**CMP DRAFT PROPOSAL**

**CTC SCALE for SPRING Semester 2016 ** eff. 01-01-2016**

**Note: Tuition Stipends and BTSA costs not included in this proposal**

| | A | B | C | D | E | F |
|---|---|---|---|---|---|---|
| **Years of Service** | **BA + 30 Units** | **BA + 45 Units** | **BA + 60 Units** | **BA + 75 Units** | **BA + 90 Units** | **BA + 105 Units** |
| 1 | $42,000 | $42,250 | $42,500 | $42,750 | $43,000 | $43,250 |
| 2 | $42,250 | $42,500 | $42,750 | $43,000 | $43,250 | $43,500 |
| 3 | $42,500 | $42,750 | $43,000 | $43,250 | $43,500 | $43,750 |
| 4 | $42,750 | $43,000 | $43,250 | $43,500 | $43,750 | $44,000 |
| 5 | $43,000 | $43,250 | $43,500 | $43,750 | $44,000 | $44,250 |
| 6 | $43,250 | $43,500 | $43,750 | $44,000 | $44,250 | $44,500 |
| 7 | $43,500 | $43,750 | $44,000 | $44,250 | $44,500 | $44,750 |
| 8 | $43,750 | $44,000 | $44,250 | $44,500 | $44,750 | $45,000 |
| 9 | $44,000 | $44,250 | $44,500 | $44,750 | $45,000 | $45,250 |
| 10 | $44,250 | $44,500 | $44,750 | $45,000 | $45,250 | $45,500 |
| 11 | $44,500 | $44,750 | $45,000 | $45,250 | $45,500 | $46,000 |
| 12 | $44,750 | $45,000 | $45,250 | $45,500 | $46,000 | $47,000 |
| 13 | $45,000 | $45,250 | $45,500 | $46,000 | $47,000 | $48,000 |
| 14 | $45,250 | $45,500 | $46,000 | $47,000 | $48,000 | $49,000 |
| 15 | $45,500 | $46,000 | $47,000 | $48,000 | $49,000 | $50,000 |

> 16th year and beyond: add $500 each additional year of full-time service.

| | **Annual Stipends** | |
|---|---|---|
| | (Mont Stipends apply to accredited programs only) | |
| 1MC | An'l Bonus:1st Montessori Cert | $500.00 |
| ECE | Montessori 3-6 Cert | $1,000.00 |
| ELI | Montessori 6-9 Cert | $1,000.00 |
| ELII | Montessori 6-12 Cert | $2,500.00 |
| SEC | Montessori Middle School Cert | $1,500.00 |
| MA | Masters Degree | $1,500.00 |
| MA2 | Second Masters Degree | $1,000.00 |
| SE | Dual Cred-SpEd/MS in assignmt | $1,500.00 |
| AD | Administrative Cred ~~in assignmnt~~ | $1,000.00 |
| NB | National Board Certification | $1,000.00 |
| ~~5Yr~~ | ~~Longevity: 5 CMP/5 Clr CTC/5 MC~~ | ~~$1,000.00~~ |
| 6+L | 6th yr continuous FT CMP service | $2,000.00 |
| 11+L | 11th yr continuous FT CMP servic | $3,000.00 |

* Note: Mentorships and adjunct duty stipends will be added separately to annual compensation.

Total Annual Compensation: _____

**Certificated Salary Scale allows for:**

* Maximum of 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 non-Montessori private school experience.
* Montessori pre-school lead teacher experience may only count as creditable experience for new Kindergarten teachers.
* Creditable service is granted exclusively for full-time, full school years non-CMP experience (maximum 8 years combined)

**Graduate Units & Montessori Credits**

* All educational units are based on semester units (quarter or trimester units conversion: 1 Quarter unit = .67 semester unit)
* All educational units must be "academic units" from regionally accredited, degree granting colleges and universities.
* Educational units contributing toward a Montessori stipend shall be excluded from column A-F credit.
* Montessori stipends apply only to fully completed certificate programs from accredited Montessori Training Centers

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

| Dates | # years | School Name | | Public or Private | | Indicate Grade Level: 3-6; Elem; Mid schl, etc. | Duties: eg. Lead Tchr, TA, etc. |
|---|---|---|---|---|---|---|---|
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**List graduate units of study with copies of transcripts for salary credit. (Do not include units toward Montessori certificate)**

| Dates | # of units | School Name | Major | Notes |
|---|---|---|---|---|
| | | | | |
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| | | | | |

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**

*Draft 10/31/2014 lmrc*