

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

Yrs Experience	Annual Salary
1	\$84,375
2	\$86,906
3	\$89,513
4	\$92,198
5	\$94,964
6+	\$97,813
7	\$100,747
8	\$103,769
9	\$106,882
10+	\$110,088

3% increase for each year after 10

Education and Training Stipends	
\$1,000 for each level of Montessori Certification	\$1,000
Pupil Personnel Service Credential	\$1,500
Multiple Subject Teaching Credential	\$1,500
Single Subject Teaching Credential	\$1,500
Education Specialist Credential	\$1,500
Masters Degree	\$1,500
2 nd Masters Degree	\$1,000
Doctorate/PhD	\$1,500
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:	\$ _____
**Total Compensation:	\$ _____

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.

Print Name

Signature

Date

HR Admin Initials