California Montessori Project
DIRECTOR OF PROGRAM Pay Scale (eff. 7-1-2015)

<table>
<thead>
<tr>
<th>Yrs Experience</th>
<th>$</th>
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<tbody>
<tr>
<td>1</td>
<td>76,000</td>
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<tr>
<td>2</td>
<td>77,000</td>
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<tr>
<td>3</td>
<td>78,000</td>
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<td>4</td>
<td>79,000</td>
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<td>5</td>
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<td>6</td>
<td>81,000</td>
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<td>7</td>
<td>82,000</td>
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<td>8</td>
<td>83,000</td>
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<td>9</td>
<td>84,000</td>
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<td>10</td>
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<td>11</td>
<td>86,000</td>
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<td>12</td>
<td>87,000</td>
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<td>13</td>
<td>88,000</td>
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<tr>
<td>14</td>
<td>89,000</td>
</tr>
<tr>
<td>15</td>
<td>90,000</td>
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Education and Training Stipends
$1500 for 1st Mont Cert + $1000 for each add’l Cert
Masters Degree $1,000
Doctorate Degree $1,000
Special Education Credential $1,000
Administrative Services Credential (Tier 1/Tier 2) $1,500

Compensation Calculation
Base salary: $ __________
Education/Training Stipends: $ ________
Adjunct Duties Stipends: $ ________
Other: $ ________
**Total Compensation: $ ________

Credit for previous work experience
5 years maximum allowable credit for qualifying previous school principal or administrator employment or related business experience as follows:
- 1 year for each year of full-time, full-year, non-CMP public school principal or administrator experience
- 1 year for every 2 years FT of private elementary, middle, or high school principal or private administrator experience
- 1 year for every 2 years of FT service as CMP Educational Specialist
- 1 year for every 4 years of FT private preschool principal/admin’r exp or appropriate business related admin’r experience.
*Note: 15 years maximum allowable credit (1:1) for FT full-years experience as a CMP principal.

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

<table>
<thead>
<tr>
<th>Dates</th>
<th># years</th>
<th>School Name</th>
<th>Public / Private</th>
<th>Grade Level</th>
<th>Duties: Principal, Exec. Dir., Head of School, etc.</th>
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<td>3-6; Elem; Middle; HS</td>
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Op Ed Credential
Masters
Doctorate
Spec Ed. Credential
Admin Credential
Other:
Other:

This survey and 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 ___________

Approved Gov Board 10.09.15DRAFT hgs