

California Montessori Project  
Principal's Pay Scale \* 250 day work schedule (Eff. 7-1-19)

Yrs Exp	150-299	300-399	400-549	550+
1	\$88,000	\$90,500	\$93,000	\$95,500
2	\$89,000	\$91,500	\$94,000	\$96,500
3	\$90,000	\$92,500	\$95,000	\$97,500
4	\$91,000	\$93,500	\$96,000	\$98,500
5	\$92,000	\$94,500	\$97,000	\$99,500
6	\$93,000	\$95,500	\$98,000	\$100,500
7	\$94,000	\$96,500	\$99,000	\$101,500
8	\$95,000	\$97,500	\$100,000	\$102,500
9	\$96,000	\$98,500	\$101,000	\$103,500
10	\$97,000	\$99,500	\$102,000	\$104,500
11	\$98,000	\$100,500	\$103,000	\$105,500
12	\$99,000	\$101,500	\$104,000	\$106,500
13	\$100,000	\$102,500	\$105,000	\$107,500
14	\$101,000	\$103,500	\$106,000	\$108,500
15	\$102,000	\$104,500	\$107,000	\$109,500
16	\$103,000	\$105,500	\$108,000	\$110,500
17	\$104,000	\$106,500	\$109,000	\$111,500
18	\$105,000	\$107,500	\$110,000	\$112,500
19	\$106,000	\$108,500	\$111,000	\$113,500
20	\$107,000	\$109,500	\$112,000	\$114,500

Education and Training Stipends	
\$1000 for each level of Montessori Certification	\$1,000
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:	\$ _____
**Total Compensation:	\$ _____

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.

Salary Scale Considerations and Enrollment Estimates
<ul style="list-style-type: none"><li>Salary will be established based on projected enrollment at beginning of school year.</li><li>Salary may be adjusted at September 1 and January 1 for enrollment increases/decreases.</li><li>Montessori certification must be from an accredited AMS/AMI training program to be eligible for Montessori stipend.</li><li>Special education credential stipend shall be extended when this is a second credential in addition to a general education credential.</li><li>Other adjunct duties may be extended year by year by special appointment of the Executive Director and are only for one year terms.</li></ul>

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.

Print Name

Signature

Date

Admin Initials