

**DIRECTOR'S SALARY SCALE**  
**SCOPE OF RESPONSIBILITY/POSITION WITHIN SPONSORING ORGANIZATION**

EDUCATION AND EXPERIENCE	A	B	C	D	E	F
	Single site, one primary source of funding; does not set policy; implements established policy and practices; reports to admin/board, or may be a site within CC corporation	Single site, may have more than one funding source; director may set policy and implement established policy; reports to admin or board or owner	Serves as Executive and program manager for a single site; manages all funding and program requirements; sets policy and oversees all functions including fiscal, hiring, etc	Oversees multiple sites, single program type; oversees operation and program requirements; supervises site supervisors/directors; may have fiscal, HR, and other admin support from organization	Oversees several sites, multiple program types, funding & requirements; sets/assists in setting policy; is head of organization or in top level of management; may oversee fiscal, HR, etc.	Top level administrator in large organization (ie. school district); full authority to carry out program functions, meet requirements within designated area; may supervise site directors, program coordinators, etc.*
Ph.D or MA/MS 6-10 yrs. Directing or program management experience						
			\$ 86,190.00 \$ 81,600.00	\$ 92,820.00 \$ 88,230.00	\$ 99,450.00 \$ 94,860.00	\$ 106,080.00 \$ 101,490.00
MA/MS, Program Director permit; 5+ yrs supervision or Directing; may include teaching experience						
		\$ 79,560.00 \$ 74,970.00	\$ 78,540.00 \$ 73,950.00	\$ 85,170.00 \$ 80,580.00	\$ 91,800.00 \$ 87,210.00	\$ 98,430.00 \$ 93,840.00
MA/MS degree; 3-5 years of supervising/directing; may include teaching experience						
		\$ 73,440.00 \$ 68,850.00	\$ 72,420.00 \$ 67,830.00	\$ 79,050.00 \$ 74,460.00	\$ 85,680.00 \$ 81,090.00	\$ 92,310.00 \$ 87,720.00
BA/BS degree; Program Director Permit; experience teaching, 3-5 years supervising/directing						
	\$ 59,160.00 \$ 54,570.00	\$ 65,790.00 \$ 61,200.00	\$ 64,770.00 \$ 60,180.00	\$ 71,400.00 \$ 66,810.00	\$ 78,030.00 \$ 73,440.00	
BA/BS degree; teaching experience and 2-3 years directing and supervising						
	\$ 53,040.00 \$ 48,450.00	\$ 59,670.00 \$ 55,080.00	\$ 58,650.00 \$ 54,060.00	\$ 65,280.00 \$ 60,690.00		
AA, teaching exp., 1-2 years supervising experience						
	\$ 45,390.00 \$ 40,800.00	\$ 52,020.00 \$ 47,430.00				

**Explanation and Assumptions**

1. Each shift upwards to higher qualification levels requires an increase in salary.
2. Each shift to the right on the chart (increase in scope or responsibility) merits a salary increase.
3. Salary ranges assume full time positions
4. This salary matrix assumes that health care benefits are provided.
5. Salary ranges reflect salary at starting and mid-level points.
6. \* School district salaries may be higher due to credential requirements, bargaining agreements, etc.

