

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. The board will make all effort to maintain at least these increases each year, but the board has the right to freeze step increases on a given year if there is a need for the financial health of the school.

2. The highest number of years a teacher may be hired to START at Monarch is the highlighted step, if the teacher has over 10 years of teaching experience. For example, an Elementary teacher with 10 years of previous experience in a similar position would start at Monarch Montessori on Step 11. The board may waive this requirement.

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).

4. Previous years' teaching experience is counted at 50% for full time teaching experience in a position that is not similar (for example, 10 years of experience as a teacher in a traditional classroom would count as 5 years' experience if the teacher is moving into their first year as a Lead Lower EI teacher)

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 between First Steps and 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. 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.

First Steps Payscale (Infants-Preschool)

Additional pay incentives and stipends													
Teacher Leadership Stipends: 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.													
Steps	Assistant/Floater	Assistant/Floater +1 of the following: ECT qualified Montessori Certification College Degree Front office Receptionist	Assistant/Floater +2 of the following: ECT qualified Montessori Certification College Degree Or Chef	Lead / Front office Coordinator OR Assistant/Floater + 3 of the following: ECT qualified Montessori Certification College Degree	Lead + 1 of the following: ECT qualified Montessori certification College Degree	Lead + 2 of the following: ECT qualified Montessori certification College Degree	Lead + 3 of the following: ECT qualified Montessori certification College Degree						
1	\$15.87	\$16.50	\$16.80	\$17.00	\$17.50	\$20.00	\$21.00	Stipends for Teacher Leadership Opportunities	Infant Lead Supervisor	\$1,000			
2	\$16.20	\$16.90	\$17.20	\$17.40	\$17.90	\$20.40	\$21.50		Closer	\$1,000			
3	\$16.60	\$17.30	\$17.60	\$17.80	\$18.30	\$20.90	\$22.00	Longevity Bonus pay: We recognize and want to reward the loyalty of staff who make Monarch who we are today through incentive pay for all staff who meet the conditions below.					
4	\$17.00	\$17.70	\$18.00	\$18.20	\$18.70	\$21.40	\$22.50						
5	\$17.40	\$18.10	\$18.40	\$18.60	\$19.10	\$21.90	\$23.00	Longevity bonus pay					
6	\$17.80	\$18.50	\$18.80	\$19.00	\$19.50	\$22.40	\$23.50						
7	\$18.20	\$18.90	\$19.20	\$19.40	\$19.90	\$22.90	\$24.00	5 -9 years of service to children at Monarch Montessori.		\$2,500			
8	\$18.60	\$19.30	\$19.60	\$19.80	\$20.30	\$23.40	\$24.50	10 or more total years of service to children at Monarch Montessori.	\$3000 + 3 additional PTO days				
9	\$19.00	\$19.70	\$20.00	\$20.20	\$20.80	\$23.90	\$25.00	Incentive Pay for hard-to-staff positions: Incentive pay can be earned as noted below:					
10	\$19.40	\$20.10	\$20.40	\$20.70	\$21.30	\$24.40	\$25.50						
11	\$19.80	\$20.60	\$20.90	\$21.20	\$21.80	\$24.90	\$26.10	A note about incentive pay: The purpose of incentive pay is to ensure the school is able to recruit high-quality candidates to its hardest to staff positions. That said, not all opportunities are available to all teachers. Opportunities for additional incentive pay (for example, to move from serving as an English Primary Teacher to a Dual Teacher) are based on teacher performance, skill, and school needs.					
12	\$20.20	\$21.10	\$21.40	\$21.70	\$22.30	\$25.40	\$26.70						
13	\$20.70	\$21.60	\$21.90	\$22.20	\$22.80	\$26.00	\$27.30						
14	\$21.20	\$22.10	\$22.40	\$22.70	\$23.30	\$26.60	\$27.90						
15	\$21.70	\$22.60	\$22.90	\$23.20	\$23.80	\$27.20	\$28.50						
16	\$22.20	\$23.10	\$23.40	\$23.70	\$24.30	\$27.80	\$29.10						
17	\$22.70	\$23.60	\$23.90	\$24.20	\$24.80	\$28.40	\$29.70						
18	\$23.20	\$24.10	\$24.40	\$24.70	\$25.30	\$29.00	\$30.30				Dual Lead	\$2.50	per hour additional
19	\$23.70	\$24.60	\$24.90	\$25.20	\$25.90	\$29.60	\$31.00				Dual Assistant / Bilingual front office	\$1.00	per hour additional
20	\$24.20	\$25.10	\$25.40	\$25.80	\$26.50	\$30.20	\$31.70						
21	\$24.70	\$25.70	\$26.00	\$26.40	\$27.10	\$30.90	\$32.40						

