

**California Montessori Project Pay Scale  
Custodian & Maintenance Support (eff. 1/31/2023)**

| <b>Years Experience</b> | <b>HS Diploma</b> |
|-------------------------|-------------------|
| <b>1</b>                | \$17.50           |
| <b>2</b>                | \$18.03           |
| <b>3</b>                | \$18.57           |
| <b>4</b>                | \$19.13           |
| <b>5</b>                | \$19.70           |
| <b>6</b>                | \$20.29           |
| <b>7</b>                | \$20.90           |
| <b>8</b>                | \$21.53           |
| <b>9</b>                | \$22.18           |
| <b>*10</b>              | \$22.85           |

|                              |         |
|------------------------------|---------|
| <b>Contractor's License</b>  | \$1.00  |
| <b>AA/AS Degree</b>          | \$0.50  |
| <b>BA/BS Degree</b>          | \$1.00  |
| <b>Masters Degree</b>        | \$1.50  |
| <b>Longevity 6-10 Years</b>  | \$.50   |
| <b>Longevity 11-15 Years</b> | \$1.00  |
| <b>Longevity 16-20 Years</b> | \$1.50  |
| <b>CPI Team</b>              | \$1.00  |
| <b>Total:</b>                | \$19.03 |

\*3% increase for every year after 10

**Work Experience allows for:**

- \*Maximum 8 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**

- \* Awarded degrees must be from an accredited, degree granting college or university

\*3% increase every year after year 10

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

| <b>Dates</b> | <b># of years</b> | <b>Employer</b> | <b>Job Duties</b> |
|--------------|-------------------|-----------------|-------------------|
|              |                   |                 |                   |
|              |                   |                 |                   |
|              |                   |                 |                   |

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**