

Scale Position + Education	BREAKTHROUGH MONTESSORI SALARY SCALES																		
	Scale Steps Based on Years of Experience																		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15				
GENERAL EDUCATION																			
Guide - Minimum Degree Required	\$ 57,700	\$ 58,995	\$ 61,060	\$ 63,502	\$ 66,106	\$ 67,891	\$ 69,588	\$ 71,328	\$ 73,039	\$ 74,792	\$ 76,587	\$ 78,426	\$ 80,308	\$ 82,235	\$ 84,209				
Guide - Additional Degrees	\$ 59,000	\$ 60,995	\$ 63,060	\$ 65,502	\$ 68,106	\$ 69,891	\$ 71,588	\$ 73,328	\$ 75,039	\$ 76,792	\$ 78,587	\$ 80,426	\$ 82,308	\$ 84,235	\$ 86,209				
Montessori Assistant - Minimum Degree Required	\$ 38,500	\$ 39,694	\$ 40,924	\$ 42,029	\$ 43,164	\$ 44,329	\$ 45,526	\$ 46,755	\$ 48,018	\$ 49,314	\$ 50,646	\$ 52,013	\$ 53,417	\$ 54,860	\$ 56,341				
Montessori Assistant - Additional Degrees	\$ 39,500	\$ 40,694	\$ 41,924	\$ 43,029	\$ 44,164	\$ 45,329	\$ 46,526	\$ 47,755	\$ 49,018	\$ 50,314	\$ 51,646	\$ 53,013	\$ 54,417	\$ 55,860	\$ 57,341				
Classroom Assistant - Minimum Degree Required	\$ 35,000	\$ 36,085	\$ 37,204	\$ 38,208	\$ 39,202	\$ 40,221	\$ 41,267	\$ 42,339	\$ 43,440	\$ 44,570	\$ 45,729	\$ 46,917	\$ 48,137	\$ 49,389	\$ 50,673				
Classroom Assistant - Additional Degrees	\$ 35,500	\$ 36,585	\$ 37,704	\$ 38,708	\$ 39,702	\$ 40,721	\$ 41,767	\$ 42,839	\$ 43,940	\$ 45,070	\$ 46,229	\$ 47,417	\$ 48,637	\$ 49,889	\$ 51,173				
SPECIAL EDUCATION																			
Sped Coordinator - Minimum Degree Required	\$ 77,781	\$ 79,959	\$ 82,197	\$ 84,499	\$ 86,865	\$ 89,297	\$ 91,798	\$ 94,368	\$ 97,010	\$ 99,726	\$ 102,519	\$ 105,389	\$ 108,340	\$ 111,374	\$ 114,492				
Sped Coordinator - Additional Degrees	\$ 79,781	\$ 81,959	\$ 84,197	\$ 86,499	\$ 88,865	\$ 91,297	\$ 93,798	\$ 96,368	\$ 99,010	\$ 101,726	\$ 104,519	\$ 107,389	\$ 110,340	\$ 113,374	\$ 116,492				
Special Education Teacher - Minimum Degree Required	\$ 57,700	\$ 58,710	\$ 60,471	\$ 62,588	\$ 64,778	\$ 67,046	\$ 69,392	\$ 71,821	\$ 74,335	\$ 76,933	\$ 78,098	\$ 80,050	\$ 82,052	\$ 84,267	\$ 86,374				
Special Education Teacher - Additional Degrees	\$ 59,000	\$ 60,710	\$ 62,471	\$ 64,588	\$ 66,778	\$ 69,046	\$ 71,392	\$ 73,821	\$ 76,335	\$ 78,193	\$ 80,098	\$ 82,050	\$ 84,052	\$ 86,267	\$ 88,374				
Dedicated Aide - Minimum Degree Required	\$ 32,250	\$ 33,153	\$ 34,081	\$ 35,036	\$ 36,017	\$ 37,025	\$ 38,062	\$ 39,127	\$ 40,223	\$ 41,349	\$ 42,507	\$ 43,697	\$ 44,921	\$ 46,179	\$ 47,472				
Dedicated Aide - Additional Degrees	\$ 32,750	\$ 33,653	\$ 34,581	\$ 35,536	\$ 36,517	\$ 37,525	\$ 38,562	\$ 39,627	\$ 40,723	\$ 41,849	\$ 43,007	\$ 44,197	\$ 45,421	\$ 46,679	\$ 47,972				
Behavior Tech - Minimum Degree Required	\$ 34,700	\$ 35,741	\$ 36,813	\$ 37,918	\$ 39,055	\$ 40,227	\$ 41,434	\$ 42,677	\$ 43,957	\$ 45,276	\$ 46,634	\$ 48,033	\$ 49,474	\$ 50,958	\$ 52,487				
