMP service (FT CTC yrs only)		2,000.00
11th yr contin. CMP service (FT CTC yrs only)		3,000.00
16th yr contin. CMP service (FT CTC yrs only)		2,500.00
SpED CTC	6% of base salary	
Counselor	4% of base salary	
Total Stipends:		
Base Salary:		
Total Compensation:		
FTE (if less than 100%)		
No Change		
	1%	
	2%	
	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 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.

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List all qualifying employment and attach documentation (full years of lead teaching experiences only).

Dates	# years	School/District Name	Pub-Priv	Grade Level:	Position:

List graduate units of study with copies of transcripts for salary credit (*do not include units toward Montessori certificate*).

Dates	# units	School Name, City, State	Major/Curriculum Focus

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

Print Name **Signature** **Date** **HR Initials**