

2019-2020

**Children's Kiva Montessori Charter School  
Salary Schedule**

<b>Admin Assistant</b>		<b>Finance Director</b>			<b>Head of School MA</b>	
Months	Hours/week	12 Month			11 Month	
10	40					
<b>Step</b>		<b>Step</b>	<b>HS or AS</b>	<b>BS</b>	<b>Step</b>	
1	\$ 19,200	1	\$ 30,000	\$ 43,000	1	\$ 59,935
2	\$ 20,026	2	\$ 30,930	\$ 43,980	2	\$ 60,995
3	\$ 20,851	3	\$ 31,860	\$ 44,960	3	\$ 62,055
4	\$ 21,677	4	\$ 32,790	\$ 45,940	4	\$ 63,115
5	\$ 22,502	5	\$ 33,720	\$ 46,920	5	\$ 64,175
6	\$ 23,328	6	\$ 34,650	\$ 47,900	6	\$ 65,235
7	\$ 24,154	7	\$ 35,580	\$ 48,880	7	\$ 66,295
8	\$ 24,979	8	\$ 36,510	\$ 49,860	8	\$ 67,355
9	\$ 25,805	9	\$ 37,440	\$ 50,840	9	\$ 68,415
10	\$ 26,630	10	\$ 38,370	\$ 51,820	10	\$ 69,475
11	\$ 27,456	11	\$ 39,300	\$ 52,800	11	\$ 70,535
12	\$ 28,282	12	\$ 40,230	\$ 53,780	12	\$ 71,595
13	\$ 29,107	13	\$ 41,160	\$ 54,760	13	\$ 72,655
14	\$ 29,933	14	\$ 42,090	\$ 55,740	14	\$ 73,715
15	\$ 30,758	15	\$ 43,020	\$ 56,720	15	\$ 74,775
16	\$ 31,584	16	\$ 43,950	\$ 57,700	16	\$ 75,835
					17	\$ 77,995
					18	\$ 79,015
					19	\$ 80,075
					20	\$ 81,135

2019-2020  
185 Contract Days

**Children's Kiva Montessori Charter School  
Teacher Salary Schedule**

Step	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
0	\$ 31,300	\$ 32,145	\$ 33,012	\$ 33,882	\$ 35,820	\$ 36,677	\$ 37,535	\$ 38,396	\$ 39,256
1	\$ 32,123	\$ 32,968	\$ 33,835	\$ 34,705	\$ 36,643	\$ 37,500	\$ 38,358	\$ 39,219	\$ 40,079
2	\$ 32,946	\$ 33,791	\$ 34,658	\$ 35,528	\$ 37,466	\$ 38,323	\$ 39,181	\$ 40,042	\$ 40,902
3	\$ 33,769	\$ 34,614	\$ 35,481	\$ 36,351	\$ 38,289	\$ 39,146	\$ 40,004	\$ 40,865	\$ 41,725
4	\$ 34,592	\$ 35,437	\$ 36,304	\$ 37,174	\$ 39,112	\$ 39,969	\$ 40,827	\$ 41,688	\$ 42,548
5	\$ 35,415	\$ 36,260	\$ 37,127	\$ 37,997	\$ 39,935	\$ 40,792	\$ 41,650	\$ 42,511	\$ 43,371
6	\$ 36,238	\$ 37,083	\$ 37,950	\$ 38,820	\$ 40,758	\$ 41,615	\$ 42,473	\$ 43,334	\$ 44,194
7	\$ 37,061	\$ 37,906	\$ 38,773	\$ 39,643	\$ 41,581	\$ 42,438	\$ 43,296	\$ 44,157	\$ 45,017
8	\$ 37,884	\$ 38,729	\$ 39,596	\$ 40,466	\$ 42,404	\$ 43,261	\$ 44,119	\$ 44,980	\$ 45,840
9		\$ 39,552	\$ 40,419	\$ 41,289	\$ 43,227	\$ 44,084	\$ 44,942	\$ 45,803	\$ 46,663
10		\$ 40,375	\$ 41,242	\$ 42,112	\$ 44,050	\$ 44,907	\$ 45,765	\$ 46,626	\$ 47,486
11		\$ 41,198	\$ 42,065	\$ 42,935	\$ 44,873	\$ 45,730	\$ 46,588	\$ 47,449	\$ 48,309
12			\$ 42,888	\$ 43,758	\$ 45,696	\$ 46,553	\$ 47,411	\$ 48,272	\$ 49,132
13			\$ 43,711	\$ 44,581	\$ 46,519	\$ 47,376	\$ 48,234	\$ 49,095	\$ 49,955
14			\$ 44,534	\$ 45,404	\$ 47,342	\$ 48,199	\$ 49,057	\$ 49,918	\$ 50,778
15			\$ 45,357	\$ 46,227	\$ 48,165	\$ 49,022	\$ 49,880	\$ 50,741	\$ 51,601
16				\$ 47,050	\$ 48,988	\$ 49,845	\$ 50,703	\$ 51,564	\$ 52,424
17				\$ 47,873	\$ 49,811	\$ 50,668	\$ 51,526	\$ 52,387	\$ 53,247
18				\$ 48,696	\$ 50,634	\$ 51,491	\$ 52,349	\$ 53,210	\$ 54,070
19					\$ 51,457	\$ 52,314	\$ 53,172	\$ 54,033	\$ 54,893
20					\$ 52,280	\$ 53,137	\$ 53,995	\$ 54,856	\$ 55,716
21					\$ 53,103	\$ 53,960	\$ 54,818	\$ 55,679	\$ 56,539
22						\$ 54,783	\$ 55,641	\$ 56,502	\$ 57,362
23							\$ 56,464	\$ 57,325	\$ 58,185
24									