Monarch Montessori Elementary Payscale (grades K-5)

All teachers in these lanes must have a High School Diploma				All teachers in these lanes must have BA and meet "Highly Qualified" state teacher requirements								Additional pay incentives and stipends		
A	B	C	D	E	F	G	H	I	J	K	Lanes	Stipends		
	Assistant with college degree, significant Montessori experience OR assistant in Dual	Assistant serving as Co-lead per assignment by Principal	Assistant serving as Co-lead per assignment by Principal in Dual	BA+Highly Qualified teacher	BA+Highly qualified + 1 of: Traditional License Masters degree or higher Montessori training Bilingual using 2 languages* Montessori Lead Teacher Montessori Lead w/o Co-Lead Team Lead Special Education	BA+Highly qualified +2 of: Traditional License Masters degree or higher Montessori training Bilingual using 2 languages* Montessori Lead Teacher Montessori Lead w/o Co-Lead Team Lead Special Education	BA+Highly qualified +3 of: Traditional License Masters degree or higher Montessori training Bilingual using 2 languages* Montessori Lead Teacher Montessori Lead w/o Co-Lead Team Lead Special Education	BA+Highly qualified +4 of: Traditional License Masters degree or higher Montessori training Bilingual using 2 languages* Montessori Lead Teacher Montessori Lead w/o Co-Lead Team Lead Special Education	BA+Highly qualified +5 of: Traditional License Masters degree or higher Montessori training Bilingual using 2 languages* Montessori Lead Teacher Montessori Lead w/o Co-Lead Team Lead Special Education	BA+Highly qualified +6 of: Traditional License Masters degree or higher Montessori training Bilingual using 2 languages* Montessori Lead Teacher Montessori Lead w/o Co-Lead Team Lead Special Education	Steps I II V	Teacher Leadership Stipends: 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.		
Full Time K-5 Assistant												Stipends for Teacher Leadership Opportunities	Destination Imagination Coach	\$1,000
\$ 32,000	\$ 33,000	\$ 40,000	\$ 41,000	\$ 43,000	\$ 46,000	\$ 48,000	\$ 50,000	\$ 52,000	\$ 55,000	\$ 57,000	1	PTD and Volunteer Coordinator	\$500	
\$ 32,480	\$ 33,500	\$ 41,000	\$ 42,025	\$ 44,075	\$ 47,150	\$ 49,200	\$ 51,250	\$ 53,300	\$ 56,375	\$ 58,425	2	Non-teacher leader SAL	\$1,000	
\$ 32,970	\$ 34,000	\$ 42,025	\$ 43,076	\$ 45,177	\$ 48,329	\$ 50,430	\$ 52,531	\$ 54,633	\$ 57,784	\$ 59,886	3			
\$ 33,460	\$ 34,510	\$ 43,076	\$ 44,153	\$ 46,306	\$ 49,537	\$ 51,691	\$ 53,844	\$ 56,000	\$ 59,229	\$ 61,383	4			
\$ 33,960	\$ 35,030	\$ 44,153	\$ 45,257	\$ 47,464	\$ 50,775	\$ 52,983	\$ 55,190	\$ 57,399	\$ 60,710	\$ 62,918	5			
\$ 34,470	\$ 35,560	\$ 45,257	\$ 46,388	\$ 48,651	\$ 52,044	\$ 54,308	\$ 56,570	\$ 58,834	\$ 62,228	\$ 64,491	6			
											7	Incentive Pay for hard-to-staff positions: Incentive pay can be earned as noted below.*		
