

California Montessori Project
HR Specialist Pay Scale (eff. January 4, 2021)

| Yrs Experience | |
|----------------|---------|
| 1 | \$18.00 |
| 2 | \$18.50 |
| 3 | \$19.00 |
| 4 | \$19.50 |
| 5 | \$20.00 |
| *6 | \$21.00 |
| 7 | \$21.50 |
| 8 | \$22.00 |
| 9 | \$22.50 |
| 10 | \$23.00 |
| *11 | \$24.00 |
| 12 | \$24.50 |
| 13 | \$25.00 |
| 14 | \$25.50 |
| 15 | \$26.00 |
| *16 | \$27.00 |
| 17 | \$27.50 |
| 18 | \$28.00 |
| 19 | \$28.50 |
| 20 | \$29.00 |
| 21 | \$29.50 |
| 22 | \$30.00 |
| 23 | \$30.50 |
| 24 | \$31.00 |
| *25 | \$32.00 |

| Education and Training Stipends | |
|---------------------------------|--------|
| AA/AS Degree | \$0.50 |
| BA/BS Degree | \$1.00 |
| Master's Degree | \$1.50 |

| Compensation Calculation | |
|------------------------------|----------|
| Base Hourly Rate: | \$ _____ |
| Education/Training Stipends: | \$ _____ |
| Total Compensation: | \$ _____ |

Credit for previous work experience

5 years maximum allowable credit for qualifying previous payroll experience as follows:
 1 year for each year of full-time, full-year, non-CMP public school payroll experience.
 1 year for every 2 years FT of private elementary, middle, or high school payroll experience.
 1 year for every 2 years of previous administrative assistant or teaching assistant experience with CMP.
 *Longevity increase in years 6, 11, 16, 25

List qualifying employment and attach documentation (full years of full-time qualifying experience only).

| Dates | # years | School Name | Position |
|-------|---------|-------------|----------|
| | | | |
| | | | |

Supporting documentation must be returned with Employment Packet to the Human Resources Dept. prior to issuance of employment agreement to receive payroll credit for work experience and educational study.

Print Name

Signature

Date

Admin Initials