



## Monarch Montessori Salary Policies

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### Monarch Montessori of Denver Charter

Salaries at Monarch Montessori of Denver Charter are not established pursuant to C.R.S. §22-32-109.4 or 22-63-401. The School establishes teacher and administrative salaries individually, based on an employee's job duties, experience, qualification, needs, and performance, as well as comparison to salaries for comparable positions in other schools or districts, and defines those salaries through individual offer letters of employment. The school currently pays in the following pay ranges:

**\$25,000-35,000** for full-time Assistant Positions\*

**\$35,000-55,000** for full-time, highly qualified, Montessori trained Lead Teacher Positions\*

**\$35,000-55,000** for full time, certified teachers in specialist positions\*

**\$55,000-70,000** for full-time Administrator Positions with supervisory responsibilities\*

*\*Salaries may be augmented with stipends for specific leadership roles (such as Team Leads) or use of bilingual skills and additional training to teach in the dual language path.*

### First Steps at Monarch Montessori

The School establishes teacher and administrative salaries individually, based on an employee's job duties, experience, qualification, needs, and performance, as well as comparison to salaries for comparable positions in other schools or districts, and defines those salaries through individual offer letters of employment. The school currently pays in the following pay ranges:

**\$11.50-14.00/hour** for full-time Assistant Positions.\*

**\$12.50-15.00/hour** for full time ECT-qualified Assistant Positions.\*

**\$15.00-23.00/hour** for full-time, Montessori-certified Lead Teacher Positions\*

**\$45,000-65,000** for salaried Administrator Positions with supervisory responsibilities \*



### Shared Charter and First Steps Staff

Monarch Montessori of Denver and First Steps at Monarch Montessori of Denver share some administrators, which are not established pursuant to C.R.S. §22-32-109.4 or 22-63-401. The Schools establish shared administrative salaries individually, based on an employee's job duties, experience, qualification, needs, and performance, as well as comparison to salaries for comparable positions in other schools or districts, and defines those salaries through individual offer letters of employment. The two schools currently share the costs for shared administrators and administrative support positions within the following pay ranges:

**\$13.00-17.00/hour** for non-salaried Support Administration Positions

**\$50,000-105,000** for salaried, full time Administrator Positions with supervisory responsibilities