

## **2023 - 2024 School Year**

### **NEW Assistant Teacher/Hourly Support Starting Salary Matrix**

The following salary matrix outlines how starting salary is calculated for Assistant Teachers for the 2022-2023 school year.<sup>1</sup> This matrix is applied at the discretion of the Executive Director. 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. Assistant Teachers wishing to add additional degrees, credentials, licenses, or experience must notify the Executive Director 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.

	Hourly Rate	Copy on File	Hourly Rate
Base Hourly Rate	<b>\$14.05</b>	n/a	<b>\$14.05</b>
Associates Degree <sup>2</sup>	\$0.50		\$0.50
Bachelor's Degree	\$1.00		\$1.00
Related Master's Degree	\$1.00		\$1.00
PRAXIS + BA or Montessori Asst. Cert.	\$0.25		\$0.25
CO Teaching license for grade level	\$1.00		\$1.00
Montessori Guide Certification	\$2.00		\$2.00
Previous Montessori Asst. Experience or position specific experience <sup>3</sup>	\$0.15		\$0.15
Previous lead teaching Experience or management experience <sup>4</sup>	\$0.30		\$0.30
Hard to Staff (GLQ, bilingual, SpEd)	\$1.00		\$1.00
Other:	\$_____		\$1.00
<b>Total Starting Hourly Rate:</b>			<b>\$00.00</b>

**These positions also include \$4,000 in retention bonuses paid out in equal monthly installments.**

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

<sup>2</sup> Credit for Associates degree OR Bachelor's degree

<sup>3</sup> Must be full years of work in Assistant Teacher role in a Montessori classroom. Up to 10 years.

<sup>4</sup> Must be full years of work in a Lead Teacher role in a Montessori classroom. Up to 10 years.

## **2022 - 2023 School Year**

### **Montessori Guide Starting Salary Matrix**

The following salary matrix outlines how starting salary is calculated for guides for the 2022-2023 school year.<sup>5</sup> This matrix is applied at the discretion of the Executive Director. 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 Executive Director 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.

	Rate	Copy on File	Guide's Salary
Base Salary	<b>\$39,000</b>	n/a	<b>\$39,000</b>
Masters in a related field <sup>6</sup>	\$5,000		\$5,000
Doctorate in a related field <sup>2</sup>	\$5,000		\$5,000
CO Elementary Teaching License	\$1,500		\$1,500
Montessori Certification (per age group) <sup>7</sup>	\$1,500		\$1,500
Lead Teaching Experience (per year) <sup>8</sup>	\$500		\$500
Support Teaching Experience at MdM <sup>9</sup>	\$300		\$300
Hard to Staff (bilingual, SpEd)	\$1,500		\$1,500
Other:			\$0,000
<b>Total Starting Salary:</b>			<b>\$00,000</b>

**These positions also include \$4,000 in retention bonuses paid out in equal monthly installments.**

<sup>5</sup> The salary matrix may be amended each year at the discretion of the Executive Director

<sup>6</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, marketing, etc.

<sup>7</sup> This applies to Montessori certifications for ages served by the school: 3-6, 6-9, 9-12

<sup>8</sup> Maximum of 10 years, must be complete school years as a lead teacher.

<sup>9</sup> Maximum of 10 years, full years only