CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL PARA PROFESSIONAL AND SPECIALS SCHOOL YEAR 2025-20256

St	ер	Para Pro & Specials	Para Pro +48	Para Pro ESS
•		\$23,600	\$24,600	\$25,800
2	2	\$24,100	\$25,100	\$26,300
3	3	\$24,600	\$25,600	\$26,800
4	1	\$25,100	\$26,100	\$27,300
5	5	\$25,600	\$26,600	\$27,800
6	6	\$26,100	\$27,100	\$28,300
7	7	\$26,600	\$27,600	\$28,800
3	3	\$27,100	\$28,100	\$29,300
9)	\$27,600	\$28,600	\$29,800
1	0	\$28,100	\$29,100	\$30,300
1	1	\$28,600	\$29,600	\$30,800
1	2	\$29,100	\$30,100	\$31,300
1	3	\$29,600	\$30,600	\$31,800
1	4	\$30,100	\$31,100	\$32,300
1	5	\$30,600	\$31,600	\$32,800
1	6	\$31,100	\$32,100	\$33,300
158 C	ontrac	Days		
8 hou	rs/day			

Administration Salaries For 2025/2026 School Year

	Head of School		Admin & Operations				Finance Director			Exec. Assistant/Registra		
				As	sistant							
S	Step	Salary		Step	Salary		Step	HS or AS	BS		Step	Salary
	1	\$70,000		1	\$25,900		1	\$40,000	\$43,000		1	\$44,200.00
	2	\$71,000		2	\$26,725		2	\$40,930	\$43,980		2	\$44,790.00
	3	\$72,000		3	\$27,550		3	\$41,860	\$44,960		3	\$45,380.00
	4	\$73,000		4	\$28,375		4	\$42,790	\$45,940		4	\$45,970.00
	5	\$74,000		5	\$29,200		5	\$43,720	\$46,920		5	\$46,560.00
	6	\$75,000		6	\$30,025		6	\$44,650	\$47,900		6	\$47,150.00
	7	\$76,000		7	\$30,850		7	\$45,580	\$48,880		7	\$47,740.00
	8	\$77,000		8	\$31,675		8	\$46,510	\$49,860		8	\$48,330.00
	9	\$78,000		9	\$32,500		9	\$47,440	\$50,840		9	\$48,920.00
	10	\$79,000		10	\$33,325		10	\$48,370	\$51,820		10	\$49,510.00
	11	\$80,000		11	\$34,150		11	\$49,300	\$52,800		11	\$50,100.00
	12	\$81,000		12	\$34,975		12	\$50,230	\$53,780		12	\$50,690.00
	13	\$82,000		13	\$35,800		13	\$51,160	\$54,760		13	\$51,280.00
	14	\$83,000		14	\$36,625		14	\$52,090	\$55,740		14	\$51,870.00
	15	\$84,000		15	\$37,450		15	\$53,020	\$56,720		15	\$52,460.00
	16	\$85,000		16	\$38,275		16	\$53,950	\$57,700		16	\$53,050.00
	17	\$86,000		17	\$39,100		17	\$54,880	\$58,680		17	\$53,640.00
	18	\$87,000		18	\$39,925		18	\$55,810	\$59,660		18	\$54,230.00
	19	\$88,000		19	\$40,750		19	\$56,740	\$60,640		19	\$54,820.00
	20	\$89,000		20	\$41,575		20	\$57,670	\$61,620		20	\$55,410.00

Salary/rate for other administrative and professional positions will be determined by the Head of School.

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 2025/2026 School Year

Fro	nt Desk		Lunch	Attendant	Custodian/Maintenance			
Step	Hourly		Step	Hourly		Step	Hourly	
1	\$15.00		1	\$14.90		1	\$14.90	
2	\$15.40		2	\$15.30		2	\$15.30	
3	\$15.80		3	\$15.70		3	\$15.70	
4	\$16.20		4	\$16.10		4	\$16.10	
5	\$16.60		5	\$16.50		5	\$16.50	
6	\$17.00		6	\$16.90		6	\$16.90	
7	\$17.40		7	\$17.30		7	\$17.30	
8	\$17.80		8	\$17.70		8	\$17.70	
9	\$18.20		9	\$18.10		9	\$18.10	
10	\$18.60		10	\$18.50		10	\$18.50	
11	\$19.00		11	\$18.90		11	\$18.90	
12	\$19.40		12	\$19.30		12	\$19.30	
13	\$19.80		13	\$19.70		13	\$19.70	
14	\$20.20		14	\$20.10		14	\$20.10	
15	\$20.60		15	\$20.50		15	\$20.50	
16	\$21.00		16	\$20.90	16		\$20.90	

CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL TEACHER SALARY SCHEDULE

SCHOOL YEAR 2025-2026 (158 CONTRACT DAYS)

Step	ВА	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
0	\$43,300	\$44,175	\$45,050	\$45,925	\$47,875	\$48,750	\$49,625	\$50,500	\$51,375
1	\$44,125	\$45,000	\$45,875	\$46,750	\$48,700	\$49,575	\$50,450	\$51,325	\$52,200
2	\$44,950	\$45,825	\$46,700	\$47,575	\$49,525	\$50,400	\$51,275	\$52,150	\$53,025
3	\$45,775	\$46,650	\$47,525	\$48,400	\$50,350	\$51,225	\$52,100	\$52,975	\$53,850
4	\$46,600	\$47,475	\$48,350	\$49,225	\$51,175	\$52,050	\$52,925	\$53,800	\$54,675
5	\$47,425	\$48,300	\$49,175	\$50,050	\$52,000	\$52,875	\$53,750	\$54,625	\$55,500
6	\$48,250	\$49,125	\$50,000	\$50,875	\$52,825	\$53,700	\$54,575	\$55,450	\$56,325
7	\$49,075	\$49,950	\$50,825	\$51,700	\$53,650	\$54,525	\$55,400	\$56,275	\$57,150
8	\$49,900	\$50,775	\$51,650	\$52,525	\$54,475	\$55,350	\$56,225	\$57,100	\$57,975
9	\$50,725	\$51,600	\$52,475	\$53,350	\$55,300	\$56,175	\$57,050	\$57,925	\$58,800
10	\$51,550	\$52,425	\$53,300	\$54,175	\$56,125	\$57,000	\$57,875	\$58,750	\$59,625
11	\$52,375	\$53,250	\$54,125	\$55,000	\$56,950	\$57,825	\$58,700	\$59,575	\$60,450
12	\$53,200	\$54,075	\$54,950	\$55,825	\$57,775	\$58,650	\$59,525	\$60,400	\$61,275
13	\$54,025	\$54,900	\$55,775	\$56,650	\$58,600	\$59,475	\$60,350	\$61,225	\$62,100
14	\$54,850	\$55,725	\$56,600	\$57,475	\$59,425	\$60,300	\$61,175	\$62,050	\$62,925
15	\$55,675	\$56,550	\$57,425	\$58,300	\$60,250	\$61,125	\$62,000	\$62,875	\$63,750
16	\$56,500	\$57,375	\$58,250	\$59,125	\$61,075	\$61,950	\$62,825	\$63,700	\$64,575
17	\$57,325	\$58,200	\$59,075	\$59,950	\$61,900	\$62,775	\$63,650	\$64,525	\$65,400
18	\$58,150	\$59,025	\$59,900	\$60,775	\$62,725	\$63,600	\$64,475	\$65,350	\$66,225
19	\$58,975	\$59,850	\$60,725	\$61,600	\$63,550	\$64,425	\$65,300	\$66,175	\$67,050
20	\$59,800	\$60,675	\$61,550	\$62,425	\$64,375	\$65,250	\$66,125	\$67,000	\$67,875
21	\$60,625	\$61,500	\$62,375	\$63,250	\$65,200	\$66,075	\$66,950	\$67,825	\$68,700
22	\$61,450	\$62,325	\$63,200	\$64,075	\$66,025	\$66,900	\$67,775	\$68,650	\$69,525
23	\$62,275	\$63,150	\$64,025	\$64,900	\$66,850	\$67,725	\$68,600	\$69,475	\$70,350
24	\$63,100	\$63,975	\$64,850	\$65,725	\$67,675	\$68,550	\$69,425	\$70,300	\$71,175
25	\$63,925	\$64,800	\$65,675	\$66,550	\$68,500	\$69,375	\$70,250	\$71,125	\$72,000

CHILDREN'S KIVA MONTESSORI CHARTER SCHOOL COUNSELOR & ASSISTANT PRINCIPAL SALARY SCHEDULE SCHOOL YEAR 2025-2026 (158 CONTRACT DAYS)

