## California Montessori Project **Credentialed Teacher Pay Scale** 2004-2005

2         30,600         31,620         32,640         33,660         34,680         MZ         Montessori 6-9         \$750           3         31,212         32,252         33,293         34,333         35,374         M3         Montessori 9-12         \$750           4         31,836         32,897         33,959         35,020         36,081         M4         Montessori Middle         \$1,000           5         32,473         33,555         34,638         35,720         36,803         MS         Masters         \$1,000           6         33,122         34,227         35,331         36,435         37,539         DT         Doctorate         \$1,000           7         33,785         34,911         36,037         37,163         38,290         MT         Mentor Teacher         \$1,000           8         34,461         35,609         36,758         37,907         39,055         IP         MS Immersion Program         \$1,000           9         35,150         36,321         37,493         38,665         39,836         NB         National Board Certification         \$500           10         35,853         37,048         38,243         39,738         41,031         42,27					2004-200	3			
Service   Units   Un		Α	В	С	D	E			
1   30,000   31,000   32,000   33,000   34,000   M1   Montessori 3-6   \$750	Years of	CTC	CTC + 15	CTC + 30	CTC + 45	CTC + 60		Annual Stinanda	
2         30,600         31,620         32,640         33,660         34,680         MZ         Montessori 6-9         \$750           3         31,212         32,252         33,293         34,333         35,374         M3         Montessori 9-12         \$750           4         31,836         32,897         33,959         35,020         36,081         M4         Montessori Middle         \$1,000           5         32,473         33,555         34,638         35,720         36,803         MS         Masters         \$1,000           6         33,122         34,227         35,331         36,435         37,539         DT         Doctorate         \$1,000           7         33,785         34,911         36,037         37,163         38,290         MT         Mentor Teacher         \$1,000           8         34,461         35,609         36,758         37,907         39,055         IP         MS Immersion Program         \$1,000           9         35,150         36,321         37,493         38,665         39,836         NB         National Board Certification         \$500           10         35,853         37,048         38,243         39,738         41,031         42,27	Service		Units	Units	Units	Units		Annua Supenus	
3 31,212 32,252 33,293 34,333 35,374 M3 Montessori 9-12 \$750 4 31,836 32,897 33,959 35,020 36,081 M4 Montessori Middle \$1,000 5 32,473 33,555 34,638 35,720 36,803 M8 Masters \$1,000 6 33,122 34,227 35,331 36,435 37,539 DT DT DOCTORATE \$1,000 8 34,461 35,609 36,758 37,907 39,055 PP MS Immersion Program \$1,000 9 35,150 36,321 37,493 38,665 39,836 NB National Board Certification \$500 10 35,853 37,048 38,243 39,438 40,633 NB National Board Certification \$500 11 36,570 37,789 39,008 40,227 41,446 NATE OF STATE OF STA	1	30,000	31,000	32,000	33,000	34,000	M1	Montessori 3-6	\$750
4 31,836 32,897 33,959 35,020 36,081 M4 Montessori Middle \$1,000 5 32,473 33,555 34,638 35,720 36,803 MS Masters \$1,000 6 33,122 34,227 35,331 36,435 37,539 DT Doctorate \$1,000 7 33,785 34,911 36,037 37,163 38,290 MT Mentor Teacher \$1,000 8 34,461 35,609 36,758 37,907 39,055 IP MS Immersion Program \$1,000 9 35,150 36,321 37,493 38,665 39,836 NB National Board Certification \$500 10 35,853 37,048 38,243 39,438 40,633 11 36,570 37,789 39,008 40,227 41,446 12 37,301 38,545 39,788 41,031 42,275   **tarting Salary Scale allows for:** by to 8 years of credit for public school or elementary Montessori lead teacher experience. year of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience for the school lead teacher experience counts as Elementary experience for K teachers only reditable service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience with CMP is in addition to any previously credited service increases of 2% per year beyond schedule IS Immersion Program - Planning, participating, overnight, communication is raduate Units as service in service in the service of	2	30,600	31,620	32,640	33,660	34,680	M2	Montessori 6-9	\$750
5 32,473 33,555 34,638 35,720 36,803 MS Masters \$1,000 6 33,122 34,227 35,331 36,435 37,539 DT Doctorate \$1,000 7 33,785 34,911 36,037 37,163 38,290 MT Mentor Teacher \$1,000 8 34,461 35,609 36,758 37,907 39,055 IP MS Immersion Program \$1,000 9 35,150 36,321 37,493 38,665 39,836 NB National Board Certification \$500 10 35,853 37,048 38,243 39,438 40,633 11 36,570 37,789 39,008 40,227 41,446 12 37,301 38,545 39,788 41,031 42,275  Intarting Salary Scale allows for: In the program of credit for public school or elementary Montessori lead teacher experience. In year of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience for the contessori Pre-School lead teacher experience counts as Elementary experience for K teachers only reditable service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience when the CMP is in addition to any previously credited service increases of 2% per year beyond schedule service with CMP is in addition to any previously credited service increases of 2% per year beyond schedule servi	3	31,212	32,252	33,293	34,333	35,374	МЗ	Montessori 9-12	\$750
