2025 - 2026 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	**$14.80**	n/a	**$14.80**
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.

2025 - 2026 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	**$39,750**	n/a	**$39,750**
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