

California Montessori Project Pay Scale

Classified Instructional/Club Montessori Staff (185+ day work schedule) eff. 7-1-2021

Years Experience	HS	HS +	HS +	HS +	HS +	HS +	HS +	HS +	HS +
	Diploma	15 units	30 units	45 units	60 units	75 units	90 units	105 units	120 units
1	\$14.00	\$14.25	\$14.50	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00
2	\$14.25	\$14.50	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25
3	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75
4	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00
5	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25
6	\$15.50	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50
7	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00
8	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00	\$18.25
9	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00	\$18.25	\$18.50
10	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00	\$18.25	\$18.50	\$18.75
11	\$17.25	\$17.50	\$17.75	\$18.00	\$18.25	\$18.50	\$18.75	\$19.00	\$19.25
12	\$17.50	\$17.75	\$18.00	\$18.25	\$18.50	\$18.75	\$19.00	\$19.25	\$19.50
13	\$17.75	\$18.00	\$18.25	\$18.50	\$18.75	\$19.00	\$19.25	\$19.50	\$19.75
14	\$18.00	\$18.25	\$18.50	\$18.75	\$19.00	\$19.25	\$19.50	\$19.75	\$20.00
15	\$18.25	\$18.50	\$18.75	\$19.00	\$19.25	\$19.50	\$19.75	\$20.00	\$20.25

After Year 15, rate increases by .25 per year, with exception of Year 16 and 20 which will increase by .50 per year.

Work Experience allows for:

- *Maximum 4 years creditable service for previous CMP Admin. Experience (1 year credit for 2 years' experience).
- *Maximum 8 years of creditable service given for elementary public or Montessori lead teacher experience.
- *1 year of credit given for every 2 years of K-8 private (non-Montessori), public or Montessori TA experience (non-CMP).
- * Service credit given only for full-time, full years of experience.

Montessori-3-6	\$0.50	Sub Coord. (150-200)	\$0.30
Montessori- 6-9	\$0.50	Sub Coord. (300-399)	\$0.45
Montessori- 6-12	\$1.00	Sub Coord. (400-549+)	\$0.60
Montessori- MS	\$0.75	CM Coord. I	\$0.75
AA/AS Degree	\$0.50	CM Coord. II	\$1.00
BA/BS Degree (repl. AA degree)	\$1.00	CPI	\$0.13
Masters Degree (repl. BA degree)	\$1.50	Other	\$
Mont. Classroom Mentor	\$0.50		
Special Ed.	\$1.00		
SpEd. w/Beh. Support (repl. SpEd \$1)	\$2.00	Total:	

Units of Study

- * Montessori Certificates must be from an accredited program.
- * Units contributing toward a Montessori Certification are not counted toward scale placement.
- * All educational units must be from an accredited, degree granting college or university.
- * All units based on semester units (quarter units conversion: 1 Quarter Unit = .67 Semester Unit).

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

Dates	# of years	School Name	Public / Private	Grade Level 3-6; Elem; Middle	Duties: Elem assistant, etc.
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List units of study with copies of transcripts for salary credit. (Do not include units toward Montessori certificate)

Dates	# of units	School Name	Major	Notes

This survey & 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

HR Admin Initials