\$ 34,990	\$ 36,090	\$ 46,388	\$ 47,548	\$ 49,867	\$ 53,345	\$ 55,666	\$ 57,984	\$ 60,305	\$ 63,784	\$ 66,103	8	A note about incentive pay: The purpose of incentive pay is to ensure the school is able to recruit high-quality candidates to its hardest to staff positions. That said, not all opportunities are available to all teachers. Opportunities for additional incentive pay (for example, to move from serving as a co-lead to a lead with an assistant, or from working with an assistant to working without one) are based on teacher performance, skill, and school needs. The school values assistants and will typically work to avoid situations in which a teacher is without an assistant, but the school recognizes the additional work involved when a teacher works in such a situation as well as the value of having this as an opportunity for master teachers who seek additional opportunities for compensation.		
\$ 35,510	\$ 36,630	\$ 47,548	\$ 48,737	\$ 51,114	\$ 54,679	\$ 57,058	\$ 59,434	\$ 61,813	\$ 65,379	\$ 67,756	9			
\$ 36,040	\$ 37,180	\$ 48,737	\$ 49,955	\$ 52,392	\$ 56,046	\$ 58,484	\$ 60,920	\$ 63,358	\$ 67,013	\$ 69,450	10			
\$ 36,580	\$ 37,740	\$ 49,955	\$ 51,204	\$ 53,702	\$ 57,447	\$ 59,946	\$ 62,443	\$ 64,942	\$ 68,688	\$ 71,186	11			
\$ 37,130	\$ 38,490	\$ 51,204	\$ 52,484	\$ 55,045	\$ 58,883	\$ 61,445	\$ 64,004	\$ 66,568	\$ 70,405	\$ 72,966	12			
\$ 37,690	\$ 39,260	\$ 52,484	\$ 53,796	\$ 56,421	\$ 60,355	\$ 62,981	\$ 65,604	\$ 68,230	\$ 72,165	\$ 74,790	13	Incentive pay for hard to staff positions for 2021-22, likely to be integrated into the overall pay scale within 1-2 years.	Montessori lead no assistant	\$2,500
\$ 38,260	\$ 40,050	\$ 53,796	\$ 55,141	\$ 57,832	\$ 61,864	\$ 64,556	\$ 67,244	\$ 69,936	\$ 73,969	\$ 76,660	14		Spanish speaking staff (other than dual language leads/assistants) who sometimes translate or substitute, using Spanish-speaking skills.	\$250
\$ 38,830	\$ 40,850	\$ 55,141	\$ 56,520	\$ 59,278	\$ 63,411	\$ 66,170	\$ 68,925	\$ 71,684	\$ 75,818	\$ 78,577	15		Lead teacher of classroom with full 3 year cycle	\$3,000
\$ 39,410	\$ 41,670	\$ 56,520	\$ 57,933	\$ 60,760	\$ 64,996	\$ 67,824	\$ 70,648	\$ 73,476	\$ 77,713	\$ 80,541	16			
\$ 40,000	\$ 42,500	\$ 57,933	\$ 59,381	\$ 62,279	\$ 66,621	\$ 69,520	\$ 72,414	\$ 75,313	\$ 79,656	\$ 82,555	17			
\$ 40,600	\$ 43,350	\$ 59,381	\$ 60,866	\$ 63,836	\$ 68,287	\$ 71,258	\$ 74,224	\$ 77,196	\$ 81,647	\$ 84,619	18			
\$ 41,210	\$ 44,220	\$ 60,866	\$ 62,368	\$ 65,432	\$ 69,994	\$ 73,039	\$ 76,080	\$ 79,126	\$ 83,686	\$ 86,734	19			
\$ 41,830	\$ 45,100	\$ 62,368	\$ 63,948	\$ 67,068	\$ 71,744	\$ 74,865	\$ 77,982	\$ 81,104	\$ 85,780	\$ 88,902	20			
\$ 42,460	\$ 46,000	\$ 63,948	\$ 65,547	\$ 68,745	\$ 73,538	\$ 76,737	\$ 79,932	\$ 83,132	\$ 87,925	\$ 91,125	20			

