

**California Montessori Project**  
**Principal's Pay Scale \* 250 day work schedule** (Eff. 7-1-2015)

Yrs Exp	100-199	200-299	300-399	400-549	550-699	700 +
1	\$72,500	\$75,000	\$77,500	\$80,000	\$82,500	\$85,000
2	\$73,500	\$76,000	\$78,500	\$81,000	\$83,500	\$86,000
3	\$74,500	\$77,000	\$79,500	\$82,000	\$84,500	\$87,000
4	\$75,500	\$78,000	\$80,500	\$83,000	\$85,500	\$88,000
5	\$76,500	\$79,000	\$81,500	\$84,000	\$86,500	\$89,000
6	\$77,500	\$80,000	\$82,500	\$85,000	\$87,500	\$90,000
7	\$78,500	\$81,000	\$83,500	\$86,000	\$88,500	\$91,000
8	\$79,500	\$82,000	\$84,500	\$87,000	\$89,500	\$92,000
9	\$80,500	\$83,000	\$85,500	\$88,000	\$90,500	\$93,000
10	\$81,500	\$84,000	\$86,500	\$89,000	\$91,500	\$94,000
11	\$82,500	\$85,000	\$87,500	\$90,000	\$92,500	\$95,000
12	\$83,500	\$86,000	\$88,500	\$91,000	\$93,500	\$96,000
13	\$84,500	\$87,000	\$89,500	\$92,000	\$94,500	\$97,000
14	\$85,500	\$88,000	\$90,500	\$93,000	\$95,500	\$98,000
15	\$86,500	\$89,000	\$91,500	\$94,000	\$96,500	\$99,000
16	\$87,500	\$90,000	\$92,500	\$95,000	\$97,500	\$100,000
17	\$88,500	\$91,000	\$93,500	\$96,000	\$98,500	\$101,000
18	\$89,500	\$92,000	\$94,500	\$97,000	\$99,500	\$102,000
19	\$90,500	\$93,000	\$95,500	\$98,000	\$100,500	\$103,000
20	\$91,500	\$94,000	\$96,500	\$99,000	\$101,500	\$104,000

Education and Training Stipends	
\$1500 for 1 <sup>st</sup> Mont Cert + \$1000 for each add'l Cert	\$ _____
Masters Degree	\$1,500
Doctorate Degree	\$1,500
Special Ed Credential (dual credential holder)	\$1,500
Administrative Services Credential (Tier 1 or Tier 2)	\$2,000

Compensation Calculation	
Base salary:	\$ _____
Education/Training Stipends:	\$ _____
Other:	\$ _____
<b>**Total Compensation:</b>	<b>\$ _____</b>

Dates	Credit/ # yrs	Employer	Public / Private		Grade Level 3-6; Elem; Middle; HS				Work Assignment
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

BS/BA	CTC	Montessori 3-6; 6-9; 9-12; MS	Masters	Doctorate	Spec Ed. Credential	Admin Credential	Other:	Other:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

All documentation must be turned in to HR Dept. prior to issuance of employment agreement to receive payroll credit for work experience & educational study.

**Print Name**

**Signature**

**Date**

**Admin Initials**

### **Salary Scale Considerations and Enrollment Estimates**

- Salary will be established based on projected enrollment at beginning of school year.
- Salary may be adjusted at September 1 and January 1 for enrollment increases/decreases.
- Montessori certification must be from an accredited AMS/AMI training program to be eligible for Montessori stipend.
- Special education credential stipend shall be extended when this is a second credential in addition to a general education credential.
- Other adjunct duties may be extended year by year by special appointment of the Executive Director and are only for one year terms.

### **Credit for previous work experience**

5 years maximum allowable credit for qualifying previous school principal/administrator employment or related business experience as follows:

- 1 year for each year of full-time, full-year, public school principal or public school administrator experience.
- 1 year for every 2 years FT/FY private elementary, middle, or high school principal or private school administrator experience.
- 1 year for every 2 years of FT/FY service as a CMP Dean of Students Level II.
- 1 year for every 3 years of FT/FY service as a CMP Dean of Students Level I (previously termed CMP Education Specialist).
- 1 year for every 4 years of FT/FY private preschool principal/administrator experience or appropriate related business experience.

Full-time shall be identified for assignments at .75 FTE and above. Full year credit shall be extended for any year in which at least 75% of the total scheduled work days have been completed under active service for the specifically identified work assignment.