

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 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 | 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 |
| Research Specialist | Master's | 1 |
| Web Administrator | Bachelor's | 3 |
| 12 (\$65,232 - \$97,848) Finance Supervisor | Bachelor's (+CPA) | 5 |
| 13 (\$72,780 - \$109,884) Associate Development Director | Bachelor's | 7 plus 2 managerial |
| Human Resources Generalist | Bachelor's | 5 |
| Program Associate | Master's | 7 |
| Research Associate | Master's | 7 |
| 14 (\$82,956 - \$125,256) Project Director* | Doctorate** | 5 plus 1 managerial |
| Senior Fellow | Doctorate** | 6 |
| 15 (\$94,200 - \$143,172) Chief Financial Officer | Master's (+CPA) | 7 plus 3 managerial |
| 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 |
| Evaluation Manager | Doctorate | 5 plus 3 managerial |
| Program Manager | Doctorate | 5 plus 3 managerial |
| 16 (\$107,376 - \$163,212) Program Director | Doctorate | 8 plus 5 managerial |
| Senior Development Advisor | Master's | 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.