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	9	>9
Step	0	1	2	3	4	5	6	7	8	9	10

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

**Children's Kiva Montessori Charter School  
Educational Support Salary Schedule**

2019-2020

Days

185

Step	Classroom Assistant			Specials				Intervention /Special Education			
	Full-Time	Half-Time	Hourly	Step	Hourly	Full-Time	Half-Time	Step	Hourly	Full-Time	Half-Time
1	\$ 17,809	\$ 8,904	\$ 12.03	1	\$ 15.00	\$ 22,200	\$ 11,100	1	\$ 25.00	\$ 37,000	\$ 18,500
2	\$ 18,339	\$ 9,169	\$ 12.39	2	\$ 15.45	\$ 22,866	\$ 11,433	2	\$ 25.63	\$ 37,932	\$ 18,966
3	\$ 18,870	\$ 9,435	\$ 12.75	3	\$ 15.90	\$ 23,532	\$ 11,766	3	\$ 26.26	\$ 38,865	\$ 19,432
4	\$ 19,401	\$ 9,701	\$ 13.11	4	\$ 16.35	\$ 24,198	\$ 12,099	4	\$ 26.89	\$ 39,797	\$ 19,899
5	\$ 19,933	\$ 9,966	\$ 13.47	5	\$ 16.80	\$ 24,864	\$ 12,432	5	\$ 27.52	\$ 40,730	\$ 20,365
6	\$ 20,464	\$ 10,232	\$ 13.83	6	\$ 17.25	\$ 25,530	\$ 12,765	6	\$ 28.15	\$ 41,662	\$ 20,831
7	\$ 20,995	\$ 10,498	\$ 14.19	7	\$ 17.70	\$ 26,196	\$ 13,098	7	\$ 28.78	\$ 42,594	\$ 21,297
8	\$ 21,526	\$ 10,763	\$ 14.54	8	\$ 18.15	\$ 26,862	\$ 13,431	8	\$ 29.41	\$ 43,527	\$ 21,763
9	\$ 22,058	\$ 11,029	\$ 14.90	9	\$ 18.60	\$ 27,528	\$ 13,764	9	\$ 30.04	\$ 44,459	\$ 22,230
10	\$ 22,589	\$ 11,294	\$ 15.26	10	\$ 19.05	\$ 28,194	\$ 14,097	10	\$ 30.67	\$ 45,392	\$ 22,696
11	\$ 23,120	\$ 11,560	\$ 15.62	11	\$ 19.50	\$ 28,860	\$ 14,430	11	\$ 31.30	\$ 46,324	\$ 23,162
12	\$ 23,651	\$ 11,826	\$ 15.98	12	\$ 19.95	\$ 29,526	\$ 14,763	12	\$ 31.93	\$ 47,256	\$ 23,628
13	\$ 24,183	\$ 12,091	\$ 16.34	13	\$ 20.40	\$ 30,192	\$ 15,096	13	\$ 32.56	\$ 48,189	\$ 24,094
14	\$ 24,714	\$ 12,357	\$ 16.70	14	\$ 20.85	\$ 30,858	\$ 15,429	14	\$ 33.19	\$ 49,121	\$ 24,561
15	\$ 25,245	\$ 12,623	\$ 17.06	15	\$ 21.30	\$ 31,524	\$ 15,762	15	\$ 33.82	\$ 50,054	\$ 25,027
16	\$ 25,776	\$ 12,888	\$ 17.42	16	\$ 21.75	\$ 32,190	\$ 16,095	16	\$ 34.45	\$ 50,986	\$ 25,493

**Children's Kiva Montessori Charter School  
Support Staff Salary Structure**

2019-2020

<b>Lunchroom Attendant</b>		<b>Custodian</b>		<b>Maintenance</b>	
Hourly		Hourly		Hourly	
Step		Step		Step	
1	\$ 12.00	1	\$ 12.00	1	\$ 12.00
2	\$ 12.36	2	\$ 12.42	2	\$ 12.33
3	\$ 12.73	3	\$ 12.85	3	\$ 12.66
4	\$ 13.09	4	\$ 13.27	4	\$ 12.99
5	\$ 13.46	5	\$ 13.69	5	\$ 13.32
6	\$ 13.82	6	\$ 14.12	6	\$ 13.65
7	\$ 14.19	7	\$ 14.54	7	\$ 13.98
8	\$ 14.55	8	\$ 14.96	8	\$ 14.31
9	\$ 14.92	9	\$ 15.39	9	\$ 14.64
10	\$ 15.28	10	\$ 15.81	10	\$ 14.97
11	\$ 15.65	11	\$ 16.24	11	\$ 15.30
12	\$ 16.01	12	\$ 16.66	12	\$ 15.63
13	\$ 16.38	13	\$ 17.08	13	\$ 15.96
14	\$ 16.74	14	\$ 17.51	14	\$ 16.29
15	\$ 17.11	15	\$ 17.93	15	\$ 16.62
16	\$ 17.47	16	\$ 18.35	16	\$ 16.95