

**SEDL Salary Structure and Placement of Positions effective December 1, 2009**  
**Positions on Pay Grades 1-8 are non-exempt and positions on Pay Grades 9-20 are exempt**

<b>Pay Grade / Salary Range Position Title</b>	<b>Minimum Relevant Education Required</b>	<b>Minimum Number Years Relevant Experience Required</b>
1 (\$21,468 - \$31,104) Clerk	High School	1
2 (\$23,184 - \$33,588) Accounting Clerk	High School	2
Maintenance Assistant	High School	2
Operator/Receptionist	High School	1
Secretary	High School	1
3 (\$24,924 - \$36,384) currently no titles on pay grade		
4 (\$26,928 - \$39,288) Human Resources Clerk	High School	2
5 (\$29,496- \$43,344) Administrative Secretary	High School	3
6 (\$32,436 - \$47,676) Accounting Assistant	Associate's	1
Human Resources Assistant	Associate's	1
Network Assistant	Associate's	1
7 (\$35,544 - \$52,584) Communications Assistant	Bachelor's	1
Information Assistant	Bachelor's	1
8 (\$39,804 - \$58,896) Administrative Assistant	High School	5
9 (\$44,400 - \$66,144) Accounting Specialist	Associate's	3
Communications Specialist	Bachelor's	3
Database Development Specialist	Bachelor's	3
Human Resources Specialist	Associate's	3
Information Specialist	Bachelor's	3
Network Specialist	Associate's	3
Program Assistant	Bachelor's	1
Research Assistant	Bachelor's	1
Systems Trainer	Bachelor's	3
Web Production Artist	Associate's	1
10 (\$49,728 - \$74,076) Database Development Associate	Bachelor's	7
Development Specialist	Bachelor's	3
Executive Assistant	Bachelor's	7
Media Design Specialist	Bachelor's	1
Web Design Specialist	Bachelor's	1

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11 (\$55,464 - \$83,196) Communications Associate Development Associate Information Associate Media Design Associate Network Administrator Program Specialist Research Specialist Web Administrator	Master's Bachelor's Master's Master's Bachelor's Master's Master's Bachelor's	5 7 5 5 3 1 1 3
12 (\$62,124 - \$93,180) Accounting Supervisor	Bachelor's (+CPA)	5
13 (\$69,312 - \$104,628) Human Resources Generalist Program Associate Research Associate	Bachelor's Master's Master's	5 7 7
14 (\$79,008 - \$119,280) Project Director* Senior Fellow	Doctorate** Doctorate**	5 plus 1 managerial 6
15 (\$89,700 - \$136,344) Director of Communications Director of Development Director of Research and Evaluation Evaluation Manager Program Manager	Master's Master's Doctorate Doctorate Doctorate	8 plus 5 managerial 8 plus 5 managerial 5 plus 3 managerial 5 plus 3 managerial 5 plus 3 managerial
16 (\$102,252 - \$155,436) Program Director Senior Development Advisor Vice President & CFO	Doctorate Master's Master's (+CPA)	8 plus 5 managerial 10 plus 5 managerial 10 plus 5 managerial
17 (\$116,124 - \$177,648) currently no titles on pay grade		
18 (\$132,372 - \$202,524) Chief Program Officer	Doctorate	10 R & D plus 5 managerial
19 (\$149,712 - \$232,056) currently no titles on pay grade		
20 (\$170,676 - \$264,540) President & CEO	Doctorate	10 R & D plus 8 managerial

\* Would allow a Project Director to be mentored in the first year of managerial experience on a probationary basis, making a final decision on the staff member remaining in that position at the end of that period.

\*\* Would distinguish between positions that require an advanced degree (e.g., a content area like reading) and those that would not require such (e.g., information management), substituting years of experience for degree in the later case.