Step	ВА	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
0	\$43,300	\$44,175	\$45,050	\$45,925	\$47,875	\$48,750	\$49,625	\$50,500	\$51,375
1	\$44,125	\$45,000	\$45,875	\$46,750	\$48,700	\$49,575	\$50,450	\$51,325	\$52,200
2	\$44,950	\$45,825	\$46,700	\$47,575	\$49,525	\$50,400	\$51,275	\$52,150	\$53,025
3	\$45,775	\$46,650	\$47,525	\$48,400	\$50,350	\$51,225	\$52,100	\$52,975	\$53,850
4	\$46,600	\$47,475	\$48,350	\$49,225	\$51,175	\$52,050	\$52,925	\$53,800	\$54,675
5	\$47,425	\$48,300	\$49,175	\$50,050	\$52,000	\$52,875	\$53,750	\$54,625	\$55,500
6	\$48,250	\$49,125	\$50,000	\$50,875	\$52,825	\$53,700	\$54,575	\$55,450	\$56,325
7	\$49,075	\$49,950	\$50,825	\$51,700	\$53,650	\$54,525	\$55,400	\$56,275	\$57,150
8	\$49,900	\$50,775	\$51,650	\$52,525	\$54,475	\$55,350	\$56,225	\$57,100	\$57,975
9	\$50,725	\$51,600	\$52,475	\$53,350	\$55,300	\$56,175	\$57,050	\$57,925	\$58,800
10	\$51,550	\$52,425	\$53,300	\$54,175	\$56,125	\$57,000	\$57,875	\$58,750	\$59,625
11	\$52,375	\$53,250	\$54,125	\$55,000	\$56,950	\$57,825	\$58,700	\$59,575	\$60,450
12	\$53,200	\$54,075	\$54,950	\$55,825	\$57,775	\$58,650	\$59,525	\$60,400	\$61,275
13	\$54,025	\$54,900	\$55,775	\$56,650	\$58,600	\$59,475	\$60,350	\$61,225	\$62,100
14	\$54,850	\$55,725	\$56,600	\$57,475	\$59,425	\$60,300	\$61,175	\$62,050	\$62,925
15	\$55,675	\$56,550	\$57,425	\$58,300	\$60,250	\$61,125	\$62,000	\$62,875	\$63,750
16	\$56,500	\$57,375	\$58,250	\$59,125	\$61,075	\$61,950	\$62,825	\$63,700	\$64,575
17	\$57,325	\$58,200	\$59,075	\$59,950	\$61,900	\$62,775	\$63,650	\$64,525	\$65,400
18	\$58,150	\$59,025	\$59,900	\$60,775	\$62,725	\$63,600	\$64,475	\$65,350	\$66,225
19	\$58,975	\$59,850	\$60,725	\$61,600	\$63,550	\$64,425	\$65,300	\$66,175	\$67,050
20	\$59,800	\$60,675	\$61,550	\$62,425	\$64,375	\$65,250	\$66,125	\$67,000	\$67,875
21	\$60,625	\$61,500	\$62,375	\$63,250	\$65,200	\$66,075	\$66,950	\$67,825	\$68,700
22	\$61,450	\$62,325	\$63,200	\$64,075	\$66,025	\$66,900	\$67,775	\$68,650	\$69,525
23	\$62,275	\$63,150	\$64,025	\$64,900	\$66,850	\$67,725	\$68,600	\$69,475	\$70,350
24	\$63,100	\$63,975	\$64,850	\$65,725	\$67,675	\$68,550	\$69,425	\$70,300	\$71,175
25	\$63,925	\$64,800	\$65,675	\$66,550	\$68,500	\$69,375	\$70,250	\$71,125	\$72,000
26	\$64,750	\$65,625	\$66,500	\$67,375	\$69,325	\$70,200	\$71,075	\$71,950	\$72,825
27	\$65,575	\$66,450	\$67,325	\$68,200	\$70,150	\$71,025	\$71,900	\$72,775	\$73,650
28	\$66,400	\$67,275	\$68,150	\$69,025	\$70,975	\$71,850	\$72,725	\$73,600	\$74,475
29	\$67,225	\$68,100	\$68,975	\$69,850	\$71,800	\$72,675	\$73,550	\$74,425	\$75,300
30	\$68,050	\$68,925	\$69,800	\$70,675	\$72,625	\$73,500	\$74,375	\$75,250	\$76,125