

## **Survey Backgrounder – Teacher Salaries**

In order to attract and retain high quality teachers, we must offer a competitive, sustainable wage and benefit package to staff at Selkirk Montessori School.

As you go through the survey, you may be asking these questions: "What kind of training do you need to have to teach at Selkirk Montessori School?", "Are our teachers really qualified?" and "How much does a teacher at your school get paid?", "What are the salaries compared to public schools?"

### Qualifications

In order for the school to receive government funding, at least one teacher per class of school aged children at Selkirk Montessori School is required to have their BC teaching certification. This means they have their Bachelor of Education (B.Ed) degree or an equivalent four year university degree and their Montessori teaching certification.

For example, Chriselle Dulin, a grade one/two teacher in the Otter class, has her B.Ed and her AMS Montessori 6-12 certification. Chriselle did one of her University of Victoria practicum placements at Selkirk Montessori and we were fortunate to have her join our school once she finished her degree. She worked as an aide for a child with special needs until we were able to get her into a classroom position where she completed her Montessori training. She has both these important qualifications, as well as the benefit of working under the masterful mentorship of one of our long time teachers, Kristin Fleming. Chriselle, as with the majority of our teachers, is fully qualified to teach in public and independent schools in BC.

A different example of BC Teaching Certification is Amabel de Lara. Amabel teaches in the Hummingbird class of kindergarten/preschool. Because she works with three and four year olds, Amabel is required to have her Early Childhood Certification (ECE). She is also teaching kindergarten and, with a B.Sc. (Psychology) degree and her Montessori 3-6 training, she qualified for BC Teaching Certification. With this type of certification, Amabel is eligible to teach in any independent school in BC.

We have three teachers who have gone the route of a Masters program in their various specialties after their B.Ed rather than taking Montessori training: Gigi Cook, long-time teacher in the Kingfisher class of grade seven and eight, our Special Education Coordinator, Tasha Henry, and Learning Assistance/Librarian, Arlene Ewert.

We currently have a few teachers who have their B.Ed but have not yet taken their Montessori certification. We usually ask them to work at least a year before making the commitment to take the training. It's important for us to know that they believe in the Montessori philosophy and that our values align -- that they are a good 'fit'.

In addition, we don't require our specialists (Music, French, PE) to have Montessori certification. However, we would certainly support them if they wanted to take the training.

### Salary Comparisons

How do Selkirk Montessori School salaries compare to the public school system? Here are a few examples:

- A first year teacher with a four year degree will have a starting salary of \$36,990 at Selkirk Montessori School. As of January 1, 2015, a first year teacher with a four year degree in School District #61 (Victoria) will have a starting salary of \$45,897. This is a difference of \$8,907.
- A first year teacher with a five year degree will have a starting salary of \$36,990 at Selkirk Montessori School. As of January 1, 2015, a first year teacher with a five year degree in School District #61 (Victoria) will have a starting salary of \$50,219. This is a difference of \$13,229.
- A teacher with a four year degree, Montessori training and 10 years experience at Selkirk Montessori School will receive \$52,630. As of January 1, 2015, a teacher with a four year degree, a Masters and 10 years experience in School District #61 (Victoria) will receive \$82,408. This is a difference of \$29,778.

For additional information, we have posted the 2014-2015 Selkirk Montessori School salary grid/list of benefits, the SD 61 salary grid and an explanation of the various grid categories on our website [www.selkirkmontessori.ca](http://www.selkirkmontessori.ca) under About Us/Careers.