* The language for the longevity bonus is awaiting formal approval in April 2022.
\$3000 + 3 additional PTO days

Admin working Elementary Calendar + 10 days Payscale

A	B	C	D	E	F	G	H	I	<-Lanes	Additional pay incentives and stipends	
Administrative Leadership that reports directly to Executive Principal and leads major workstreams.	Leader + 1: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 2: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 3: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 4: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 5: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 6: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 7: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 8: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools			<p><i>Each 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.</i></p> <p><i>This is not an exhaustive list of all possible stipends.</i></p>
\$ 43,000	\$ 46,000	\$ 49,000	\$ 52,000	\$ 55,000	\$ 58,000	\$ 61,000	\$ 64,000	\$ 67,000	1	<p>Stipends for success (available to all admin)</p> <p>Write 5 grants during this fiscal year (with prior approval from finance committee), maximum of twice</p>	\$1,000
\$ 44,075	\$ 47,150	\$ 50,225	\$ 53,300	\$ 56,375	\$ 59,450	\$ 62,525	\$ 65,600	\$ 68,675	2	<p>Stipends for success (available to all admin)</p> <p>Write grants resulting in more than \$500,000 received in this fiscal year for use by either or both schools (with prior approval from finance committee)</p>	\$5,000
\$ 45,177	\$ 48,329	\$ 51,481	\$ 54,633	\$ 57,784	\$ 60,936	\$ 64,088	\$ 67,240	\$ 70,392	3	<p>For First Steps Marketing/enrollment specialists only</p> <p>Marketing/Enrollment work leads school to CLEAR balanced budget in FS by June without layoffs needed (if uncertain, this can't be paid)</p>	\$1,000
\$ 46,306	\$ 49,537	\$ 52,768	\$ 55,999	\$ 59,229	\$ 62,459	\$ 65,690	\$ 68,921	\$ 72,152	4	<p>For Elementary Marketing/enrollment specialists only</p> <p>Marketing/Enrollment work leads school to exceed enrollment goal by at least 5 students in Elementary by October count</p>	\$1,000
\$ 47,464	\$ 50,775	\$ 54,087	\$ 57,399	\$ 60,710	\$ 64,020	\$ 67,332	\$ 70,644	\$ 73,956	5		
\$ 48,651	\$ 52,044	\$ 55,439	\$ 58,834	\$ 62,228	\$ 65,621	\$ 69,015	\$ 72,410	\$ 75,805	6		
\$ 49,867	\$ 53,345	\$ 56,825	\$ 60,305	\$ 63,784	\$ 67,262	\$ 70,740	\$ 74,220	\$ 77,700	7	<p>Longevity Bonus pay: We recognize and want to reward the loyalty of staff who make Monarch who we are today through incentive pay for all staff who meet the conditions below.</p>	
\$ 51,114	\$ 54,679	\$ 58,246	\$ 61,813	\$ 65,379	\$ 68,944	\$ 72,509	\$ 76,076	\$ 79,643	8	<p>5 -9 years of service to children at Monarch Montessori.</p>	\$2,500
\$ 52,392	\$ 56,046	\$ 59,702	\$ 63,358	\$ 67,013	\$ 70,668	\$ 74,322	\$ 77,978	\$ 81,634	9	<p>Longevity bonus pay</p> <p>10 or more total years of service to children at Monarch Montessori.</p>	\$3000 + 3 additional PTO days
\$ 53,702	\$ 57,447	\$ 61,195	\$ 64,942	\$ 68,688	\$ 72,435	\$ 76,180	\$ 79,927	\$ 83,675	10		
\$ 55,045	\$ 58,883	\$ 62,725	\$ 66,566	\$ 70,405	\$ 74,246	\$ 78,085	\$ 81,925	\$ 85,767	11		
\$ 56,421	\$ 60,355	\$ 64,293	\$ 68,230	\$ 72,165	\$ 76,102	\$ 80,037	\$ 83,973	\$ 87,911	12		
\$ 57,832	\$ 61,864	\$ 65,900	\$ 69,936	\$ 73,969	\$ 78,005	\$ 82,038	\$ 86,072	\$ 90,109	13		
\$ 59,278	\$ 63,411	\$ 67,548	\$ 71,684	\$ 75,818	\$ 79,955	\$ 84,089	\$ 88,224	\$ 92,362	14		
\$ 60,760	\$ 64,996	\$ 69,237	\$ 73,476	\$ 77,713	\$ 81,954	\$ 86,191	\$ 90,430	\$ 94,671	15		
\$ 62,279	\$ 66,621	\$ 70,968	\$ 75,313	\$ 79,656	\$ 84,003	\$ 88,346	\$ 92,691	\$ 97,038	16		
\$ 63,836	\$ 68,287	\$ 72,742	\$ 77,196	\$ 81,647	\$ 86,103	\$ 90,555	\$ 95,008	\$ 99,464	17		
\$ 65,432	\$ 69,994	\$ 74,561	\$ 79,126	\$ 83,688	\$ 88,256	\$ 92,819	\$ 97,383	\$ 101,951	18		
\$ 67,068	\$ 71,744	\$ 76,425	\$ 81,104	\$ 85,780	\$ 90,462	\$ 95,139	\$ 99,818	\$ 104,500	19		
\$ 68,745	\$ 73,538	\$ 78,336	\$ 83,132	\$ 87,925	\$ 92,724	\$ 97,517	\$ 102,313	\$ 107,113	20		

