



## Montessori del Mundo Full Time Teacher Salary Matrix

Teacher's Name: \_\_\_\_\_ Position \_\_\_\_\_ Year \_\_\_\_\_

### Full Time Teacher Salary Matrix

At Montessori del Mundo we believe teachers should be fairly compensated and that more effective teachers deserve a higher salary. The following salary matrix outlines how salary is calculated for full time teachers as of April 8<sup>th</sup>, 2014.<sup>1</sup> This matrix is applied at the discretion of the Head of School. Documentation must be provided for each indicator earned. The Head of School will review all documentation and it will be kept on file at the school. Teachers wishing to add additional degrees, credentials, licenses, or experience must notify the Head of School prior to April 1<sup>st</sup> and provide documentation prior to July 15<sup>th</sup> to be considered for the following school year. Teacher Leader Bonuses may be added throughout the year at the discretion of the Head of School.

<b>Certifications, Education, Licenses</b>	<b>Rate</b>	<b>Copy on File</b>	<b>Teacher's Salary</b>
Masters in a related field <sup>2</sup>	\$2,000		
Masters in Dual Language/ Bilingual Education	\$2,500		
Initial/Provisional CO Teaching License	\$1,000		
Professional CO Teaching License	\$1,500		
LDE Endorsement	\$1,000		
LDE Bilingual Specialist Endorsement	\$1,000		
Montessori Certification at Appropriate Grade Level	\$1,500		
Montessori Certificate at a different level	\$1,000		
Montessori Certification at Grade Level/ Guided Reading and Writers Workshop <i>One time signing bonus</i>	\$1,000		
<b>Certifications, Education and Licenses Total:</b>			

<sup>1</sup> The salary matrix may be amended each year at the discretion of the Head of School

<sup>2</sup> Such as Curriculum and Instruction, Early Childhood Education, Elementary Education, Literacy Development, Montessori. Not including masters in subjects that the teacher is not teaching such as: engineering, architecture, marketing, etc. A second master's degree will be worth an additional \$1000.



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Experience	Rate	Copy on File	Teacher's Salary
3 or more years as certified lead Montessori teacher in different classrooms or at different age level	\$1,000		
3 or more years as certified lead Montessori teacher in the same classroom at the same age level	\$2,000		
Teaching Experience prior to Mdm <sup>3</sup>	\$200/year # of years _____		
# of years at Mdm (starting in year 3) at "Effective Teacher" level <sup>4</sup>	\$350/year # of years _____		
# of years at Mdm (starting in year 3) at "Advanced Teacher" level <sup>3</sup>	\$500/year # of years _____		
<b>Experience Total:</b>			

Performance and Leadership	Rate	Copy on File	Teacher's Salary
Effective Teacher Bonus <sup>5</sup>	\$2,500		
Advanced Teacher Bonus <sup>6</sup>	\$5,000		
Master Teacher Bonus	\$7,500		
Teacher Leader Bonus Total <sup>7</sup>	Dependent on Responsibilities		
<b>Performance and Leadership Total:</b>			

<sup>3</sup> Only full time, full year teaching experience as the lead teacher in the classroom counts. Experience must have been earned within the last 10 years and after completing a bachelor's degree.

<sup>4</sup> Teachers are eligible to count years after their first two at the school in which their evaluation is at the "Effective" or "Advanced" teacher level.

<sup>5</sup> Based on the Montessori del Mundo Teacher Evaluation Rubric

<sup>6</sup> Performance bonuses can not be compounded. A teacher may only earn one performance bonus at a time.

<sup>7</sup> Attach Teacher Leader Bonus Worksheet as applicable.



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<b><u>Total Salary Calculation</u></b>	Teacher's Salary
<b>Highly Qualified Teacher Base Salary<sup>8</sup></b>	\$32,000
<b>Certifications, Education, and Licenses</b>	
<b>Experience</b>	
<b>Performance and Leadership</b>	
<b>Teacher's Total Annual Salary<sup>9</sup>:</b>	

**Head of School:** I have reviewed the necessary documentation and placed it on file.

\_\_\_\_\_  
Karen Farquharson, Head of School

\_\_\_\_\_  
Date

**Teacher:** The documentation I have provided is accurate to the best of my knowledge. I understand that falsification of documentation shall result in revocation of related salary and may result in dismissal.

\_\_\_\_\_  
Teacher Name, Please Print

\_\_\_\_\_  
Teacher Signature

\_\_\_\_\_  
Date

<sup>8</sup> HQ Teachers must provide proof of BA and passing score on PLACE or PRAXIS test.  
<sup>9</sup> Total Annual Salary will be paid as described in the teacher contract and in no way alters the at-will nature of the employment agreement.



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**Teacher Leader Bonus Worksheet**

<b>Teacher Leader Role:</b>	<b>Timeline for completion:</b>
<b>Description of Responsibilities and Duties:</b> <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>	<b>Release time provided?</b>
	<b>Compensation amount:</b>
	<b>To be paid on (date/frequency):</b>
<b>Teacher Leader Role:</b>	<b>Timeline for completion:</b>
<b>Description of Responsibilities and Duties:</b> <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>	<b>Release time provided?</b>
	<b>Compensation amount:</b>
	<b>To be paid on (date/frequency):</b>

**Total Teacher Leader Compensation<sup>10</sup>**

<b>Role:</b>	<b>Compensation</b>
<b>Teacher Leader Compensation Total:</b>	

<sup>10</sup> Attach Additional Sheets if Necessary