



LAMB Salary Scale for Montessori Teacher Positions

LAMB PCS is committed to offering competitive salaries to our outstanding current and future teaching staff based on their years of experience, years at LAMB, university degree(s), and Montessori training. We value our teachers, their knowledge, skill, and commitment. We are confident this salary scale, along with our employee benefits, demonstrates how much we value our teachers. This scale applies to Montessori teaching positions at LAMB starting in the 2024-2025 school year.

How to get your Experience score*:

Type of Experience	Experience Points	Example
A year of previous experience at <i>LAMB in the same or similar teaching role</i>	1	Teacher A who has taught Primary at LAMB from 08/2016 to 06/2021 and without any prior teaching experience would have an experience score of 5
A year of previous experience in <i>any Primary or Elementary Montessori classroom</i>	1	Teacher B, who taught at another Montessori Elementary school before coming to LAMB from 08/2019 to 06/2020 (one year of experience) and has taught at LAMB from 08/2020 to 06/2021 (one year of experience) would have an experience score of 2
A year of previous experience in a <i>related teaching environment that is not Montessori</i>	1/2	Teacher C to taught at a non-Montessori school from 08/2012 to 06/2020 and has taught at LAMB from 08/2020 to 06/2021 would have an experience score of 5 (4 years for her experience at a non-Montessori school and 1 year for her experience at LAMB)

Experience Score*	Step	Bachelor's Degree and working on training	Bachelor's Degree and Montessori Training	Master's Degree (ed. related) and working on training	Master's Degree (ed. related) and Montessori Training	PhD & Montessori Training OR Master's Degree, Montessori Training, and other applicable training
new	1	\$49,880	\$54,110	\$54,110	\$57,220	\$59,160
1	2	\$51,780	\$56,170	\$56,170	\$59,390	\$61,410
2	3	\$53,750	\$58,300	\$58,300	\$61,650	\$63,740
3	4	\$55,790	\$60,520	\$60,520	\$63,990	\$66,160
4	5	\$55,790	\$62,820	\$62,820	\$66,420	\$68,670
5	6	\$55,790	\$65,020	\$65,020	\$68,740	\$71,070
6	7	\$55,790	\$67,300	\$67,300	\$71,150	\$73,560
7	8	\$55,790	\$69,660	\$69,660	\$73,640	\$76,130
8	9	\$55,790	\$72,100	\$72,100	\$76,220	\$78,790
9	10	\$55,790	\$74,620	\$74,620	\$78,890	\$81,550
10	11	\$55,790	\$76,260	\$76,260	\$80,630	\$83,340
11	12	\$55,790	\$77,940	\$77,940	\$82,400	\$85,170
12	13	\$55,790	\$79,650	\$79,650	\$84,210	\$87,040
13	14	\$55,790	\$81,240	\$81,240	\$85,890	\$88,780
14	15	\$55,790	\$82,860	\$82,860	\$87,610	\$90,560
15-16	16	\$55,790	\$84,520	\$84,520	\$89,360	\$92,370
17-18	17	\$55,790	\$86,210	\$86,210	\$91,150	\$94,220
19+	18	\$55,790	\$87,930	\$87,930	\$92,970	\$96,100

Employee Benefits

In addition to the salary, LAMB offers a benefits package to eligible employees designed to support and foster our employees' well-being, including:

1. Health Insurance (partially paid by LAMB):

- Medical Prescription: CareFirst BlueChoice (HMO Open Access or HealthyBlue 2.0)
- Dental: CareFirst – BlueDental Plus
- Vision: Carefirst – BlueVision Plus
- CareFirst Wellness Discount: Discounts on Wellness Services/Products

