



# HIGH DESERT MONTESSORI SCHOOL

## ASSISTANT PAYSACLE 2024-2025

GRADE	1			2			3			4		
	Part Time			Part Time + Sub License			Full Time + Sub License			Full Time + Sub License + 5 years relevant experience		
	OR			OR			OR			OR		
	Part Time + College Degree			Full Time + College Degree			Full Time + Sub License + College Degree			Full Time + Sub License + College Degree		
	OR			OR			OR			OR		
	Full Time			Full Time + 5 years relevant experience			Full Time + 5 years relevant experience + Lead Assistant			Full Time + 5 years relevant experience + Lead Assistant		
STEP	Base Pay	100% ER Paid	50% EE / 50%ER	2024-25	100% ER Paid	50% EE / 50%ER	2024-25	100% ER Paid	50% EE / 50%ER	2024-25	100% ER Paid	50% EE / 50%ER
1	14.14	13.88	16.71	15.38	15.09	18.18	16.21	15.91	19.16	17.62	17.29	20.82
2	14.54	14.27	17.19	15.80	15.51	18.67	16.65	16.34	19.68	18.08	17.74	21.37
3	14.96	14.68	17.68	16.25	15.94	19.20	17.15	16.83	20.26	18.60	18.25	21.98
4	15.39	15.10	18.19	16.70	16.38	19.73	17.64	17.31	20.85	19.15	18.79	22.63
5	15.81	15.52	18.69	17.18	16.86	20.30	18.09	17.75	21.38	19.70	19.33	23.28
6	16.26	15.96	19.22	17.67	17.34	20.88	18.62	18.27	22.00	20.24	19.86	23.92
7	16.73	16.41	19.77	18.14	17.80	21.44	19.18	18.82	22.67	20.82	20.43	24.61
8	17.20	16.88	20.33	18.71	18.36	22.11	19.72	19.35	23.30	21.43	21.03	25.33
9	17.69	17.36	20.91	19.24	18.88	22.73	20.28	19.90	23.96	22.04	21.63	26.05
10	18.21	17.87	21.52	19.77	19.40	23.37	20.85	20.46	24.64	22.67	22.24	26.79
11	18.75	18.40	22.16	20.33	19.95	24.02	21.45	21.05	25.35	23.30	22.86	27.53
12	19.27	18.91	22.77	20.91	20.51	24.71	22.06	21.65	26.07	23.98	23.53	28.34
13	19.79	19.42	23.39	21.53	21.12	25.44	22.71	22.29	26.84	24.65	24.19	29.14
14	20.37	19.99	24.07	22.11	21.70	26.13	23.32	22.88	27.56	25.37	24.89	29.98
15	20.97	20.58	24.78	22.76	22.34	26.90	23.97	23.52	28.33	26.07	25.58	30.81
16	21.57	21.16	25.49	23.42	22.98	27.67	24.68	24.21	29.16	26.84	26.33	31.72

Board Approved April 2024

This Salary Scale applies to assistants. Merit steps are earned at the end of each school year based upon performance and completion and adherence to the yearly School Improvement Plan and individual goals and objectives. If you are not going to receive a merit increase, documentation will be provided as to the reason(s) for the decision.

Under the 100% Employer Paid Contribution plan, the employer pays the total PERS contribution, on your behalf, however, these contributions are not deposited to your individual member account and are not available for refund upon termination of employment.

Under the 50/50% Employee/Employer Paid contribution plan, the employee and the employer share equally in the contribution to PERS. The employee's after-tax contribution is refundable from PERS upon termination of employment if you do not elect to receive a monthly retirement benefit.