

## APPENDIX C:

Employee's Name: \_\_\_\_\_ Agreement for School Year: **2021 -2022**

### **NEW Assistant Teacher Starting Salary Matrix**

The following salary matrix outlines how starting salary is calculated for Assistant Teachers for the 2021-2022 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>\$13.40</b>	n/a	<b>\$13.40</b>
Associates Degree <sup>2</sup>	\$0.50		
Bachelor's Degree	\$1.00		
Montessori Certification	\$2.00		
PRAXIS + BA	\$0.25		
Previous Montessori Experience	\$0.15 <sup>3</sup>		
Hard to Staff (GLQ, bilingual, SpEd)	\$1.00		
Other:	\$ _____		
<b>Total Starting Hourly Rate:</b>			

**Montessori del Mundo**

**Employee**

By: \_\_\_\_\_

By: \_\_\_\_\_

\_\_\_\_\_  
Printed First and Last Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Employee, Printed First and Last Name

Date: \_\_\_\_\_

Date: \_\_\_\_\_

<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 either Lead or Assistant Teacher role in a Montessori classroom. Up to 10 years.

## APPENDIX C:

Guide's Name: \_\_\_\_\_ Agreement for School Year: **2021 -2022**

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

The following salary matrix outlines how starting salary is calculated for guides for the 2020-2021 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. 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>\$38,000</b>	n/a	<b>\$38,000</b>
Masters in a related field <sup>2</sup>	\$5,000		
CO Elementary Teaching License	\$1,500		
Montessori Certification (per age group) <sup>3</sup>	\$1,500		
Lead Teaching Experience (per year) <sup>4</sup>	\$500		
Support Teaching Experience at MdM <sup>5</sup>	\$300		
Hard to Staff (bilingual, SpEd)	\$1,500		
Other:			
<b>Total Starting Salary:</b>			

**Montessori del Mundo**

**Employee**

By: \_\_\_\_\_

By: \_\_\_\_\_

\_\_\_\_\_  
Printed First and Last Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Employee, Printed First and Last Name

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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

<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, marketing, etc.

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

<sup>4</sup> Maximum of 10 years, must be complete school years as a lead teacher.

<sup>5</sup> Maximum of 10 years, full years only