

**California Montessori Project**  
**Program Specialist Pay Scale** (eff. 7-1-2024)  
200~~192~~ day work schedule

Yrs Experience	Annual Salary
1	\$84,375
	<del>81,000</del>
2	\$86,906
	<del>82,500</del>
3	\$89,513
	<del>83,000</del>
4	\$92,198
	<del>84,500</del>
5	\$94,964
	<del>85,000</del>
6+	\$97,813
	<del>86,500</del>
7	\$100,747
	<del>87,000</del>
8	\$103,769
	<del>88,500</del>
9	\$106,882
	<del>89,000</del>
10+	\$110,088
	<del>90,500</del>

3% increase for each year after 10

Education and Training Stipends	
<del>Montessori 3-6 Certificate</del>	<del>\$1,000</del>
<del>Montessori 6-9 Certificate</del>	<del>\$1,000</del>
<del>Montessori 6-12 Certificate</del>	<del>\$2,500</del>
<del>Montessori Middle School Certificate</del>	<del>\$1,500</del>
\$1,000 for each level of Montessori Certification	\$1,000
<del>Pupil Personnel Service Credential</del>	<del>\$1,500</del>
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
<del>Dual-Cred Special Ed/General Ed</del>	<del>\$1,500</del>
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.

\*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.*

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**Print Name**

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**Signature**

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**Date**

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**HR Admin Initials**

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