

California Montessori Project
Director of Human Resources Pay Scale (eff. ~~7/1/2024~~ August 1, 2024)

Yrs Experience	
1	\$88,000
2	\$90,640 <u>\$90,000</u>
3	\$93,359 <u>\$93,000</u>
4	\$96,160 <u>\$96,000</u>
5	\$99,045 <u>\$99,000</u>
6	\$102,016 <u>\$102,000</u>
7	\$105,077 <u>\$105,000</u>
8	\$108,229 <u>\$108,000</u>
9	\$111,476 <u>\$111,000</u>
10+	\$114,820 <u>\$114,000</u>
11	\$98,627
12	\$99,627
13	\$100,627
14	\$101,627
15	\$102,627
16	\$103,627
17	\$104,627
18	\$105,627
19	\$106,627
20	\$107,627

3% increase for each step after 10

Education and Training Stipends		Compensation Calculation	
AA/AS Degree	\$500	Base Salary:	\$ _____
BA/BS Degree	\$1,000	Education/Training Stipends:	\$ _____
Master's Degree	\$1,500		
6 th yr contin. CMP full-time service	\$2,000		
11 th yr contin. CMP full-time service	\$3,000		
16 th yr contin. CMP full-time service	\$2,500	Total Compensation:	\$ _____

Credit for previous work experience

5 years maximum allowable credit for qualifying previous experience as follows:

- 1 year for each year of full-time, full-year, ~~CMP-Related~~ director ~~L1~~ level experience.
- 1 year for each year of full-time, full-year CMP human resources analyst experience.
- ~~1 year for each year of full-time, full-year, non-CMP public school director level experience.~~
- ~~1 year for every 2 years FT of private elementary, middle, or high school director experience.~~
- 1 year for every 2 years of full-time, full-year, equivalent previous human resources specialist or human resources coordinator level 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 educational study.

Print Name

Signature

Date

Admin Initials

DRAFT