



FY22 - Free Horizon Montessori

Administration Salary Schedule: *Innovation Director of Child Care and Programs*

Position Total Salary = Base + Stipend, as adjusted for FTE & contact days

Base position salary

Administration positions are equivalent to the position salary ranges, as published in the Jefferson County Administrative/Technical/Professional salary schedule, and as adjusted for differences in position contact days (through extrapolation of daily rate) and proportional responsibilities of associated positions.

All position ranges include a minimum, mid-point, and maximum annual salary for the stated number of contact days. The Principal retains discretion for negotiation of position salaries within the approved position salary ranges.

Minimum	Mid-Point	Maximum
\$44,195.85	\$52,930.77	\$61,665.96

The above reflects 210 position contact days at 1.0 FTE. It has not been adjusted to reflect the FY22 208 day scale.

Satisfactory performance will result in a default annual increase of a minimum of 3.0% of base salary, effective at time of contracting for the following year. Results of summative evaluation process may result in a maximum of 4.25% increase of base salary.

Stipend Pay

Stipends: Stipend pay is added to annual base salary rates commensurate with education and additional position responsibility. Stipends are reconsidered on a yearly basis.

Stipend Type	Stipend Amount	Note
Montessori Credential	\$3,000	MACTE Accredited Program
Montessori Credential	\$1,000	Non-MACTE Accredited Program
Colorado Teacher's License	\$500	Must be current, verified and valid in the state of Colorado
Master's Degree	\$2,000	Accredited Program
Colorado Principal License	\$1,000	Current
Director Qualified under Colorado Department of Human Services	\$2,000	Large Child Care Center, current, verified
Montessori Training in Progress	\$500	Accredited Programs Only
Other Professional Certification	Up to \$1,000	Must be current, valid in the state of Colorado, verified, and related to current position
Hard to Fill	varies	Calculated based on market conditions and other factors requiring additional negotiation

* Limit of one Montessori Certification stipend per employee.

Salaries and stipends as stated herein are reflected as full-time (1.0 FTE) positions on a 208 contact day contract, and include staff development, meetings, conferences, after hours events, and planning time as expected for a professional teaching position. For positions less than 1.0 FTE or fewer than 208 contact days (depending upon position), overall salaries and stipends will be adjusted accordingly.