

SEDL Salary Structure and Placement of Positions effective December 1, 2006 (last revised 1/1/09)
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 (\$20,436 - \$29,616) Clerk	High School	1
2 (\$22,068 - \$31,980) Accounting Clerk	High School	2
Maintenance Assistant	High School	2
Operator/Receptionist	High School	1
Secretary	High School	1
3 (\$23,724 - \$34,632) currently no titles on pay grade		
4 (\$25,632 - \$37,404) Human Resources Clerk	High School	2
Senior Accounting Clerk	High School	3
5 (\$28,068- \$41,256) Administrative Secretary	High School	3
6 (\$30,876 - \$45,384) Accounting Assistant	Associate's	1
Human Resources Assistant	Associate's	1
Network Assistant	Associate's	1
7 (\$33,828 - \$50,052) Communications Assistant	Bachelor's	1
Information Assistant	Bachelor's	1
8 (\$37,884 - \$56,052) Administrative Assistant	High School	5
9 (\$42,252 - \$62,964) 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
Systems Trainer	Bachelor's	3
Web Production Artist	Associate's	1
10 (\$47,328 - \$70,512) 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 (\$52,788 - \$79,188) Communications Associate	Master's	5
Development Associate	Bachelor's	7
Information Associate	Master's	5
Media Design Associate	Master's	5
Network Administrator	Bachelor's	3
Program Specialist	Master's	1
Web Administrator	Bachelor's	3
12 (\$59,124 - \$88,692) Accounting Supervisor	Bachelor's (+CPA)	5
13 (\$65,964 - \$99,588) Human Resources Generalist	Bachelor's	5
Program Associate	Master's	7
14 (\$75,192 - \$113,532) Project Director*	Doctorate**	5 plus 1 managerial
Senior Fellow	Doctorate**	6
15 (\$85,368 - \$129,756) Director of Communications	Master's	8 plus 5 managerial
Director of Development	Master's	8 plus 5 managerial
Director of Research and Evaluation	Doctorate	5 plus 3 managerial
Director of Sponsored Funding	Master's	8 plus 5 managerial
Program Manager	Doctorate	5 plus 3 managerial
16 (\$97,320 - \$147,936) Program Director	Doctorate	8 plus 5 managerial
Vice President & CFO	Master's (+CPA)	10 plus 5 managerial
17 (\$110,520 - \$169,080) currently no titles on pay grade		
18 (\$125,976 - \$192,744) Chief Program Officer	Doctorate	10 R & D plus 5 managerial
19 (\$142,488 - \$220,860) currently no titles on pay grade		
20 (\$162,432 - \$251,784) 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.