



The Montessori Academy of Colorado is a metropolitan school that engages each child through innovative academics, exploration of character, and a fearless, forward mindset.

Culture at MAC

We are driven by our mission and expect all employees to model it each day. MAC is highly dynamic, collaborative, and fun! More than just a job, employees tell us that being a part of MAC is like being a part of a second family. We deeply value all of our employees, supporting, challenging, and nurturing every member of our faculty and staff. We will invest in you personally and professionally. We want teachers to be leaders and get involved! Come to a MAC-supported Rockies game, grab lunch on us during the first Friday of each month, or serve on a task force (like Diversity, Equity, and Inclusivity). Have a great idea? We want to hear about it!

Supporting Growth

We are engaged in constant growth, both individually and as a school. Mentorship and robust professional development are part of our culture.

- Are you interested in becoming a lead Montessori teacher? We have an amazing program called MACessori in which assistant teachers can apply to earn their Montessori teaching credential with all tuition paid by MAC.
- We promote internally whenever possible!
 - Currently, we have eight lead/associate teachers and two interns who were MACessori recipients!
 - Our Assistant Head of School and Admissions Manager both started as teaching assistants at MAC.
 - Eleven classroom assistants started as substitute teachers.

Taking Care of Employees

- ➔ Our lead and assistant teaching salaries are highly competitive (and we will continue to make them even stronger), exceeding average Denver median compensation.
- ➔ We pay all employees to work 52 weeks/year, even though MAC is closed for 35 days annually. That means that even if you are paid hourly (an IRS requirement for early childhood staff), you still get paid when MAC is closed. For example, if you are paid \$17/hour, your actual salary is \$35,360, even though \$4,760 is earned when you are not at school. You also receive additional PTO days.
- ➔ We pay most of your health insurance premium so that it is still affordable for you. We offer three options, with the premium for the less expensive plan being around \$50/paycheck. We pay for basic life insurance and offer pre-tax dental and vision benefits. MAC also offers critical illness, short-term disability and additional life insurance.
- ➔ MAC provides HealthiestYou telemed services free for you and your dependents. HealthiestYou is a virtual service that offers board certified physicians 24/7/365 and includes access to dietitians, dermatologists, mental health providers (18+), back and neck care experts and Expert Medical Services for the more complex situations.
- ➔ MAC offers a 403b retirement plan. If you contribute 3% of your salary, MAC will match 1%.
- ➔ MAC offers tuition remission for teachers whose children are accepted to MAC. Lead Teachers receive 50% tuition remission and Full Time Assistant Teachers receive 30-50% based on length of employment.

Heard Around MAC



92% of employees rated their overall job satisfaction as very satisfied or satisfied!

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MAC is like my second home, a home away from home. The reason that I love MAC is because I play a huge part in helping little humans grow into their personalities. Being a part of the MAC community is like family to me.

- LaToya, Toddler Lead Teacher

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At MAC, I feel that I have found my home and community. Each day, I get to work with a group of professionals that enable and encourage me as I pursue my passion for inspiring young minds. They are an amazing team of educators and supportive administrators.”

- Keesha, Primary Associate Lead Teacher

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