

**CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL  
TEACHER/COUNSELOR SALARY SCHEDULE  
SCHOOL YEAR 2023-2024**

163 Contract Days

<b>Step</b>	<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	\$33,300	\$34,175	\$35,050	\$35,925	\$37,875	\$38,750	\$39,625	\$40,500	\$41,375
1	\$34,125	\$35,000	\$35,875	\$36,750	\$38,700	\$39,575	\$40,450	\$41,325	\$42,200
2	\$34,950	\$35,825	\$36,700	\$37,575	\$39,525	\$40,400	\$41,275	\$42,150	\$43,025
3	\$35,775	\$36,650	\$37,525	\$38,400	\$40,350	\$41,225	\$42,100	\$42,975	\$43,850
4	\$36,600	\$37,475	\$38,350	\$39,225	\$41,175	\$42,050	\$42,925	\$43,800	\$44,675
5	\$37,425	\$38,300	\$39,175	\$40,050	\$42,000	\$42,875	\$43,750	\$44,625	\$45,500
6	\$38,250	\$39,125	\$40,000	\$40,875	\$42,825	\$43,700	\$44,575	\$45,450	\$46,325
7	\$39,075	\$39,950	\$40,825	\$41,700	\$43,650	\$44,525	\$45,400	\$46,275	\$47,150
8	\$39,900	\$40,775	\$41,650	\$42,525	\$44,475	\$45,350	\$46,225	\$47,100	\$47,975
9	\$40,725	\$41,600	\$42,475	\$43,350	\$45,300	\$46,175	\$47,050	\$47,925	\$48,800
10	\$41,550	\$42,425	\$43,300	\$44,175	\$46,125	\$47,000	\$47,875	\$48,750	\$49,625
11	\$42,375	\$43,250	\$44,125	\$45,000	\$46,950	\$47,825	\$48,700	\$49,575	\$50,450
12	\$43,200	\$44,075	\$44,950	\$45,825	\$47,775	\$48,650	\$49,525	\$50,400	\$51,275
13	\$44,025	\$44,900	\$45,775	\$46,650	\$48,600	\$49,475	\$50,350	\$51,225	\$52,100
14	\$44,850	\$45,725	\$46,600	\$47,475	\$49,425	\$50,300	\$51,175	\$52,050	\$52,925
15	\$45,675	\$46,550	\$47,425	\$48,300	\$50,250	\$51,125	\$52,000	\$52,875	\$53,750
16	\$46,500	\$47,375	\$48,250	\$49,125	\$51,075	\$51,950	\$52,825	\$53,700	\$54,575
17	\$47,325	\$48,200	\$49,075	\$49,950	\$51,900	\$52,775	\$53,650	\$54,525	\$55,400
18	\$48,150	\$49,025	\$49,900	\$50,775	\$52,725	\$53,600	\$54,475	\$55,350	\$56,225
19	\$48,975	\$49,850	\$50,725	\$51,600	\$53,550	\$54,425	\$55,300	\$56,175	\$57,050
20	\$49,800	\$50,675	\$51,550	\$52,425	\$54,375	\$55,250	\$56,125	\$57,000	\$57,875
21	\$50,625	\$51,500	\$52,375	\$53,250	\$55,200	\$56,075	\$56,950	\$57,825	\$58,700
22	\$51,450	\$52,325	\$53,200	\$54,075	\$56,025	\$56,900	\$57,775	\$58,650	\$59,525
23	\$52,275	\$53,150	\$54,025	\$54,900	\$56,850	\$57,725	\$58,600	\$59,475	\$60,350
24	\$53,100	\$53,975	\$54,850	\$55,725	\$57,675	\$58,550	\$59,425	\$60,300	\$61,175
25	\$53,925	\$54,800	\$55,675	\$56,550	\$58,500	\$59,375	\$60,250	\$61,125	\$62,000

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.

**CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL  
 PARA PROFESSIONAL AND SPECIALS  
 SCHOOL YEAR 2023-2024**

**PARA PROFESSIONAL and Specials**

**Step**

	<b>Para Pro/Specials</b>		<b>Para Pro +48</b>		<b>Para Pro ESS</b>	
1	\$20,600	\$14.47	\$21,600	\$15.17	\$22,100	\$15.67
2	\$21,100	\$14.82	\$22,100	\$15.52	\$22,600	\$15.98
3	\$21,600	\$15.17	\$22,600	\$15.87	\$23,100	\$16.29
4	\$22,100	\$15.52	\$23,100	\$16.22	\$23,600	\$16.60
5	\$22,600	\$15.87	\$23,600	\$16.57	\$24,100	\$16.91
6	\$23,100	\$16.22	\$24,100	\$16.92	\$24,600	\$17.22
7	\$23,600	\$16.57	\$24,600	\$17.28	\$25,100	\$17.53
8	\$24,100	\$16.92	\$25,100	\$17.63	\$25,600	\$17.84
9	\$24,600	\$17.28	\$25,600	\$17.98	\$26,100	\$18.15
10	\$25,100	\$17.63	\$26,100	\$18.33	\$26,600	\$18.46
11	\$25,600	\$17.98	\$26,600	\$18.68	\$27,100	\$18.77
12	\$26,100	\$18.33	\$27,100	\$19.03	\$27,600	\$19.08
13	\$26,600	\$18.68	\$27,600	\$19.38	\$28,100	\$19.39
14	\$27,100	\$19.03	\$28,100	\$19.73	\$28,600	\$19.70
15	\$27,600	\$19.38	\$28,600	\$20.08	\$29,100	\$20.01
16	\$28,100	\$19.73	\$29,100	\$20.44	\$29,600	\$20.32

163 Contract Days

8 hours/day

**CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL  
ADMINISTRATION - SALARIED POSITIONS (EXEMPT)  
For 2023/2024 School Year**

<b>Head of School</b>		<b>Admin &amp; Operations Assistant</b>		<b>Finance Director</b>		<b>AR/AP Specialist</b>		
<b>Step</b>	<b>Salary</b>	<b>Step</b>	<b>Salary</b>	<b>Step</b>	<b>HS or AS</b>	<b>BS</b>	<b>Step</b>	<b>Salary</b>
1	\$70,000	1	\$24,400	1	\$30,000	\$43,000	1	\$17.00
2	\$71,000	2	\$25,225	2	\$30,930	\$43,980	2	\$17.31
3	\$72,000	3	\$26,050	3	\$31,860	\$44,960	3	\$17.62
4	\$73,000	4	\$26,875	4	\$32,790	\$45,940	4	\$17.93
5	\$74,000	5	\$27,700	5	\$33,720	\$46,920	5	\$18.24
6	\$75,000	6	\$28,525	6	\$34,650	\$47,900	6	\$18.55
7	\$76,000	7	\$29,350	7	\$35,580	\$48,880	7	\$18.86
8	\$77,000	8	\$30,175	8	\$36,510	\$49,860	8	\$19.17
9	\$78,000	9	\$31,000	9	\$37,440	\$50,840	9	\$19.48
10	\$79,000	10	\$31,825	10	\$38,370	\$51,820	10	\$19.79
11	\$80,000	11	\$32,650	11	\$39,300	\$52,800	11	\$20.10
12	\$81,000	12	\$33,475	12	\$40,230	\$53,780	12	\$20.41
13	\$82,000	13	\$34,300	13	\$41,160	\$54,760	13	\$20.72
14	\$83,000	14	\$35,125	14	\$42,090	\$55,740	14	\$21.03
15	\$84,000	15	\$35,950	15	\$43,020	\$56,720	15	\$21.34
16	\$85,000	16	\$36,775	16	\$43,950	\$57,700	16	\$21.65
17	\$86,000	17	\$37,600	17	\$44,880	\$58,680	17	\$21.96
18	\$87,000	18	\$38,425	18	\$45,810	\$59,660	18	\$22.27
19	\$88,000	19	\$39,250	19	\$46,740	\$60,640	19	\$22.58
20	\$89,000	20	\$40,075	20	\$47,670	\$61,620	20	\$22.89
	11 months		210 days		12 months	12 months		12 months

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 2023/2024 School Year**

<b>Front Desk</b>		<b>Lunch Attendant</b>		<b>Custodian/Maintenance</b>	
<b>Step</b>	<b>Hourly</b>	<b>Step</b>	<b>Hourly</b>	<b>Step</b>	<b>Hourly</b>
1	\$13.00	1	\$12.50	1	\$12.75
2	\$13.00	2	\$12.90	2	\$13.15
3	\$13.00	3	\$13.30	3	\$13.55
4	\$13.00	4	\$13.70	4	\$13.95
5	\$13.00	5	\$14.10	5	\$14.35
6	\$13.00	6	\$14.50	6	\$14.75
7	\$13.00	7	\$14.90	7	\$15.15
8	\$13.00	8	\$15.30	8	\$15.55
9	\$13.00	9	\$15.70	9	\$15.95
10	\$13.00	10	\$16.10	10	\$16.35
11	\$13.00	11	\$16.50	11	\$16.75
12	\$13.00	12	\$16.90	12	\$17.15
13	\$13.00	13	\$17.30	13	\$17.55
14	\$13.00	14	\$17.70	14	\$17.95
15	\$13.00	15	\$18.10	15	\$18.35
16	\$13.00	16	\$18.50	16	\$18.75

