



National and Regional Role Salary Bands

Freedom Prep is committed to creating and maintaining an **equitable, competitive, and clear** compensation system that supports our ability to recruit and retain a diverse and talented team.

Title-based Salary Bands

Each role on the national and regional teams is assigned to a title level (e.g. Coordinator, Director, etc.) based on the required qualifications and responsibilities for the position. The title of the role aligns to the salary band for that role.

Level	Minimum	Starting	Midpoint	Maximum
Coordinator	\$40,000	\$41,563	\$46,250	\$52,500
Associate	\$50,000	\$51,625	\$56,500	\$63,000
Lead	\$60,000	\$62,000	\$68,000	\$76,000
Manager	\$70,000	\$72,750	\$81,000	\$92,000
Associate Director	\$82,000	\$85,250	\$95,000	\$108,000
Director	\$95,000	\$98,500	\$109,000	\$123,000
Managing Director	\$115,000	\$119,375	\$132,500	\$150,000
Executive	\$125,000	\$133,750	\$160,000	\$195,000

Placement on the Salary Bands

Freedom Prep offers a competitive salary commensurate with experience in a similar position. New hires are typically brought into the organization at a salary between the range minimum and the salary range midpoint, depending on qualifications, internal equity, and the budgeted amount for the role. The starting salary indicates the salary offer that will be made for candidates that meet the minimum qualifications included in the job description. Salaries between the midpoint and the maximum for each band are reserved for employees with extensive experience both in a similar position and level of responsibility and with Freedom Prep.