

APPENDIX C: Revised for state budget cuts

Guide's Name: _____

Agreement for School Year: **2020 - 2021**

Lead Guide Starting Salary Matrix

The following salary matrix outlines how starting salary is calculated for guides for the 2020-2021 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. Guides 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.

	Rate	Copy on File	Guide's Salary
Base Salary	\$36,500	n/a	\$36,500
Masters in a related field ²	\$2,500		
CO Teaching License	\$1,500		
Montessori Certification (per age group) ³	\$1,500		
Lead Teaching Experience (per year) ⁴	\$500		
Support Teaching Experience at MdM ⁵	\$300		
Hard to Staff (bilingual, SpEd)	\$1,500		
PRE-COVID SALARY			
3% COVID related salary reduction			
Total Starting Salary:			

Montessori del Mundo

Employee

By: _____

By: _____

Printed First and Last Name Title

Employee, Printed First and Last Name

¹ The salary matrix may be amended each year at the discretion of the Principal and Executive Director
² 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, marketing, etc.

³ This applies to Montessori certifications for ages served by the school: 3-6, 6-9, 9-12

⁴ Maximum of 10 years, must be complete school years as a lead teacher.

⁵ Maximum of 10 years, full years only

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Date: _____

Lead Guide Annual Salary Agreement

Schedule for part-time work:

Day	Schedule	# of hours
Monday		
Tuesday		
Wednesday	<i>Full time</i>	
Thursday		
Friday		
	Total/week	<i>40 hours</i>
	FTE =	<i>1</i>

1 FTE Salary for previous School Year: _____	\$ N/A
+ Additions: _____	\$ N/A
Salary at full time:	\$
x Full Time Equivalence:	
Base annual salary for school year: <u>2020 - 2021</u>	\$
Monthly wellness stipend (\$40 x 12 months)	+ 480.00
Gross annual salary for school year: <u>2020 - 2021</u>	\$

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Employee

By: _____

By: _____

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Printed First and Last Name Title
Name

Employee, Printed First and Last

Date: _____

Date: _____