

California Montessori Project

Principal's Pay Scale – Effective 07/01/2015 (2015-16 to ___) * 250 day work schedule

Yrs Exp	100-199	200-299	300-399	400-549	550-699	700 +
1	\$72,500	\$75,000	\$77,500	\$80,000	\$82,500	\$85,000
2	\$73,500	\$76,000	\$78,500	\$81,000	\$83,500	\$86,000
3	\$74,500	\$77,000	\$79,500	\$82,000	\$84,500	\$87,000
4	\$75,500	\$78,000	\$80,500	\$83,000	\$85,500	\$88,000
5	\$76,500	\$79,000	\$81,500	\$84,000	\$86,500	\$89,000
6	\$77,500	\$80,000	\$82,500	\$85,000	\$87,500	\$90,000
7	\$78,500	\$81,000	\$83,500	\$86,000	\$88,500	\$91,000
8	\$79,500	\$82,000	\$84,500	\$87,000	\$89,500	\$92,000
9	\$80,500	\$83,000	\$85,500	\$88,000	\$90,500	\$93,000
10	\$81,500	\$84,000	\$86,500	\$89,000	\$91,500	\$94,000
11	\$82,500	\$85,000	\$87,500	\$90,000	\$92,500	\$95,000
12	\$83,500	\$86,000	\$88,500	\$91,000	\$93,500	\$96,000
13	\$84,500	\$87,000	\$89,500	\$92,000	\$94,500	\$97,000
14	\$85,500	\$88,000	\$90,500	\$93,000	\$95,500	\$98,000
15	\$86,500	\$89,000	\$91,500	\$94,000	\$96,500	\$99,000
16	\$87,500	\$90,000	\$92,500	\$95,000	\$97,500	\$100,000
17	\$88,500	\$91,000	\$93,500	\$96,000	\$98,500	\$101,000
18	\$89,500	\$92,000	\$94,500	\$97,000	\$99,500	\$102,000
19	\$90,500	\$93,000	\$95,500	\$98,000	\$100,500	\$103,000
20	\$91,500	\$94,000	\$96,500	\$99,000	\$101,500	\$104,000

Education and Training Stipends	
\$1500 for 1 st Mont Cert + \$1000 for each add'l Cert	\$ _____
Masters Degree	\$1,500
Doctorate Degree	\$1,500
Special Ed Credential (dual credential holder)	\$1,500
Administrative Services Credential (Tier 1 or Tier 2)	\$2,000

Compensation Calculation	
Base salary:	\$ _____
Education/Training Stipends:	\$ _____
Other:	\$ _____
**Total Compensation:	\$ _____

Salary Scale Considerations and Enrollment Estimates
<ul style="list-style-type: none"> Salary will be established based on projected enrollment at beginning of school year. Salary may be adjusted at September 1 and January 1 for enrollment increases/decreases. Montessori certification must be from an accredited AMS/AMI training program to be eligible for Montessori stipend. Special education credential stipend shall be extended when this is a second credential in addition to a general education credential. Other adjunct duties may be extended year by year by special appointment of the Executive Director and are only for one year terms.

Credit for previous work experience
5 years maximum allowable credit for qualifying previous school principal/administrator employment or related business experience as follows: 1 year for each year of full-time, full-year, public school principal or public school administrator experience. 1 year for every 2 years FT/FY private elementary, middle, or high school principal or private school administrator experience. 1 year for every 2 years of FT/FY service as a CMP Dean of Students Level II. 1 year for every 3 years of FT/FY service as a CMP Dean of Students Level I (previously termed CMP Education Specialist). 1 year for every 4 years of FT/FY private preschool principal/administrator experience or appropriate related business 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.

Dates	Credit/ # yrs	Employer	Public / Private	Grade Level 3-6; Elem; Middle; HS	Work Assignment
			<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"/>	
			<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

BS/BA	CTC	Montessori 3-6; 6-9; 9-12; MS	Masters	Doctorate	Spec Ed. Credential	Admin Credential	Other:	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"/>

All documentation must be turned in to HR Dept. prior to issuance of employment agreement to receive payroll credit for work experience & educational study.

Print Name

Signature

Date

Admin Initials