



# HIGH DESERT MONTESSORI SCHOOL

## ASSISTANT PAYSCALE 2026-2027

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
		Part Time + College Degree	Full Time + College Degree	Full Time + Sub License + College Degree
		OR	OR	OR
		Full Time	Full Time + 5 years relevant experience	Full Time + 5 years relevant experience + Lead Assistant
STEP	Base Pay	Base Pay	Base Pay	Base Pay
1	14.14	15.38	16.21	17.62
2	14.54	15.80	16.65	18.08
3	14.96	16.25	17.15	18.60
4	15.39	16.70	17.64	19.15
5	15.81	17.18	18.09	19.70
6	16.26	17.67	18.62	20.24
7	16.73	18.14	19.18	20.82
8	17.20	18.71	19.72	21.43
9	17.69	19.24	20.28	22.04
10	18.21	19.77	20.85	22.67
11	18.75	20.33	21.45	23.30
12	19.27	20.91	22.06	23.98
13	19.79	21.53	22.71	24.65
14	20.37	22.11	23.32	25.37
15	20.97	22.76	23.97	26.07
16	21.57	23.42	24.68	26.84

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.

In March 2026, the HDMS Board of Directors approved a budget for the 2026–2027 school year that does not include funding for Merit Step increases.

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.