6         33,122         34,227         35,331         36,435         37,539         DT         Doctorate         \$1,000           7         33,785         34,911         36,037         37,163         38,290         MT         Mentor Teacher         \$1,000           8         34,461         35,609         36,758         37,907         39,055         IP         MS Immersion Program         \$1,000           9         35,150         36,321         37,493         38,665         39,836         NB         National Board Certification         \$500           10         35,853         37,048         38,243         39,438         40,633         NB         National Board Certification         \$500           11         36,570         37,789         39,008         40,227         41,446         42,275         41,446         42,275         43,446         44,446	4	31,836	32,897	33,959	35,020	36,081	M4	Montessori Middle	\$1,000
7 33,785 34,911 36,037 37,163 38,290 MT Mentor Teacher \$1,000 8 34,461 35,609 36,758 37,907 39,055 IP MS Immersion Program \$1,000 9 35,150 36,321 37,493 38,665 39,836 NB National Board Certification \$500 10 35,853 37,048 38,243 39,438 40,633 11 36,570 37,789 39,008 40,227 41,446 12 37,301 38,545 39,788 41,031 42,275 15 tarting Salary Scale allows for: 19 to 8 years of credit for public school or elementary Montessori lead teacher experience. 19 year of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience 19 to 8 years of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience 19 to 8 years of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience 19 to 8 years of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience 10 treditable service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience experience with CMP is in addition to any previously credited service increases of 2% per year beyond schedule increases y	5	32,473	33,555	34,638	35,720	36,803	MS	Masters	\$1,000
8 34,461 35,609 36,758 37,907 39,055 IP MS Immersion Program \$1,000 9 35,150 36,321 37,493 38,665 39,836 NB National Board Certification \$500 10 35,853 37,048 38,243 39,438 40,633 11 36,570 37,789 39,008 40,227 41,446 12 37,301 38,545 39,788 41,031 42,275  Itarting Salary Scale allows for:  Ip to 8 years of credit for public school or elementary Montessori lead teacher experience.  Ip to 8 years of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience  Interest of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience  Interest of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience  Interest of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience  Interest of credit for every 2 years of k-8 private school years worked, up to a maximum of 8 years combined non-CMP experience experience with CMP is in addition to any previously credited service  Interest of the company of the	6	33,122	34,227	35,331	36,435	37,539	DT	Doctorate	\$1,000
9 35,150 36,321 37,493 38,665 39,836 NB National Board Certification \$500 10 35,853 37,048 38,243 39,438 40,633 11 36,570 37,789 39,008 40,227 41,446 12 37,301 38,545 39,788 41,031 42,275  Itarting Salary Scale allows for: p to 8 years of credit for public school or elementary Montessori lead teacher experience. year of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience fontessori Pre-School lead teacher experience counts as Elementary experience for K teachers only reditable service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience increases of 2% per year beyond schedule Its Immersion Program - Planning, participating, overnight, communication irraduate Units lased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit)	7	33,785	34,911	36,037	37,163	38,290	МТ	Mentor Teacher	\$1,000
10 35,853 37,048 38,243 39,438 40,633 11 36,570 37,789 39,008 40,227 41,446 12 37,301 38,545 39,788 41,031 42,275  In tarting Salary Scale allows for:  In to 8 years of credit for public school or elementary Montessori lead teacher experience.  In year of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience  Interest in the service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience experience with CMP is in addition to any previously credited service increases of 2% per year beyond schedule  Its Immersion Program - Planning, participating, overnight, communication is compared to the service of the service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience experience with CMP is in addition to any previously credited service increases of 2% per year beyond schedule  Its Immersion Program - Planning, participating, overnight, communication is compared to the service of the service is granted exclusively in the service of the service	8	34,461	35,609	36,758	37,907	39,055	IΡ	MS Immersion Program	\$1,000
11 36,570 37,789 39,008 40,227 41,446  12 37,301 38,545 39,788 41,031 42,275  Itarting Salary Scale allows for:  Ip to 8 years of credit for public school or elementary Montessori lead teacher experience.  Ip year of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience  Industry of the company of the compan	9	35,150	36,321	37,493	38,665	39,836	NB	National Board Certification	\$500
12 37,301 38,545 39,788 41,031 42,275  Interting Salary Scale allows for:  In to 8 years of credit for public school or elementary Montessori lead teacher experience.  In year of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience  Interessori Pre-School lead teacher experience counts as Elementary experience for K teachers only  Irreditable service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience experience with CMP is in addition to any previously credited service increases of 2% per year beyond schedule  Its Immersion Program - Planning, participating, overnight, communication  Is a seed on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit)  Increase of 1 Quarter unit = .67 Semester unit)	10	35,853	37,048	38,243	39,438	40,633	1		
