



School Operations Manager

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
School Operations Manager	\$80,000	\$82,000	\$84,050	\$86,151	\$88,305	\$90,513	\$92,775	\$95,095	\$97,472	\$99,909

External hires will be placed on the corresponding step based on prior years of experience in a similar role.

A partial year of experience will only be counted if they were employed in the role for more than 50% of the year.

**Internal hires who are transitioning to a lateral role or a role with a larger scope will be placed either
(a) at the step closest to their current annual salary that will not result in a decrease in annual pay or
(b) on the corresponding step based on prior years of experience in a similar role, whichever is higher.
Exceptions to this policy may be made by the CEO if the resulting salary is outside of market range.*

***Internal hires who are transitioning to a role with a more narrow scope will be placed on
the corresponding step based on prior years of experience in a similar role.*

