



DIFFERENTIATED TEACHING STRUCTURE 2010-11

Staff Member: _____

Date: _____

Goal: For all teachers at Community Montessori to hold either an Indiana State Teacher's license for the area teaching in five years (Elementary/Teens) or a Community Montessori Credential (still defining) in five years from the date of hire.

The Base Pay for teaching staff at Community Montessori also takes into consideration the co-teacher's salary. We believe one of the most important benefits we provide to our staff is the support of a full-time co-teacher in every studio. Although this is difficult to quantify, it is directly related to the overall budget expense for each studio.

The Base Pay is defined at the time of the initial contract. Although the Base Pay can decrease from the initial contract, it can only be considered for an increase if strong rationale is defined, and agreed upon, that shows an increase in the exceptionality of the teacher. (See Criteria of Exceptional Teachers and turn it written rationale with this form.)

I. Base Pay

A: \$ _____

A. Lead Teacher/Teen's Advisor

1. Indiana State Licensed - \$23,000-~~\$287,5000~~
2. Indiana State Licensed and Masters in Education - \$23,000 - ~~\$298,5000~~
2. Non-licensed - \$21,000-\$25,000

B: \$ _____

B. Co-teacher/Teen's Advisor apprentice

1. Indiana State Licensed - \$21,000-~~\$254,000~~
2. Non-licensed - \$17,000-~~\$210,000~~

C: \$ _____

C. Additional support staff

1. Varies

TOTAL I \$ _____

II. Components - Studio Teachers/Advisors

A: \$ _____

A. Montessori Credentialed (MACTE Accredited) - \$3000 (Carries over each year)
or NAMTA Montessori Orientation to Adolescent Studies - \$1000 (Carries over each year)

Plan for completing a Montessori Credential: _____

B: \$ _____

B. Community Montessori Teaching Experience: _____ - Carry over from last year

1. One to Three years successfully completed (up to \$1000 for each year),
2. 4+ years successfully completed (up to \$750 for each year (starting 8/2008).

C. "Successful" is defined based on the following formula: *(attach any documentation)*

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. _____% 2. _____% 3. _____% 4. _____% 5. _____% | <ol style="list-style-type: none"> 1. 20% - If 85% or more success on classroom designated questions on annual parent survey. 2. 15% - Did you use MRX weekly to track and plan learning. (ex. If 50% of time used MRX to track and plan learning = 7.5%) work - _____ 3. 15% - Attendance: Prepare/identify "subs" and give ample lessons/guidance to support learning and co-teacher - 5% , Was daily attendance/follow-up conducted by 10:00am/2:00pm each day - 5%, Did you turn in summaries of all missed level/full staff meetings - 5%. Work - _____ 4. 20% - 90% or more success on Staff Self-Evaluation. 5. 30% - If 80% learners beat the district average in NWEA or meet/beat norm group (10% Math, 10% Reading, 10% Language) or 80% of "Kindergarteners" are at proficient in IN State Standards (15% math, 15% language) or 80% met the state average in "10th grade for ECAs (15% Algebra I, 15% English 10) |
|---|--|

C: \$ _____

- C. Teaching experience in other schools with similar program and belief system. You must have a written plan of how your prior teaching experience is beneficial for Community Montessori.
1. One to three years successfully completed - \$500 per year completed.
 2. 4+ years successfully completed - \$1500, plus an additional \$250 per year for year 4 and beyond.

D: \$ _____

- D. Additional hourly schedule above 7 hour work day (+ 30 min. lunch). Additional hours daily (up to nine hours total) multiplied by Extended learning hourly rate determined on Employment Agreement. These times are minimum contract times, all Extended Learning staff understands that they will need to spend additional time above and beyond these times preparing activities, preparing the environment, and meeting with other extended learning staff. (Those staff members not contracted for additional hours can substitute in Extended Learning, or do other responsibilities through the approval of the Director for \$10/hour.)

Please list your first 3 choices for what time you would like to work in Extended Learning:

Time: _____ Time: _____ Time: _____

TOTAL II : \$ _____

IV. Reimbursement

- A. Planned Professional Development coursework toward the attainment of a degree or certification, approved and successfully completed, may be reimbursed up to \$1000 a year. Request must be submitted in writing with detailed information on why this will significantly increase your individual Professional Development and how it will assist the overall development of Community Montessori. (Staff members attaining a degree or credential as part of a school-wide goal will be given precedent first on this Professional Development School Budget.)

WORKSHEET TOTAL: \$ _____