

**California Montessori Project**  
**Board Certified Behavior Analyst (192 days)** (eff. July 1, 2024)

Yrs Experience	
1	\$83,435
2	\$85,938 <del>84,935</del>
3	\$88,516 <del>85,435</del>
4	\$91,172 <del>86,935</del>
5	\$93,907 <del>87,435</del>
6	\$96,724 <del>88,935</del>
7	\$99,626 <del>89,435</del>
8	\$102,615 <del>90,935</del>
9	\$105,693 <del>91,435</del>
10+	\$108,864 <del>92,935</del>

3% increase each year after 10

Education and Training Stipends		Compensation Calculation	
2 <sup>nd</sup> Masters Degree	\$1,000	Base Salary:	\$ _____
PhD/Doctorate Degree	\$1,500	Education/Training Stipends:	\$ _____
6 yr contin. CMP full-time service	\$2,000	Total Compensation:	\$ _____
11 yr contin. CMP full-time service	\$3,000		
16 yr contin. CMP full-time service	\$2,500		
<del>Lead BCBA</del>	<del>\$5,000</del>		
Supervisor of RBTs	\$500		

**Credit for previous work experience**

5 years maximum allowable credit for qualifying previous behavior support specialist or BCBA experience as follows:  
 1 year for each year of full-time, full-year, non-CMP public or private school experience.  
 1 year for every 2 years of previous special education experience with CMP.

\*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.

*List qualifying employment and attach documentation (full years of full-time qualifying experience only).*

Dates	# years	School Name	Position

*Supporting documentation must be returned with Employment Packet to the Human Resources Dept. prior to issuance of employment agreement to receive payroll credit for work experience and educational study.*

\_\_\_\_\_ **Print Name**

\_\_\_\_\_ **Signature**

\_\_\_\_\_ **Date**

\_\_\_\_\_ **Admin Initials**