

**Umatilla Morrow Head Start, Inc.  
2018-2019 Salary Schedule**

**SPECIALIST I-Non-Exempt**

LEVEL	HS	CDA/CERT.	Associates
1	11.36	1970	12.09
2	11.71	2029	12.46
3	12.05	2089	12.82
4	12.39	2148	13.19
5	12.74	2208	13.54
6	13.08	2267	13.91
7	13.42	2327	14.26
8	13.77	2387	14.62

**COORDINATOR I-Non-Exempt**

LEVEL	HS	GDA.CERT	Associates
1	12.06	2092	13.33
2	12.43	2154	13.74
3	12.79	2217	14.14
4	13.15	2280	14.53
5	13.51	2342	14.94
6	13.88	2405	15.34
7	14.23	2467	15.75
8	14.63	2530	16.15

**COORDINATOR IA-Non-Exempt**

LEVEL	HS	Associates
1	12.54	2176
2	12.93	2241
3	13.31	2307
4	13.69	2372
5	14.07	2438
6	14.42	2504
7	14.83	2569
8	15.20	2635

**COORDINATOR II-Non-Exempt**

LEVEL	HS	Associates	Bachelors
1	13.39	2321	14.89
2	13.80	2391	15.33
3	14.20	2460	15.79
4	14.59	2530	16.23
5	15.00	2600	16.69
6	15.40	2669	17.13
7	15.81	2739	17.58
8	16.21	2809	18.03

**COORDINATOR IIA-Non-Exempt**

LEVEL	HS	Associates
1	13.88	2477
2	14.29	2548
3	14.71	2620

**COORDINATOR III-Non-Exempt**

LEVEL	HS	Associates	Bachelors
1	14.77	2559	16.57
2	15.21	2636	17.07
3	15.66	2713	17.56
4	16.09	2790	18.06
5	16.53	2866	18.56
6	16.98	2943	19.06
7	17.42	3020	19.55
8	17.88	3097	20.05

**COORDINATOR IV-Non-Exempt**

LEVEL	HS	Associates	Bachelors
1	15.72	2724	16.96
2	16.19	2807	17.46
3	16.65	2888	17.97
4	17.14	2969	18.47
5	17.60	3051	18.99
6	18.08	3133	19.49
7	18.54	3215	20.00
8	19.02	3297	20.50

**COORDINATOR V-Non-Exempt**

LEVEL	HS	Associates	Bachelors	Masters
1	16.26	2818	20.12	3489
2	16.75	2903	20.74	3594
3	17.24	2988	21.34	3699
4	17.73	3072	21.95	3804
5	18.21	3157	22.55	3909
6	18.71	3242	23.16	4014
7	19.19	3327	23.77	4119
8	19.68	3412	24.37	4224

**COORDINATOR VI-Non-Exempt**

LEVEL	Associates	Bachelors	Masters
1	16.57	2873	20.96
2	17.07	2959	21.59
3	17.56	3045	22.22
4	18.07	3131	22.85
5	18.56	3217	23.47
6	19.06	3303	24.11
7	19.55	3389	24.73
8	20.05	3474	25.36

**MANAGER I-Exempt/Non-Exempt**

LEVEL	HS	Associates	Bachelors	Masters
1	17.58	3048	21.81	3779
2	18.12	3140	22.45	3893
3	18.66	3234	23.11	4006
4	19.18	3324	23.77	4119
5	19.71	3415	24.41	4232

**MANAGER II-Exempt**

LEVEL	HS	Associates	Bachelors	Masters
1	18.99	3292	23.05	4179
2	19.57	3392	23.75	4305
3	20.15	3492	24.43	4430
4	20.72	3590	25.13	4556

**MANAGER III-Exempt**

LEVEL	HS	Associates	Bachelors	Masters
1	20.89	3622	25.36	4623
2	21.53	3731	26.13	4761
3	22.17	3840	26.90	4900

**MANAGER IV-Exempt**

LEVEL	Bachelors	Masters
1	28.27	5047
2	29.12	5198
3	29.98	5350

**DIRECTOR I-Exempt**

LEVEL	Associates	Bachelors	Masters
1	28.39	5381	5587
2	29.24	5544	5750
3	30.09	5707	5912

**DIRECTOR II-Exempt**

AA	BA	MA
5604	5826	6038

**DIRECTOR III-Exempt**

BA	MA
6753	6964

**DIRECTOR IV-Exempt**

BA	MA
7023	7235

**Substitutes:**

TEACHERS (AA/BA) \$16.57/\$20.45  
OTHER Min. Wage

**OFFICE/CLASSROOM/VOLUNTEER**

WAGE \$11.36  
FRINGE \$4.09  
TOTAL \$15.46

Supplemental pay rates for Team Leaders-Exempt  
1-5 staff=100.00 per month  
6+ staff=200.00 per month