2. **Leave** for 10-month employees includes 10 days a year for sick leave plus holidays. In addition, employees can use DC Paid Family Leave or Family Medical Leave
3. **Free before and aftercare services at LAMB** for staff children attending LAMB
4. **Employment Assistant Program** - Resources for employees and their families including telephonic counseling services and access to a variety of helpful resources
5. **Flexible Spending Account (FSA)**- Allows employee to pay for certain expenses with pre-tax dollars (medical, dependent care, and transportation)
6. **Life and Disability Insurance (UNUM) - 100% paid by LAMB**
7. **401k Retirement Plan (John Hancock)**
8. **Workers Compensation Insurance - 100% paid by LAMB**
9. **Free Onsite Parking**
10. **Capital BikeShare Discount** - Reduced annual membership fee with Capital Bikeshare
11. **Complementary Rosetta Stone Subscription to learn English or Spanish**
12. **Complementary Headspace App Subscription**



Escala salarial de LAMB para puestos de Maestros Montessori

LAMB PCS se compromete a ofrecer salarios competitivos a nuestro destacado personal docente actual y futuro en función de sus años de experiencia, años en LAMB, licenciatura, maestría, y capacitación Montessori. Valoramos a nuestros maestros/as, su conocimiento, habilidad y compromiso. Confiamos en que esta escala salarial, junto con los otros beneficios para el personal, demuestra cuánto valoramos a nuestros maestros/as. Esta escala se aplica a los puestos de enseñanza Montessori en LAMB a partir del año escolar 2024-2025.

La puntuación de experiencia está determinada por*:

Tipo de Experiencia	Puntaje de Experiencia	Ejemplo
Un año de experiencia previa en LAMB en la misma función docente o similar	1	La maestra A quien ha enseñado en Primaria en LAMB desde el 08/2016 al 06/2021 y sin ninguna experiencia docente previa tendría un puntaje de experiencia de 5
Un año de experiencia previa en cualquier aula Montessori de Primaria o Elemental	1	El maestro B, que enseñó en otra escuela primaria Montessori antes de venir a LAMB del 08/2019 al 06/2020 (un año de experiencia) y ha enseñado en LAMB del 08/2020 al 06/2021 (un año de experiencia), tendría una puntuación de experiencia de 2
Un año de experiencia previa en un entorno de enseñanza relacionado que no es Montessori	1/2	La maestra C quien enseñó en una escuela que no es Montessori del 08/2012 al 06/2020 y ha enseñado en LAMB del 08/2020 al 06/2021 tendría una puntuación de experiencia de 5 (4 por sus años de experiencia en otras escuelas más 1 por su año de experiencia en LAMB)

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Beneficios para el personal

Además del salario, LAMB ofrece un paquete de beneficios a los empleados elegibles diseñado para apoyar y fomentar el bienestar de nuestros empleados.

1. Seguro de salud:

- - Médico/Medicamento: CareFirst BlueChoice (HMO Open Access o HealthyBlue 2.0)
- - Dental: CareFirst - BlueDental Plus
- - Visión: Carefirst - BlueVision Plus
- - Descuento de bienestar CareFirst: Descuentos en servicios / productos de bienestar

2. **Días libres para empleados de 10 meses:** 10 días al año por licencia por enfermedad más días festivos. Además, pueden utilizar el Permiso Familiar Pagado de DC o el Permiso Médico Familiar.
3. **Servicios gratuitos de cuidado antes y después de la escuela** para estudiantes de LAMB hijos/as de personal de LAMB.
4. **Programa de asistencia al personal:** recursos para empleados y sus familias, incluidos servicios de asesoramiento telefónico y acceso a una variedad de recursos útiles
5. **Cuenta de gastos flexible (FSA):** permite al empleado pagar ciertos gastos antes de pagar impuestos (atención médica, atención de dependientes y transporte)
6. **Seguro de vida e invalidez (UNUM):** 100% pagado por LAMB
7. **401k Jubilación (John Hancock)**
8. **Compensación para trabajadores:** seguro que proporciona reemplazo de salario y beneficios médicos a los empleados lesionados en el curso del empleo.
9. **Estacionamiento gratuito** en el edificio de la Calle 14th St
10. **Descuento de Capital BikeShare:** tarifa de membresía anual reducida con Capital Bikeshare
11. **Suscripción gratuita a Rosetta Stone** para aprender inglés o español
12. **Suscripción gratuita a la aplicación Headspace (meditación)**