

General Overview of this document

1. Each step generally represents one year of work. A teacher with no previous experience who has worked at Monarch for 3 years will start their 4th year on Step 4.
2. The highest number of years a teacher may be hired to START at Monarch is step 6, if the teacher has 5+ years of teaching experience. For example, a teacher with 10 years of previous experience in a similar position would start at Monarch Montessori on Step 6.
3. Previous years' teaching experience is counted at 100% for full time teaching experience in a similar position (Montessori lead experience for a person in a Montessori lead position; Music teacher experience for a person in a Music teaching position. A teacher with 3 years of previous experience in a similar position at another school will start at step 4 in their first year at Monarch).
4. Previous years' teaching experience is counted at 50% for full time teaching experience in a position that is not similar, rounding up where it results in a fraction (for example, 3 years of experience as a teacher in a traditional classroom would count as 1.5 years' experience if the teacher is moving into their first year as a Lead Lower EI teacher, which would round up to 2 years, so they would start at Monarch on step 3)

The exception for this is any experience in an instructional role at Monarch Montessori. In other words, the years of experience of a Monarch assistant who becomes a lead at Monarch remain part of that teacher's step. A teacher who was an assistant for two years and becomes a lead in year three will start the Lead role on step 3. Teachers who move from First Steps to Charter will retain their steps when changing schools.
5. Substitute teaching, before/after care, and student teaching experience are considered when making hiring decisions, but do not impact the salary scale. A person with 3 years of substitute teaching experience, but no experience as a regular classroom teacher, will start at Monarch on step 1.
6. For mid-year hires: Teachers who start to work at Monarch mid-year, but before January 1st of that school year, will move up one step that August with all other teachers. Teachers who start to work at Monarch mid-year, but after Jan 1st, will remain on the same step until August of the following school year. For example, a teacher who is hired and begins work in November 2019 will move to the next step in August of 2020, but a teacher who is hired and begins work in February 2020 will not move to the next step until August of 2021.
7. Lanes correspond with specific qualifications. It is at the discretion of the Executive Director to determine equivalents where applicable.
8. This salary schedule will be revisited each Spring by the Finance Committee and finalized through the board vote on the overall staffing budget line. If necessary, the salary schedule may be frozen in a particularly difficult fiscal year, though of course the board will take strong precautions to avoid such a situation. The policies outlined in this overview are also reviewed annually and approved by the board.
9. To move up one step, a teacher must have earned at least a rating of "learning" on their annual evaluation for the prior year.
10. As this salary schedule is implemented, any Monarch Montessori teacher were hired at a salary at Monarch prior to the creation of this salary schedule that fell above the salary they would receive per this salary schedule will NOT see a decrease in pay. Instead, they will receive a .5% increase each year until their pay falls under that of this salary schedule. At that point and moving forward, their salary will follow this salary schedule.
11. At any time Monarch leadership may (but is not obligated to) offer bonuses or incentives to recognize excellence, or offer stipends for additional work that is needed beyond roles listed in this document, if there is sufficient funding in a given year.

