

Support Teacher's Name: _____ Agreement for School Year: _____

Support Teacher Starting Salary Matrix

The following salary matrix outlines how starting salary is calculated for support teachers for the 2019-2020 school year.¹ This matrix is applied at the discretion of the Principal. Documentation must be provided for each indicator earned. The Executive Director will review all documentation and it will be kept on file at the school, salary may be adjusted if documentation is not provided. Support Teachers wishing to add additional degrees, credentials, licenses, or experience must notify the Principal prior to April 1st and provide documentation prior to July 15th to be considered for the following school year.

	Hourly Rate	Copy on File	Hourly Salary
Base Salary	\$12.60	n/a	\$12.60
Associates Degree ²	\$0.50		
Bachelor's Degree	\$1.00		
Montessori Certification	\$2.00		
PRAXIS + BA	\$0.25		
Previous Montessori Experience	\$0.15 ³		
Hard to Staff (GLQ, bilingual, SpEd)	\$1.00		
Total Hourly Starting Salary:			

 Karen Farquharson, Principal

 Date

 Support Teacher Signature

 Date

¹ The salary matrix may be amended each year at the discretion of the Principal and Executive Director

² Credit for Associates degree OR Bachelor's degree

³ Must be full years of work in either Lead or Support teacher role in a Montessori classroom. Up to 10 years.

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Support Teacher Annual Salary Agreement

Schedule for part-time work:

Day	Schedule	# of hours
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		
	Total/week	
	FTE =	

****PD Day Schedule: Work Full Day**

Hourly rate for previous School Year: _____	
+ _____% Raise this year:	
+ Additions: _____	
Hourly rate for school year: _____	

# of contract days (195 + 7 pd holidays)	Hours per day	Annual Salary	Monthly salary (before overtime + additional PD hours)
202 x	=	/12=	

Karen Farquharson, Principal

Date

Support Teacher Signature

Date