

**Umatilla Morrow Head Start, Inc.  
2017-2018 Salary Schedule**

**SPECIALIST I-Non-Exempt**

LEVEL	HS		CDA/CERT.		Associates	
1	11.03	1912	11.38	1973	11.74	2035
2	11.36	1969	11.72	2032	12.09	2096
3	11.69	2026	12.06	2091	12.44	2157
4	12.02	2083	12.40	2150	12.80	2218
5	12.35	2140	12.74	2209	13.15	2279
6	12.68	2197	13.08	2268	13.50	2340
7	13.00	2254	13.43	2327	13.85	2401
8	13.33	2311	13.77	2386	14.20	2462

**COORDINATOR I-Non-Exempt**

LEVEL	HS		CDA.CERT		Associates	
1	11.71	2030	12.11	2099	12.94	2243
2	12.06	2091	12.47	2162	13.33	2310
3	12.42	2152	12.84	2225	13.71	2377
4	12.77	2213	13.20	2288	14.10	2444
5	13.12	2274	13.56	2351	14.49	2511
6	13.47	2335	13.93	2414	14.87	2578
7	13.82	2396	14.29	2477	15.26	2645
8	14.18	2457	14.65	2540	15.65	2712

**COORDINATOR IA-Non-Exempt**

LEVEL	HS	Associates	
1	12.18	2112	2333
2	12.55	2175	2403
3	12.91	2238	2473
4	13.28	2301	2543
5	13.64	2364	2613
6	14.00	2427	2683
7	14.37	2490	2753
8	14.73	2553	2823

**COORDINATOR II-Non-Exempt**

LEVEL	HS	Associates	Bachelors			
1	13.00	2253	13.75	2383	14.45	2505
2	13.39	2321	14.16	2454	14.88	2580
3	13.78	2389	14.57	2525	15.32	2655
4	14.18	2457	14.98	2596	15.75	2730
5	14.57	2525	15.39	2667	16.18	2805
6	14.96	2593	15.80	2738	16.62	2880
7	15.35	2661	16.21	2809	17.05	2955
8	15.74	2729	16.62	2880	17.48	3030

**COORDINATOR IIA-Non-Exempt**

LEVEL	HS	Associates	
1	13.47	2404	2580
2	13.87	2474	2657
3	14.27	2544	2734

**COORDINATOR III-Non-Exempt**

LEVEL	HS	Associates	Bachelors			
1	14.33	2484	15.31	2654	16.09	2789
2	14.76	2559	15.77	2734	16.58	2873
3	15.20	2634	16.23	2814	17.06	2957
4	15.63	2709	16.70	2894	17.54	3041
5	16.06	2784	17.16	2974	18.03	3125
6	16.49	2859	17.62	3054	18.51	3209
7	16.93	2934	18.08	3134	19.00	3293
8	17.36	3009	18.54	3214	19.48	3377

**COORDINATOR IV-Non-Exempt**

LEVEL	HS	Associates	Bachelors			
1	15.25	2644	15.69	2720	16.46	2853
2	15.71	2723	16.17	2802	16.96	2939
3	16.17	2802	16.64	2884	17.45	3025
4	16.62	2881	17.11	2966	17.95	3111
5	17.08	2960	17.58	3048	18.44	3197
6	17.53	3039	18.06	3130	18.94	3283
7	17.99	3118	18.53	3212	19.44	3369
8	18.44	3197	19.00	3294	19.93	3455

**COORDINATOR V-Non-Exempt**

LEVEL	HS	Associates	Bachelors	Masters		
1	15.78	2735	16.09	2789	19.53	3386
2	16.25	2817	16.58	2873	20.12	3488
3	16.73	2899	17.06	2957	20.71	3590
4	17.20	2981	17.54	3041	21.30	3692
5	17.67	3063	18.03	3125	21.89	3794
6	18.14	3145	18.51	3209	22.48	3896
7	18.62	3227	19.00	3293	23.07	3998
8	19.09	3309	19.48	3377	23.65	4100

**COORDINATOR VI-Non-Exempt**

LEVEL	Associates	Bachelors	Masters	
1	16.09	2789	19.85	3440
2	16.58	2873	20.44	3543
3	17.06	2957	21.03	3646
4	17.54	3041	21.63	3749
5	18.03	3125	22.22	3852
6	18.51	3209	22.82	3955
7	19.00	3293	23.41	4058
8	19.48	3377	24.01	4161

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

LEVEL	HS	Associates	Bachelors	Masters		
1	17.07	2959	20.72	3591	21.17	3669
2	17.58	3048	21.34	3699	21.80	3779
3	18.10	3137	21.96	3807	22.44	3889
4	18.61	3226	22.59	3915	23.07	3999
5	19.13	3315	23.21	4023	23.71	4109

**MANAGER II-Exempt**

LEVEL	Associates	Bachelors	Masters	
1	22.37	3878	22.83	3957
2	23.04	3994	23.52	4076
3	23.71	4110	24.20	4195
4	24.38	4226	24.89	4314

**MANAGER III-Exempt**

LEVEL	Associates	Bachelors	Masters	
1	24.62	4268	25.89	4487
2	25.36	4396	26.67	4622
3	26.10	4524	27.44	4757

**MANAGER IV-Exempt**

LEVEL	Bachelors	Masters		
1	27.44	4757	26.93	4668
2	28.27	4900	27.74	4808
3	29.09	5043	28.55	4948

**DIRECTOR I-Exempt**

LEVEL	Associates	Bachelors	Masters	
1	28.97	5021	30.14	5224
2	29.84	5172	31.04	5381
3	30.71	5323	31.95	5538

**DIRECTOR II-Exempt**

AA	BA	MA
5457	5655	5861

**DIRECTOR III-Exempt**

BA	MA
6555	6760

**DIRECTOR IV-Exempt**

BA	MA
6817	7022

**Substitutes:**  
TEACHERS (AA/BA) \$16.09/\$19.85  
OTHER Min. Wage

**OFFICE/CLASSROOM/VOLUNTEER**

WAGE \$11.03  
FRINGE \$4.63  
TOTAL \$15.67

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