

**CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL**  
**Teacher Salary Schedule - FINAL**  
**For 2020/2021 School Year (177 contract days)**

Step	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>BA+45</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
0	\$31,300.00	\$32,145.10	\$33,012.11	\$33,882.25	\$35,819.72	\$36,677.34	\$37,534.96	\$38,395.71	\$39,256.46
1	\$32,123.00	\$32,967.93	\$33,834.94	\$34,705.08	\$36,642.55	\$37,500.17	\$38,357.79	\$39,218.54	\$40,079.29
2	\$32,946.00	\$33,790.93	\$34,657.94	\$35,528.08	\$37,465.55	\$38,323.17	\$39,180.79	\$40,041.54	\$40,902.29
3	\$33,769.00	\$34,613.93	\$35,480.94	\$36,351.08	\$38,288.55	\$39,146.17	\$40,003.79	\$40,864.54	\$41,725.29
4	\$34,592.00	\$35,436.93	\$36,303.94	\$37,174.08	\$39,111.55	\$39,969.17	\$40,826.79	\$41,687.54	\$42,548.29
5	\$35,415.00	\$36,259.93	\$37,126.94	\$37,997.08	\$39,934.55	\$40,792.17	\$41,649.79	\$42,510.54	\$43,371.29
6	\$36,238.00	\$37,082.93	\$37,949.94	\$38,820.08	\$40,757.55	\$41,615.17	\$42,472.79	\$43,333.54	\$44,194.29
7	\$37,061.00	\$37,905.93	\$38,772.94	\$39,643.08	\$41,580.55	\$42,438.17	\$43,295.79	\$44,156.54	\$45,017.29
8	\$37,884.00	\$38,728.93	\$39,595.94	\$40,466.08	\$42,403.55	\$43,261.17	\$44,118.79	\$44,979.54	\$45,840.29
9		\$39,551.93	\$40,418.94	\$41,289.08	\$43,226.55	\$44,084.17	\$44,941.79	\$45,802.54	\$46,663.29
10		\$40,374.93	\$41,241.94	\$42,112.08	\$44,049.55	\$44,907.17	\$45,764.79	\$46,625.54	\$47,486.29
11		\$41,197.93	\$42,064.94	\$42,935.08	\$44,872.55	\$45,730.17	\$46,587.79	\$47,448.54	\$48,309.29
12			\$42,887.94	\$43,758.08	\$45,695.55	\$46,553.17	\$47,410.79	\$48,271.54	\$49,132.29
13			\$43,710.94	\$44,581.08	\$46,518.55	\$47,376.17	\$48,233.79	\$49,094.54	\$49,955.29
14			\$44,533.94	\$45,404.08	\$47,341.55	\$48,199.17	\$49,056.79	\$49,917.54	\$50,778.29
15			\$45,356.94	\$46,227.08	\$48,164.55	\$49,022.17	\$49,879.79	\$50,740.54	\$51,601.29
16				\$47,050.08	\$48,987.55	\$49,845.17	\$50,702.79	\$51,563.54	\$52,424.29
17				\$47,873.08	\$49,810.55	\$50,668.17	\$51,525.79	\$52,386.54	\$53,247.29
18				\$48,696.08	\$50,633.55	\$51,491.17	\$52,348.79	\$53,209.54	\$54,070.29
19					\$51,456.55	\$52,314.17	\$53,171.79	\$54,032.54	\$54,893.29
20					\$52,279.55	\$53,137.17	\$53,994.79	\$54,855.54	\$55,716.29
21					\$53,102.55	\$53,960.17	\$54,817.79	\$55,678.54	\$56,539.29
22						\$54,783.17	\$55,640.79	\$56,501.54	\$57,362.29
23							\$56,463.79	\$57,324.54	\$58,185.29

Salary for Substitute Teachers will follow 2020/2021 RE-1 Approved Salary Schedule

Experienced Teachers will be placed on a step of the existing salary schedule according to the table below.

Years	0	1	2	3	4	5	6	7	8
Step	0	1	2	3	4	5	6	7	8

BA+XX requires graduate level credit hours unless otherwise approved in writing by the Head of School.

**CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL**  
**Support Salary Schedule - FINAL**  
**For 2020/2021 School Year**

**Classroom Assistant/Para Professional**  
175 Days

**Specials**

**Lunch/Recess**

**Custodian/Maintenance**

Step	Full-Time	Hourly	Step	Hourly	Step	Hourly	Step	Hourly
1	\$17,808.84	\$12.72	1	\$15.00	1	\$12.24	1	\$12.24
2	\$18,338.74	\$13.10	2	\$15.45	2	\$12.61	2	\$12.67
3	\$18,870.00	\$13.48	3	\$15.90	3	\$12.98	3	\$13.10
4	\$19,401.26	\$13.86	4	\$16.35	4	\$13.36	4	\$13.54
5	\$19,932.51	\$14.24	5	\$16.80	5	\$13.73	5	\$13.97
6	\$20,463.77	\$14.62	6	\$17.25	6	\$14.10	6	\$14.40
7	\$20,995.03	\$15.00	7	\$17.70	7	\$14.47	7	\$14.83
8	\$21,526.28	\$15.38	8	\$18.15	8	\$14.84	8	\$15.26
9	\$22,057.54	\$15.76	9	\$18.60	9	\$15.22	9	\$15.70
10	\$22,588.80	\$16.13	10	\$19.05	10	\$15.59	10	\$16.13
11	\$23,120.05	\$16.51	11	\$19.50	11	\$15.96	11	\$16.56
12	\$23,651.31	\$16.89	12	\$19.95	12	\$16.33	12	\$16.99
13	\$24,182.57	\$17.27	13	\$20.40	13	\$16.70	13	\$17.42
14	\$24,713.82	\$17.65	14	\$20.85	14	\$17.08	14	\$17.86
15	\$25,245.08	\$18.03	15	\$21.30	15	\$17.45	15	\$18.29
16	\$25,776.34	\$18.41	16	\$21.75	16	\$17.82	16	\$18.72

**CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL**  
**Administration Salary Schedule - FINAL**  
**For 2020/2021 School Year**

<b>Admin Assistant</b> 10 Month 200 days - 40 hours/wk		<b>Finance Director</b> 12 Month		<b>Head of School</b> 12 Month		
<b>Step</b>		<b>Step</b>	<b>HS or AS</b>	<b>BS</b>	<b>Step</b>	<b>MA</b>
1	\$19,200.00	1	\$30,000.00	\$43,000.00	1	\$59,935.00
2	\$20,025.60	2	\$30,930.00	\$43,980.00	2	\$60,995.00
3	\$20,851.20	3	\$31,860.00	\$44,960.00	3	\$62,055.00
4	\$21,676.79	4	\$32,790.00	\$45,940.00	4	\$63,115.00
5	\$22,502.39	5	\$33,720.00	\$46,920.00	5	\$64,175.00
6	\$23,327.99	6	\$34,650.00	\$47,900.00	6	\$65,235.00
7	\$24,153.59	7	\$35,580.00	\$48,880.00	7	\$66,295.00
8	\$24,979.18	8	\$36,510.00	\$49,860.00	8	\$67,355.00
9	\$25,804.78	9	\$37,440.00	\$50,840.00	9	\$68,415.00
10	\$26,630.38	10	\$38,370.00	\$51,820.00	10	\$69,475.00
11	\$27,455.98	11	\$39,300.00	\$52,800.00	11	\$70,535.00
12	\$28,281.57	12	\$40,230.00	\$53,780.00	12	\$71,595.00
13	\$29,107.17	13	\$41,160.00	\$54,760.00	13	\$72,655.00
14	\$29,932.77	14	\$42,090.00	\$55,740.00	14	\$73,715.00
15	\$30,758.37	15	\$43,020.00	\$56,720.00	15	\$74,775.00
16	\$31,583.96	16	\$43,950.00	\$57,700.00	16	\$75,835.00
					17	\$77,995.00
					18	\$79,015.00
					19	\$80,075.00
					20	\$81,135.00

Note: Other Administration positions TBD