# 2024 - 2025 School Year

## NEW Assistant Teacher/Hourly Support Starting Salary Matrix

The following salary matrix outlines how the starting salary is calculated for Assistant Teachers/hourly support for the 2024-2025 school year.[1] This matrix is applied at the discretion of the Executive Director. Documentation must be provided for each indicator earned. The Executive Director reviews all documentation and retains it at the school. Salary may be adjusted if documentation is not provided. Hourly staff wishing to add additional degrees, credentials, licenses, or experience must notify the Executive Director before April 1st and provide documentation before July 1st to be considered for the following school year.

| | Hourly Rate | Copy on File | Hourly Rate |
|---|---|---|---|
| Base Hourly Rate | **$14.05** | n/a | **$14.05** |
| Associate's Degree[2] or | $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 Assistant Certificate | $0.25 | | $0.25 |
| Montessori Guide Certification | $2.00 | | $2.00 |
| Previous Montessori Asst. Experience or position-specific experience[3] | $0.15 | | $0.15 |
| Previous lead teaching Experience or management experience[4] | $0.30 | | $0.30 |
| Hard to Staff (GLQ, bilingual, SpEd) | $1.00 | | $1.00 |
| Other: | $_____ | | $1.00 |
| | | **Total Starting Hourly Rate:** | **$00.00** |

**These positions include a $3,000 retention bonus paid out in equal monthly installments.**

[1] The salary matrix may be amended each year at the discretion of the Executive Director
[2] Credit for Associates degree OR Bachelor's degree
[3] Must be full years of work in Assistant Teacher role in a Montessori classroom. Up to 10 years.
[4] Must be full years of work in a Lead Teacher role in a Montessori classroom. Up to 10 years.

# 2024 - 2025 School Year

## Montessori Guide/Salaried Staff Starting Salary Matrix

The following salary matrix outlines how the starting salary is calculated for guides/salaried staff for the 2024-2025 school year.[5] This matrix is applied at the discretion of the Executive Director. Documentation must be provided for each indicator earned. The Executive Director reviews all documentation and retains it at the school. Salary may be adjusted if documentation is not provided. Hourly staff wishing to add additional degrees, credentials, licenses, or experience must notify the Executive Director before April 1st and provide documentation before July 1st to be considered for the following school year.

| | Rate | Copy on File | Guide's Salary |
|---|---|---|---|
| Base Salary | **$39,250** | n/a | **$39,250** |
| Masters in a related field[6] | $5,000 | | $5,000 |
| Doctorate in a related field[2] | $5,000 | | $5,000 |
| CO Elementary Teaching License | $1,500 | | $1,500 |
| Montessori Certification (per age group)[7] | $1,500 | | $1,500 |
| Additional Special Provider License | $1,500 | | $1,500 |
| Lead Teaching Experience (per year)[8] | $500 | | $500 |
| Support Teaching Experience at MdM[9] | $300 | | $300 |
| Hard to Staff (bilingual, SpEd) | $1,500 | | $1,500 |
| Other: | | | $0,000 |
| | | **Total Starting Salary:** | **$00,000** |

**These positions include a $3,000 retention bonus paid out in equal monthly installments.**

[5] The salary matrix may be amended each year at the discretion of the Executive Director

[6] 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.

[7] This applies to Montessori certifications for ages served by the school: 3-6, 6-9, 9-12

[8] Maximum of 10 years, must be complete school years as a lead teacher.

[9] Maximum of 10 years, full years only