tarting Salary Scale allows for:  p to 8 years of credit for public school or elementary Montessori lead teacher experience.  year of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience  fontessori Pre-School lead teacher experience counts as Elementary experience for K teachers only  reditable service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience  experience with CMP is in addition to any previously credited service  increases of 2% per year beyond schedule  IS Immersion Program - Planning, participating, overnight, communication  iraduate Units  lased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit)  accepted from regionally accredited, degree granting colleges and universities	11	36,570	37,789	39,008	40,227	41,446	1		
p to 8 years of credit for public school or elementary Montessori lead teacher experience.  year of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience fontessori Pre-School lead teacher experience counts as Elementary experience for K teachers only reditable service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience experience with CMP is in addition to any previously credited service reases of 2% per year beyond schedule IS Immersion Program - Planning, participating, overnight, communication Firaduate Units reased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit)	12	37,301	38,545	39,788	41,031	42,275	1		
p to 8 years of credit for public school or elementary Montessori lead teacher experience.  year of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience fontessori Pre-School lead teacher experience counts as Elementary experience for K teachers only reditable service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience experience with CMP is in addition to any previously credited service reases of 2% per year beyond schedule IS Immersion Program - Planning, participating, overnight, communication Firaduate Units reased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit)									
year of credit for every 2 years of k-8 private school experience (non-Montessori) or CMP TA experience  flontessori Pre-School lead teacher experience counts as Elementary experience for K teachers only  reditable service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience  experience with CMP is in addition to any previously credited service  foreases of 2% per year beyond schedule  fl Immersion Program - Planning, participating, overnight, communication  firaduate Units  flased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit)  flacecepted from regionally accredited, degree granting colleges and universities									
Interest Pre-School lead teacher experience counts as Elementary experience for K teachers only reditable service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience experience with CMP is in addition to any previously credited service reases of 2% per year beyond schedule  IS Immersion Program - Planning, participating, overnight, communication is raduate Units  Is ased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit)  In accepted from regionally accredited, degree granting colleges and universities									
reditable service is granted exclusively for full school years worked, up to a maximum of 8 years combined non-CMP experience experience with CMP is in addition to any previously credited service acreases of 2% per year beyond schedule.  IS Immersion Program - Planning, participating, overnight, communication iraduate Units  Is ased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit)  Is accepted from regionally accredited, degree granting colleges and universities									
xperience with CMP is in addition to any previously credited service icreases of 2% per year beyond schedule IS Immersion Program - Planning, participating, overnight, communication iraduate Units lased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit) iccepted from regionally accredited, degree granting colleges and universities									
icreases of 2% per year beyond schedule  IS Immersion Program - Planning, participating, overnight, communication  iraduate Units lased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit)  accepted from regionally accredited, degree granting colleges and universities						o to a maximu	m of 8	3 years combined non-CMP ex	perience
1S Immersion Program - Planning, participating, overnight, communication  iraduate Units lased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit) accepted from regionally accredited, degree granting colleges and universities					dited service				
iraduate Units lased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit) accepted from regionally accredited, degree granting colleges and universities									
ased on semester units (quarter or trimester units will be converted - 1 Quarter unit = .67 Semester unit) ccepted from regionally accredited, degree granting colleges and universities	MS Immersi	on Program - P	lanning, particij	pating, overnigh	nt, communica	tion			
ccepted from regionally accredited, degree granting colleges and universities	Graduate U	nits							
	Based on se	emester units (d	quarter or trimes	ster units will b	e converted - 1	1 Quarter unit	= .67	Semester unit)	
	Accepted fro	m regionally a	ccredited, degre	e granting coll	eges and univ	ersities			
xcludes units contributing toward a full, clear Credential or Montessori Certification not counted.	Excludes un	its contributing	toward a full, c	lear Credential	or Montessor	i Certification	not co	ounted.	

A. Please circle pay scale above that you believe you qualify
---

B. Complete list of documented qualifying employment experience below (Full years and lead teaching experience only)

Dates	# of years	School Name	Public / Private		Grade Level		Duty
Dates	# of years				3-6; Elem; M	iddle	Lead, TA, etc.
C. Comple	te graduate ui	nit study details: (Do not inclu	ide units earne	ed towar	ds Credential or a	a Monte	essori certification)

C. Complete graduate unit study details: (Do not include units earned towards Credential or a Montessori certification)						
Dates	# of units	School Name	Major	Notes		

in order for payroll to credit experience and stud	1 3	Timespar of Truman Resource Direc
Print Name	Signature	Date