

Montessori Peaks Academy 2019 -20 Employee Compensation Policy

Teachers:

It is the policy of Montessori Peaks to pay their teachers at a salary range of \$45,000 - \$70,000. These positions are a one year contract, with no guarantee for future employment.

Assistants:

It is the policy of Montessori Peaks to pay all classroom assistants a base salary of \$23,850. Stipends may be given after four or more years of service. These positions are a one year contract, with no guarantee for future employment.

Principal and/or Administrator:

It is the policy of Montessori Peaks for the Board of Directors to determine the annual salary of the Principal based on years of experience, education level, and job performance. The salary range is \$90,000-\$110,000.

Administration Support Staff:

It is the policy of Montessori Peaks to allow the Principal and/or Administrator to determine the rate of pay based on years of experience, education level, job performance, and allowable budget to hire the business manager, enrollment secretary, clinic aide, primary director, food services manager and facilities manager. These positions are a 1 year contract, with no guarantee for future employment.

Before/Aftercare Coordinator and Support Staff

It is the policy of Montessori Peaks to pay the Before/Aftercare Coordinator an annual salary based on annual market studies to determine competitive levels of compensation for similar job descriptions at other schools both public and private, education level, and job performance. These positions are a 1 year contract, with no guarantee for future employment. The support staff for this position is paid an hourly rate based on education level, years of experience, and job performance.

****MPA complies with the "Fair Labor Standards Act" (FLSA) which requires that employees be paid at least the federal minimum wage for all hours worked, subject to exemptions and allowable deductions.****

NOTE: Employees working 20 hours or more a week are eligible for the districts health, dental, vision, or life insurance coverage. MPA pays \$465.44 per month toward an employees health insurance premium for all full time employees and part time employees working 30 or more hours per week using Jeffco's offered health insurance.