

**CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL
TEACHER/COUNSELOR SALARY SCHEDULE
SCHOOL YEAR 2021-2022 (186 CONTRACT DAYS)**

Step	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
0	\$31,300	\$32,175	\$33,050	\$33,925	\$35,875	\$36,750	\$37,625	\$38,500	\$39,375
1	\$32,125	\$33,000	\$33,875	\$34,750	\$36,700	\$37,575	\$38,450	\$39,325	\$40,200
2	\$32,950	\$33,825	\$34,700	\$35,575	\$37,525	\$38,400	\$39,275	\$40,150	\$41,025
3	\$33,775	\$34,650	\$35,525	\$36,400	\$38,350	\$39,225	\$40,100	\$40,975	\$41,850
4	\$34,600	\$35,475	\$36,350	\$37,225	\$39,175	\$40,050	\$40,925	\$41,800	\$42,675
5	\$35,425	\$36,300	\$37,175	\$38,050	\$40,000	\$40,875	\$41,750	\$42,625	\$43,500
6	\$36,250	\$37,125	\$38,000	\$38,875	\$40,825	\$41,700	\$42,575	\$43,450	\$44,325
7	\$37,075	\$37,950	\$38,825	\$39,700	\$41,650	\$42,525	\$43,400	\$44,275	\$45,150
8	\$37,900	\$38,775	\$39,650	\$40,525	\$42,475	\$43,350	\$44,225	\$45,100	\$45,975
9	\$38,725	\$39,600	\$40,475	\$41,350	\$43,300	\$44,175	\$45,050	\$45,925	\$46,800
10	\$39,550	\$40,425	\$41,300	\$42,175	\$44,125	\$45,000	\$45,875	\$46,750	\$47,625
11	\$40,375	\$41,250	\$42,125	\$43,000	\$44,950	\$45,825	\$46,700	\$47,575	\$48,450
12	\$41,200	\$42,075	\$42,950	\$43,825	\$45,775	\$46,650	\$47,525	\$48,400	\$49,275
13	\$42,025	\$42,900	\$43,775	\$44,650	\$46,600	\$47,475	\$48,350	\$49,225	\$50,100
14	\$42,850	\$43,725	\$44,600	\$45,475	\$47,425	\$48,300	\$49,175	\$50,050	\$50,925
15	\$43,675	\$44,550	\$45,425	\$46,300	\$48,250	\$49,125	\$50,000	\$50,875	\$51,750
16	\$44,500	\$45,375	\$46,250	\$47,125	\$49,075	\$49,950	\$50,825	\$51,700	\$52,575
17	\$45,325	\$46,200	\$47,075	\$47,950	\$49,900	\$50,775	\$51,650	\$52,525	\$53,400
18	\$46,150	\$47,025	\$47,900	\$48,775	\$50,725	\$51,600	\$52,475	\$53,350	\$54,225
19	\$46,975	\$47,850	\$48,725	\$49,600	\$51,550	\$52,425	\$53,300	\$54,175	\$55,050
20	\$47,800	\$48,675	\$49,550	\$50,425	\$52,375	\$53,250	\$54,125	\$55,000	\$55,875
21	\$48,625	\$49,500	\$50,375	\$51,250	\$53,200	\$54,075	\$54,950	\$55,825	\$56,700
22	\$49,450	\$50,325	\$51,200	\$52,075	\$54,025	\$54,900	\$55,775	\$56,650	\$57,525
23	\$50,275	\$51,150	\$52,025	\$52,900	\$54,850	\$55,725	\$56,600	\$57,475	\$58,350
24	\$51,100	\$51,975	\$52,850	\$53,725	\$55,675	\$56,550	\$57,425	\$58,300	\$59,175
25	\$51,925	\$52,800	\$53,675	\$54,550	\$56,500	\$57,375	\$58,250	\$59,125	\$60,000

Notes:

- 1 To be placed on the Step based on work experience and certifications. Teachers will be given full credit for all years prior teaching experience.
- 2 Anchor Teacher position will receive a stipend equivalent to 2 steps for mentoring and administrative responsibilities.

**CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL
 PARA PROFESSIONAL AND SPECIALS
 SCHOOL YEAR 2021-2022 (186 CONTRACT DAYS)**

PARA PROFESSIONAL		ENRICHMENT PROGRAM	
Step	Hourly	Step	Hourly
1	\$14.44	1	
2	\$14.75	2	
3	\$15.06	3	
4	\$15.37	4	
5	\$15.68	5	
6	\$15.99	6	
7	\$16.30	7	
8	\$16.61	8	
9	\$16.92	9	
10	\$17.23	10	
11	\$17.54	11	
12	\$17.85	12	
13	\$18.16	13	
14	\$18.47	14	
15	\$18.78	15	
16	\$19.09	16	
17	\$19.40	17	
18	\$19.71	18	
19	\$20.02	19	
20	\$20.33	20	
21	\$20.64	21	
22	\$20.95	22	
23	\$21.26	23	
24	\$21.57	24	
25	\$21.88	25	

Notes

- 1 The Head of School has discretion in setting the hourly rate for the Enrichment Program (drama, art, music, other)

**CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL
ADMINISTRATION - SALARIED POSITIONS (EXEMPT)
For 2021/2022 School Year**

Head of School		Admin & Operations Assistant (210 days)		Finance Director		
Step	Salary	Step	Salary	Step	HS or AS	BS
1	\$59,935	1	\$22,400	1	\$30,000	\$43,000
2	\$60,995	2	\$23,225	2	\$30,930	\$43,980
3	\$62,055	3	\$24,050	3	\$31,860	\$44,960
4	\$63,115	4	\$24,875	4	\$32,790	\$45,940
5	\$64,175	5	\$25,700	5	\$33,720	\$46,920
6	\$65,235	6	\$26,525	6	\$34,650	\$47,900
7	\$66,295	7	\$27,350	7	\$35,580	\$48,880
8	\$67,355	8	\$28,175	8	\$36,510	\$49,860
9	\$68,415	9	\$29,000	9	\$37,440	\$50,840
10	\$69,475	10	\$29,825	10	\$38,370	\$51,820
11	\$70,535	11	\$30,650	11	\$39,300	\$52,800
12	\$71,595	12	\$31,475	12	\$40,230	\$53,780
13	\$72,655	13	\$32,300	13	\$41,160	\$54,760
14	\$73,715	14	\$33,125	14	\$42,090	\$55,740
15	\$74,775	15	\$33,950	15	\$43,020	\$56,720
16	\$75,835	16	\$34,775	16	\$43,950	\$57,700
17	\$77,995	17	\$35,600	17	\$44,880	\$58,680
18	\$79,015	18	\$36,425	18	\$45,810	\$59,660
19	\$80,075	19	\$37,250	19	\$46,740	\$60,640
20	\$81,135	20	\$38,075	20	\$47,670	\$61,620

Notes:

- 1 Salary/rate for other administrative and professional positions will be determined by the Head of School.
- 2 The Board of Directors has discretion on the placement of Head of School position.

**CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL
SUPPORT - PART-TIME or TEMPORARY
For 2021/2022 School Year**

Front Desk		Lunch Attendant		Custodian/Maintenance	
Step	Hourly	Step	Hourly	Step	Hourly
1	\$13.00	1	\$12.50	1	\$12.75
2	\$13.40	2	\$12.90	2	\$13.15
3	\$13.80	3	\$13.30	3	\$13.55
4	\$14.20	4	\$13.70	4	\$13.95
5	\$14.60	5	\$14.10	5	\$14.35
6	\$15.00	6	\$14.50	6	\$14.75
7	\$15.40	7	\$14.90	7	\$15.15
8	\$15.80	8	\$15.30	8	\$15.55
9	\$16.20	9	\$15.70	9	\$15.95
10	\$16.60	10	\$16.10	10	\$16.35
11	\$17.00	11	\$16.50	11	\$16.75
12	\$17.40	12	\$16.90	12	\$17.15
13	\$17.80	13	\$17.30	13	\$17.55
14	\$18.20	14	\$17.70	14	\$17.95
15	\$18.60	15	\$18.10	15	\$18.35
16	\$19.00	16	\$18.50	16	\$18.75