

**Compass Montessori Golden  
Compensation Schedule FY2019-20**

**Teachers**

Level 1	Level 2	Level 3	Level 4	Level 5
BA	MC or CO	MC and CO	CO and MA	CO, MA, & MC

Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary
1-1	\$ 28,607.28	2-1	\$ 30,362.42	3-1	\$ 32,225.23	4-1	\$ 33,227.79	5-1	\$ 35,948.12
1-2	\$ 28,607.28	2-2	\$ 30,362.42	3-2	\$ 32,225.23	4-2	\$ 33,227.79	5-2	\$ 35,948.12
1-3	\$ 28,607.28	2-3	\$ 30,362.42	3-3	\$ 32,225.23	4-3	\$ 33,227.79	5-3	\$ 35,948.12
1-4	\$ 29,497.89	2-4	\$ 31,509.12	3-4	\$ 33,657.46	4-4	\$ 35,232.01	5-4	\$ 37,953.25
1-5	\$ 30,394.14	2-5	\$ 32,657.64	3-5	\$ 35,089.70	4-5	\$ 37,237.13	5-5	\$ 39,962.02
1-6	\$ 31,280.64	2-6	\$ 33,800.69	3-6	\$ 36,523.75	4-6	\$ 39,245.00	5-6	\$ 41,963.50
1-7	\$ 32,178.94	2-7	\$ 34,948.30	3-7	\$ 37,955.99	4-7	\$ 41,213.63	5-7	\$ 43,971.36
1-8	\$ 33,077.74	2-8	\$ 36,094.08	3-8	\$ 39,385.48	4-8	\$ 43,253.42	5-8	\$ 45,973.75
1-9	\$ 33,970.64	2-9	\$ 37,237.13	3-9	\$ 40,817.71	4-9	\$ 45,257.63	5-9	\$ 47,887.65
1-10	\$ 34,092.34	2-10	\$ 37,524.04	3-10	\$ 42,249.95	4-10	\$ 47,265.50	5-10	\$ 49,986.74
1-11	\$ 34,214.04	2-11	\$ 37,810.94	3-11	\$ 43,684.92	4-11	\$ 49,268.80	5-11	\$ 51,990.95
1-12	\$ 34,335.74	2-12	\$ 38,097.84	3-12	\$ 44,400.35	4-12	\$ 50,285.03	5-12	\$ 52,988.74
1-13	\$ 34,457.87	2-13	\$ 38,384.74	3-13	\$ 45,115.78	4-13	\$ 52,034.71	5-13	\$ 54,736.35
1-14	\$ 34,580.44	2-14	\$ 38,671.65	3-14	\$ 45,831.21	4-14	\$ 53,784.39	5-14	\$ 56,483.97
1-15+	\$ 34,700.84	2-15+	\$ 38,958.55	3-15+	\$ 46,546.64	4-15+	\$ 55,534.06	5-15+	\$ 58,231.58

**Para-professionals**

Levels	1	2	3	4	5
	Nothing	Asst. Training	BA	BA+Asst Training	Mont Training

Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary
1-1	\$ 18,916.35	2-1	\$ 19,507.49	3-1	\$ 20,689.76	4-1	\$ 21,280.89	5-1	\$ 21,808.90
1-2	\$ 18,916.35	2-2	\$ 19,507.49	3-2	\$ 20,689.76	4-2	\$ 21,280.89	5-2	\$ 21,808.90
1-3	\$ 19,803.05	2-3	\$ 20,394.19	3-3	\$ 21,280.89	4-3	\$ 21,872.03	5-3	\$ 22,382.82
1-4	\$ 20,689.76	2-4	\$ 21,280.89	3-4	\$ 21,872.03	4-4	\$ 22,463.17	5-4	\$ 22,956.74
1-5	\$ 21,280.89	2-5	\$ 21,872.03	3-5	\$ 22,463.17	4-5	\$ 23,054.30	5-5	\$ 23,530.65
1-6	\$ 21,872.03	2-6	\$ 22,463.17	3-6	\$ 23,054.30	4-6	\$ 23,645.44	5-6	\$ 24,104.57
1-7	\$ 22,463.17	2-7	\$ 23,054.30	3-7	\$ 23,645.44	4-7	\$ 24,236.57	5-7	\$ 24,678.49
1-8	\$ 23,054.30	2-8	\$ 23,645.44	3-8	\$ 24,236.57	4-8	\$ 24,827.71	5-8	\$ 25,252.41
1-9+	\$ 23,745.93	2-9+	\$ 24,354.80	3-9+	\$ 24,963.67	4-9+	\$ 25,572.54	5-9+	\$ 26,009.98

**Executive Director**

It is the policy of Compass Montessori for the Board of Directors to determine the annual salary of the Executive Director based on years of experience, education level, job performance and allowable budget.

**Principal**

It is the policy of Compass Montessori for the Executive Director to determine the annual salary of it's Principals commensurate with years of experience, education level, job performance and allowable budget.

**Administrative Support Staff**

It is the policy of Compass Montessori for the Executive Director to determine the annual salary of it's Administrative staff based on years of experience, education level, job performance and allowable budget.

**Before/Aftercare/Summer Program and other Hourly Educational Support Staff**

It is the policy of Compass Montessori to pay it's Before/Aftercare, Summer Program, and any other hourly educational support staff an hourly wage that complies with the "Fair Labor Standards Act" and is competitive with similar job descriptions.

Note: All employment at Compass Montessori is "at will" and can be terminated by either party at any time. All full time employees and any part time employees working more than 30 hours per week, are eligible for Jeffco's offered health insurance.