Admin working First Steps Calendar payscale

A	B	C	D	E	F	G	H	I	←-Lanes	Additional pay incentives and stipends		
Administrative Leadership that reports directly to Executive Principal and leads major workstreams.	Leader + 1: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 2: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 3: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 4: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 5: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 6: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 7: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools	Leader + 8: Master's degree or higher Montessori training Relevant license/certification Evaluate teachers Support student behaviors Bilingual English/Spanish Manage other adults Manage 2 systems due to 2 schools			<p><i>Each 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.</i></p> <p><i>This is not an exhaustive list of all possible stipends.</i></p>	
\$ 53,000	\$ 55,000	\$ 57,000	\$ 59,000	\$ 62,000	\$ 64,000	\$ 66,000	\$ 68,000	\$ 70,000	1	Stipends for success (available to all admin)	Write 5 grants during this fiscal year (with prior approval from finance committee), maximum of twice	\$1,000
\$ 54,325	\$ 56,375	\$ 58,425	\$ 60,475	\$ 63,550	\$ 65,600	\$ 67,650	\$ 69,700	\$ 71,750	2	Stipends for success (available to all admin)	Write grants resulting in more than \$500,000 received in this fiscal year for use by either or both schools (with prior approval from finance committee)	\$5,000
\$ 55,683	\$ 57,784	\$ 59,886	\$ 61,987	\$ 65,139	\$ 67,240	\$ 69,341	\$ 71,443	\$ 73,544	3	For First Steps Marketing/enrollment specialists only	Marketing/Enrollment work leads school to CLEAR balanced budget in FS by June without layoffs needed (if uncertain, this can't be paid)	\$1,000
\$ 57,075	\$ 59,229	\$ 61,383	\$ 63,537	\$ 66,767	\$ 68,921	\$ 71,075	\$ 73,229	\$ 75,383	4	For Elementary Marketing/enrollment specialists only	Marketing/Enrollment work leads school to exceed enrollment goal by at least 5 students in Elementary by October count	\$1,000
\$ 58,502	\$ 60,710	\$ 62,918	\$ 65,125	\$ 68,436	\$ 70,644	\$ 72,852	\$ 75,060	\$ 77,268	5			
\$ 59,965	\$ 62,228	\$ 64,491	\$ 66,753	\$ 70,147	\$ 72,410	\$ 74,673	\$ 76,937	\$ 79,200	6			
\$ 61,464	\$ 63,784	\$ 66,103	\$ 68,422	\$ 71,901	\$ 74,220	\$ 76,540	\$ 78,860	\$ 81,180	7			
\$ 63,001	\$ 65,379	\$ 67,756	\$ 70,133	\$ 73,699	\$ 76,076	\$ 78,454	\$ 80,832	\$ 83,210	8			
\$ 64,576	\$ 67,013	\$ 69,450	\$ 71,886	\$ 75,541	\$ 77,978	\$ 80,415	\$ 82,853	\$ 85,290	9	Longevity bonus pay	5-9 years of service to children at Monarch Montessori.	\$2,500
\$ 66,190	\$ 68,688	\$ 71,186	\$ 73,683	\$ 77,430	\$ 79,927	\$ 82,425	\$ 84,924	\$ 87,422	10			\$3000 + 3 additional PTO days
\$ 67,845	\$ 70,405	\$ 72,966	\$ 75,525	\$ 79,366	\$ 81,925	\$ 84,486	\$ 87,047	\$ 89,608	11			
\$ 69,541	\$ 72,165	\$ 74,790	\$ 77,413	\$ 81,350	\$ 83,973	\$ 86,598	\$ 89,223	\$ 91,848	12			
\$ 71,280	\$ 73,969	\$ 76,660	\$ 79,348	\$ 83,384	\$ 86,072	\$ 88,763	\$ 91,454	\$ 94,144	13			
\$ 73,062	\$ 75,818	\$ 78,577	\$ 81,332	\$ 85,469	\$ 88,224	\$ 90,982	\$ 93,740	\$ 96,498	14			
\$ 74,889	\$ 77,713	\$ 80,541	\$ 83,365	\$ 87,606	\$ 90,430	\$ 93,257	\$ 96,084	\$ 98,910	15			
\$ 76,761	\$ 79,656	\$ 82,555	\$ 85,449	\$ 89,796	\$ 92,691	\$ 95,588	\$ 98,486	\$ 101,383	16			
\$ 78,680	\$ 81,647	\$ 84,619	\$ 87,585	\$ 92,041	\$ 95,008	\$ 97,978	\$ 100,948	\$ 103,918	17			
\$ 80,647	\$ 83,688	\$ 86,734	\$ 89,775	\$ 94,342	\$ 97,383	\$ 100,427	\$ 103,472	\$ 106,516	18			
\$ 82,663	\$ 85,780	\$ 88,902	\$ 92,019	\$ 96,701	\$ 99,818	\$ 102,938	\$ 106,059	\$ 109,179	19			
\$ 84,730	\$ 87,925	\$ 91,125	\$ 94,319	\$ 99,119	\$ 102,313	\$ 105,511	\$ 108,710	\$ 111,908	20			