

**California Montessori Project Pay Scale
Maintenance/Security Staff (effective: September 1, 2018)**

Years Experience	HS Diploma
1	\$17.50
2	\$18.00
3	\$18.50
4	\$19.00
5	\$19.50
6	\$21.00
7	\$21.50
8	\$22.00
9	\$22.50
10	\$23.00
11	\$24.50
12	\$25.00
13	\$25.50
14	\$26.00
15	\$26.50

Contractor's License	\$1.00	
AA/AS Degree	\$0.50	
BA/BS Degree	\$1.00	(replaces AA degree)
Masters Degree	\$1.50	(replaces BA degree)

Work Experience allows for:

- *Maximum 5 years of creditable service given for previous experience.
- *1 year of credit given for every 1 years of like experience. (non-CMP)
- * Service credit given only for full-time, full years of experience.

Units of Study

- * All educational units must be from an accredited, degree granting college or university
- *All units based on semester units (quarter units conversion: 1 Quarter Unit =.67 Semester Unit)

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

Dates	# of years	Employer	Job Duties

List units of study with copies of transcripts for salary credit.

Dates	# of units	School Name	Major	Notes

This survey & 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

HR Admin Initials

California Montessori Project Pay Scale

Maintenance Laborer & Security Staff (eff. 1/31/2023)~~ective: September 1, 2018~~)

Years Experience	HS Diploma
1	\$21.5017.50
2	\$22.1518.00
3	\$22.8118.50
4	\$23.4919.00
5	\$24.1919.50
6	\$24.9221.00
7	\$25.6721.50
8	\$26.4422.00
9	\$27.2322.50
*10	\$28.0523.00
11	\$24.50
12	\$25.00
13	\$25.50
14	\$26.00
15	\$26.50

Contractor's License	\$1.00
AA/AS Degree	\$0.50
BA/BS Degree	\$1.00 (replaces-AA-degree)
Masters Master's Degree	\$1.50 (replaces-BA-degree)
Longevity 6-10 years	\$0.50
Longevity 11-15 years	\$1.00
Longevity 16-20 years	\$1.50
CPI Team	\$1.00

*3% increase every year after year 10

Work Experience allows for:

- * Maximum 8 years of creditable service for current maintenance staff.
- * Maximum 85 years of creditable service given for previous experience.
- * 1 year of credit given for every 1 years of like experience. ~~(non-CMP)~~
- * Service credit given only for full-time, full years of experience.

Units of Study

- * All ~~educational units~~ degrees awarded must be from an accredited, degree granting college or university
- * ~~All units based on semester units (quarter units conversion: 1 Quarter Unit = .67 Semester Unit)~~

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

Dates	# of years	Employer	Job Duties

List units of study with copies of transcripts for salary credit.

Dates	# of units	School Name	Major	Notes

This survey & 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/or educational study.

Print Name

Signature

Date

HR Admin Initials

**California Montessori Project Pay Scale
Maintenance Laborer & Security Staff (eff. 1/31/2023))**

Years Experience	HS Diploma
1	\$21.50
2	\$22.15
3	\$22.81
4	\$23.49
5	\$24.19
6	\$24.92
7	\$25.67
8	\$26.44
9	\$27.23
*10	\$28.05

Contractor's License	\$1.00
AA/AS Degree	\$0.50
BA/BS Degree	\$1.00
Master's Degree	\$1.50
Longevity 6-10 years	\$0.50
Longevity 11-15 years	\$1.00
Longevity 16-20 years	\$1.50
CPI Team	\$1.00

***3% increase every year after year 10**

Work Experience allows for:

- *Maximum 8 years of creditable service for current maintenance staff.
- *Maximum 8 years of creditable service given for previous experience.
- *1 year of credit given for every 1 year of like experience.
- * Service credit given only for full-time, full years of experience.

Units of Study

* All degrees awarded must be from an accredited, degree granting college or university

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

Dates	# of years	Employer	Job Duties

This survey & 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/or educational study.

Print Name

Signature

Date

HR Admin Initials