California Montessori Project
Senior Director of Operations Pay Scale (250 days) (eff. July 1, 2023)

Yrs Experience	
1	$128,049
2	$131,890
3	$135,847
4	$139,922
5	$144,120
6	$148,444
7	$152,897
8	$157,484
9	$162,209
10	$162,209

Education and Training Stipends	
AA/AS Degree	$500
BA/BS Degree	$1,000
Master's Degree	$1,500
6th yr contin. CMP full-time service	$1,000
11th yr contin. CMP full-time service	$1,000
16th yr contin. CMP full-time service	$1,000

Compensation Calculation	
Base Salary:	$_____
Education/Training Stipends:	$_____
Total Compensation:	**$**_____

Credit for previous work experience

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

1 year for every year 2 years of full-time, full-year, CMP director-level experience

1 year for every year 2 years of full-time, full-year, non-CMP, public-school, director-level experience.

1 year for every year 2 years of full-time, full-year, applicable non-school, director-level experience.

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** _____ **HR Initials** _____

Board approved 6.12.23 jr