Behavior Tech - Additional Degrees	\$ 35,200	\$ 36,241	\$ 37,313	\$ 38,418	\$ 39,555	\$ 40,727	\$ 41,934	\$ 43,177	\$ 44,457	\$ 45,776	\$ 47,134	\$ 48,533	\$ 49,974	\$ 51,458	\$ 52,987				
STUDENT SUPPORT																			
Literacy Specialist - Minimum Degree Required	\$ 69,395	\$ 71,338	\$ 73,336	\$ 75,389	\$ 77,500	\$ 79,670	\$ 81,901	\$ 84,194	\$ 86,551	\$ 88,975	\$ 91,466	\$ 94,027	\$ 96,660	\$ 99,366	\$ 102,149				
Literacy Specialist - Additional Degrees	\$ 71,395	\$ 73,338	\$ 75,336	\$ 77,389	\$ 79,500	\$ 81,670	\$ 83,901	\$ 86,194	\$ 88,551	\$ 90,975	\$ 93,466	\$ 96,027	\$ 98,660	\$ 101,366	\$ 104,149				
Social Worker - Minimum Degree Required	\$ 66,440	\$ 68,301	\$ 70,213	\$ 72,179	\$ 74,200	\$ 76,278	\$ 78,413	\$ 80,609	\$ 82,866	\$ 85,186	\$ 87,571	\$ 90,023	\$ 92,544	\$ 95,135	\$ 97,799				
Social Worker - Additional Degrees	\$ 68,440	\$ 70,301	\$ 72,213	\$ 74,179	\$ 76,200	\$ 78,278	\$ 80,413	\$ 82,609	\$ 84,866	\$ 87,186	\$ 89,571	\$ 92,023	\$ 94,544	\$ 97,135	\$ 99,799				
OPERATIONS																			
Operations Associate - Minimum Degree Required	\$ 38,047	\$ 39,112	\$ 40,207	\$ 41,333	\$ 42,490	\$ 43,680	\$ 44,903	\$ 46,160	\$ 47,453	\$ 48,781	\$ 50,147	\$ 51,552	\$ 52,995	\$ 54,479	\$ 56,004				
Operations Associate - Additional Degrees	\$ 39,047	\$ 40,112	\$ 41,207	\$ 42,333	\$ 43,490	\$ 44,680	\$ 45,903	\$ 47,160	\$ 48,453	\$ 49,781	\$ 51,147	\$ 52,552	\$ 53,995	\$ 55,479	\$ 57,004				
Building Manager	\$ 30,800	\$ 31,662	\$ 32,549	\$ 33,460	\$ 34,397	\$ 35,360	\$ 36,350	\$ 37,368	\$ 38,414	\$ 39,490	\$ 40,595	\$ 41,732	\$ 42,901	\$ 44,102	\$ 45,337				
Nurse	\$ 58,202	\$ 59,832	\$ 61,507	\$ 63,230	\$ 65,000	\$ 66,820	\$ 68,691	\$ 70,614	\$ 72,592	\$ 74,624	\$ 76,714	\$ 78,862	\$ 81,070	\$ 83,340	\$ 85,673				

* After step 15, increase by 2% annually.

BREAKTHROUGH MONTESSORI SALARY SCALES															
Scale Position + Education	Scale Steps														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15*
Coach - Minimum Degree Required	\$ 78,349	\$ 80,543	\$ 82,798	\$ 85,117	\$ 87,500	\$ 89,950	\$ 92,469	\$ 95,058	\$ 97,719	\$ 100,455	\$ 103,268	\$ 106,160	\$ 109,132	\$ 112,188	\$ 115,329
Coach - Additional Degrees	\$ 80,349	\$ 82,543	\$ 84,798	\$ 87,117	\$ 89,500	\$ 91,950	\$ 94,469	\$ 97,058	\$ 99,719	\$ 102,455	\$ 105,268	\$ 108,160	\$ 111,132	\$ 114,188	\$ 117,329

Breakthrough Position Title	Salary Band Floor	Salary Band Ceiling*
Director of Student Support	\$ 90,000	\$ 120,000
Principal	\$ 105,000	\$ 145,000
Assistant Principal		
Operations	\$ 100,000	\$ 125,000
Director of *** (Future Director-level roles)	\$ 90,000	\$ 120,000

* After step 15, increase by 2% annually.