

California Montessori Project
Human Resources Specialist Pay Scale (eff. 1/31/2023)

| Yrs Experience | |
|----------------|---------|
| 1 | \$22.71 |
| 2 | \$23.39 |
| 3 | \$24.09 |
| 4 | \$24.81 |
| 5 | \$25.55 |
| 6 | \$26.32 |
| 7 | \$27.11 |
| 8 | \$27.92 |
| 9 | \$28.76 |
| *10 | \$29.62 |

*3% increase every year after year 10

| Education and Training Stipends | | Compensation Calculation | |
|---------------------------------|--------|------------------------------|----------|
| AA/AS Degree | \$0.50 | Base Hourly Rate: | \$ _____ |
| BA/BS Degree | \$1.00 | Education/Training Stipends: | \$ _____ |
| Master's Degree | \$1.50 | Total Compensation: | \$ _____ |
| Longevity Stipend 6-10 years | \$0.50 | | |
| Longevity Stipend 11-15 years | \$1.00 | | |
| Longevity Stipend 16-20 years | \$1.50 | | |

Credit for previous work experience

8 years maximum allowable credit for qualifying previous Human Resources experience as follows:
 1 year for each year of full-time, full-year public or private school Human Resources experience.
 1 year for every 2 years of previous administrative assistant or teaching assistant experience with CMP.

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/or educational study.

_____ **Print Name**

_____ **Signature**

_____ **Date**

_____ **Admin Initials**