Monarch Montessori Charter Salary Schedule, to begin Aug 2019

All teachers in these lanes must have a High School Diploma		All teachers in these lanes must have BA+ meet "Highly Qualified" state teacher requirements					←-Lanes
A	B	D	E	F	G		
Full Time K-5 Assistant Teacher	Full Time K-5 Assistant Teacher with BA AND/OR extensive, formal Montessori training	Full Time K-5 Lead Teacher studying to complete Montessori Certification (with support of Montessori training program) OR Full time Specialized Supports or Specials Teacher working toward licensure in area of instruction	Full Time K-5 Lead Teacher with Montessori Certification OR Full Time Specialized Supports Staff (ELA, Special Education, GT, Social Work, Coach, Literacy Specialist) with relevant license or endorsement OR Full Time Specials Teacher (PE, Music, Library) with license in area of instruction	Full Time K-5 Lead Teacher with Montessori Certification AND EITHER - Traditional CO Teachers License OR - Relevant Masters Degree OR Full time Specialized Supports or Specials Teacher with license/endorsement in area of instruction AND Relevant Masters degree	Full Time K-5 Teacher with ALL of the following qualifications: - Montessori Certification -Endorsement/License in Area of Instruction -Masters degree related to area of instruction or area of specialized support	Steps V	
\$ 29,000	\$ 33,500	\$ 36,000	\$ 40,000	\$ 44,500	\$ 47,500	1	
\$ 29,440	\$ 34,000	\$ 36,540	\$ 40,600	\$ 44,950	\$ 47,980	2	
\$ 29,880	\$ 34,510	\$ 37,090	\$ 41,210	\$ 45,400	\$ 48,460	3	
\$ 30,330	\$ 35,030	\$ 37,650	\$ 41,830	\$ 45,850	\$ 48,940	4	
\$ 30,780	\$ 35,560	\$ 38,210	\$ 42,460	\$ 46,310	\$ 49,430	5	
\$ 31,240	\$ 36,090	\$ 38,780	\$ 43,100	\$ 47,000	\$ 50,170	6	
\$ 31,710	\$ 36,630	\$ 39,360	\$ 43,750	\$ 47,710	\$ 50,920	7	
\$ 32,190	\$ 37,180	\$ 39,950	\$ 44,410	\$ 48,430	\$ 51,680	8	
\$ 32,670	\$ 37,740	\$ 40,550	\$ 45,080	\$ 49,160	\$ 52,460	9	
\$ 33,160	\$ 38,490	\$ 41,160	\$ 45,760	\$ 49,900	\$ 53,250	10	
\$ 33,660	\$ 39,260	\$ 41,780	\$ 46,450	\$ 50,650	\$ 54,050	11	
\$ 34,160	\$ 40,050	\$ 42,410	\$ 47,150	\$ 51,410	\$ 54,860	12	
\$ 34,670	\$ 40,850	\$ 43,050	\$ 47,860	\$ 52,180	\$ 55,680	13	
\$ 35,190	\$ 41,670	\$ 43,700	\$ 48,580	\$ 52,960	\$ 56,520	14	
\$ 35,720	\$ 42,500	\$ 44,360	\$ 49,310	\$ 53,750	\$ 57,370	15	
\$ 36,260	\$ 43,350	\$ 45,030	\$ 50,050	\$ 54,560	\$ 58,230	16	
\$ 36,800	\$ 44,220	\$ 45,710	\$ 50,800	\$ 55,380	\$ 59,100	17	
\$ 37,350	\$ 45,100	\$ 46,400	\$ 51,560	\$ 56,210	\$ 59,990	18	
\$ 37,910	\$ 46,000	\$ 47,100	\$ 52,330	\$ 57,050	\$ 60,890	19	
\$ 38,480	\$ 46,920	\$ 47,810	\$ 53,110	\$ 57,910	\$ 61,800	20	

Stipends		
Additional stipends can be earned as noted below (additional responsibilities that can earn stipends may be offered as needed and/or as funding allows):*		
Hard to staff positions †	Lead Teacher in Dual Language classroom	\$1,000
	Assistant Teacher in Dual Language classroom OR Spanish-Speaking Specialized Supports Staff	\$500
	Teacher of classroom with full 3 year cycle	\$1,000
	Assistant of classroom with full 3 year cycle	\$500
	Lead Montessori Teacher with no assistant	\$5,000
Teacher Leadership Opportunities ‡	Grade-level Teacher Leader	\$3,000
	Destination Imagination Coach	\$800
	PTO and Volunteer Coordinator	\$500
	CMAS Site Assessment Lead	\$1,000
	ACCESS Site Assessment Lead	\$500
	Site Assessment Lead of MAP or equivalent new assessment	\$500
	Extracurricular Academic Coordinator (includes tutoring coordination, summer camp planning and extracurricular coordination)	\$1,000
Each teacher leadership opportunity stipend will be offered first to high-performing teachers who have previously demonstrated success and fully met expectations doing similar work, especially when such work was unpaid previously. If not filled then, the teacher leadership opportunity stipend opportunity will be opened up to all teachers to apply for the work associated with the stipend. Performance will be a top consideration in offering the position.		
This is not an exhaustive list of all possible stipends.		