

SEDL Salary Structure and Placement of Positions effective December 1, 2012
Positions on Pay Grades 1-8 are non-exempt and positions on Pay Grades 9-20 are exempt

Pay Grade / Salary Range Position Title	Minimum Relevant Education Required	Minimum Number Years Relevant Experience Required
1 (\$22,536 - \$32,688) Clerk	High School	1
2 (\$24,336 - \$35,292) Accounting Clerk	High School	2
Maintenance Assistant	High School	2
Operator/Receptionist	High School	1
Secretary	High School	1
3 (\$26,184 - \$38,220) currently no titles on pay grade		
4 (\$28,272 - \$41,268) Human Resources Clerk	High School	2
5 (\$30,972- \$45,528) Administrative Secretary	High School	3
6 (\$34,056 - \$50,064) Accounting Assistant	Associate's	1
Human Resources Assistant	Associate's	1
Network Assistant	Associate's	1
7 (\$37,320 - \$55,224) Communications Assistant	Bachelor's	1
Information Assistant	Bachelor's	1
8 (\$41,796 - \$61,860) Administrative Assistant	High School	5
9 (\$46,620 - \$69,456) 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 (\$52,212 - \$77,796) Database Development Associate	Bachelor's	7
Development Specialist	Bachelor's	3
Executive Assistant	Bachelor's	7
Media Design Specialist	Bachelor's	1
Web Applications Specialist	Bachelor's	3
Web Design Specialist	Bachelor's	1

SEDL Salary Structure and Placement of Positions effective December 1, 2012
Positions on Pay Grades 1-8 are non-exempt and positions on Pay Grades 9-20 are exempt

Pay Grade / Salary Range Position Title	Minimum Relevant Education Required	Minimum Number Years Relevant Experience Required
11 (\$58,248 - \$87,372) 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 (\$65,232 - \$97,848) Finance Supervisor	Bachelor's (+CPA)	5
13 (\$72,780 - \$109,884) Associate Development Director Human Resources Generalist Program Associate Research Associate	Bachelor's Bachelor's Master's Master's	7 plus 2 managerial 5 7 7
14 (\$82,956 - \$125,256) Information Technology Manager Project Director* Senior Fellow	Master's Doctorate** Doctorate**	6 plus 1 managerial 5 plus 1 managerial 6
15 (\$94,200 - \$143,172) Chief Financial Officer Director of Communications Director of Development Director of Research and Evaluation Evaluation Manager Program Manager	Master's (+CPA) Master's Master's Doctorate Doctorate Doctorate	7 plus 3 managerial 8 plus 5 managerial 8 plus 5 managerial 5 plus 3 managerial 5 plus 3 managerial 5 plus 3 managerial
16 (\$107,376 - \$163,212) Program Director Senior Development Advisor	Doctorate Master's	8 plus 5 managerial 10 plus 5 managerial
17 (\$121,932 - \$186,552) currently no titles on pay grade		
18 (\$138,996 - \$212,652) Chief Program Officer	Doctorate	10 R & D plus 5 managerial
19 (\$157,200 - \$243,660) currently no titles on pay grade		
20 (\$179,208 - \$277,776) 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.