

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

**SPECIALIST I-Non-Exempt**

LEVEL	HS		CDA/CERT.		Associates	
1	11.25	1950	11.61	2012	11.97	2076
2	11.59	2009	11.95	2072	12.33	2138
3	11.93	2068	12.30	2132	12.69	2200
4	12.27	2127	12.65	2192	13.06	2262
5	12.61	2186	12.99	2252	13.41	2324
6	12.95	2245	13.34	2312	13.77	2386
7	13.29	2304	13.70	2372	14.12	2448
8	13.63	2363	14.05	2432	14.48	2510

**COORDINATOR I-Non-Exempt**

LEVEL	HS		CDA.CERT		Associates	
1	11.94	2071	12.35	2141	13.20	2288
2	12.31	2133	12.72	2205	13.60	2357
3	12.66	2195	13.09	2269	14.00	2426
4	13.02	2257	13.46	2333	14.39	2495
5	13.38	2319	13.83	2397	14.79	2564
6	13.74	2381	14.20	2461	15.19	2633
7	14.09	2443	14.57	2525	15.59	2702
8	14.45	2505	14.94	2589	15.99	2771

**COORDINATOR IA-Non-Exempt**

LEVEL	HS		Associates	
1	12.42	2154	13.73	2380
2	12.80	2219	14.14	2451
3	13.18	2284	14.55	2522
4	13.55	2349	14.96	2593
5	13.93	2414	15.37	2664
6	14.28	2479	15.78	2735
7	14.68	2544	16.19	2806
8	15.05	2609	16.60	2877

**COORDINATOR II-Non-Exempt**

LEVEL	HS		Associates		Bachelors	
1	13.26	2298	14.03	2431	14.74	2555
2	13.66	2367	14.45	2504	15.18	2632
3	14.06	2436	14.87	2577	15.63	2709
4	14.45	2505	15.29	2650	16.07	2786
5	14.85	2574	15.71	2723	16.52	2863
6	15.25	2643	16.13	2796	16.96	2940
7	15.65	2712	16.55	2869	17.41	3017
8	16.05	2781	16.97	2942	17.85	3094

**COORDINATOR IIA-Non-Exempt**

LEVEL	HS		Associates	
1	13.74	2452	15.18	2632
2	14.15	2523	15.64	2711
3	14.56	2594	16.10	2790

**COORDINATOR III-Non-Exempt**

LEVEL	HS		Associates		Bachelors	
1	14.62	2534	15.62	2707	16.41	2845
2	15.06	2610	16.08	2788	16.90	2930
3	15.50	2686	16.55	2869	17.39	3015
4	15.93	2762	17.02	2950	17.88	3100
5	16.37	2838	17.49	3031	18.38	3185
6	16.81	2914	17.95	3112	18.87	3270
7	17.25	2990	18.42	3193	19.36	3355
8	17.70	3066	18.89	3274	19.85	3440

**COORDINATOR IV-Non-Exempt**

LEVEL	HS		Associates		Bachelors	
1	15.56	2697	16.00	2774	16.79	2910
2	16.03	2778	16.48	2857	17.29	2997
3	16.49	2859	16.97	2940	17.79	3084
4	16.96	2940	17.44	3023	18.29	3171
5	17.43	3021	17.92	3106	18.80	3258
6	17.90	3102	18.40	3189	19.30	3345
7	18.36	3183	18.88	3272	19.80	3432
8	18.83	3264	19.36	3355	20.30	3519

**COORDINATOR V-Non-Exempt**

LEVEL	HS		Associates		Bachelors		Masters	
1	16.10	2790	16.41	2845	19.92	3454	20.43	3541
2	16.58	2874	16.90	2930	20.53	3558	21.04	3647
3	17.07	2958	17.39	3015	21.13	3662	21.65	3753
4	17.55	3042	17.88	3100	21.73	3766	22.26	3859
5	18.03	3126	18.38	3185	22.33	3870	22.88	3965
6	18.52	3210	18.87	3270	22.93	3974	23.49	4071
7	19.00	3294	19.36	3355	23.53	4078	24.10	4177
8	19.49	3378	19.85	3440	24.13	4182	24.71	4283

**COORDINATOR VI-Non-Exempt**

LEVEL	Associates		Bachelors		Masters	
1	16.41	2845	20.25	3509	20.75	3597
2	16.90	2930	20.85	3614	21.38	3705
3	17.39	3015	21.45	3719	22.00	3813
4	17.89	3100	22.06	3824	22.62	3921
5	18.38	3185	22.67	3929	23.24	4029
6	18.87	3270	23.28	4034	23.87	4137
7	19.36	3355	23.88	4139	24.49	4245
8	19.85	3440	24.48	4244	25.11	4353

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

LEVEL	HS		Associates		Bachelors		Masters	
1	17.41	3018	21.13	3663	21.59	3742	22.13	3836
2	17.94	3109	21.77	3773	22.23	3854	22.79	3951
3	24.19	4192	22.40	3883	22.88	3966	23.46	4066
4	18.99	3291	23.04	3993	23.53	4078	24.12	4181
5	19.51	3381	23.67	4103	24.17	4190	24.78	4296

**MANAGER II-Exempt**

LEVEL	Associates		Bachelors		Masters	
1	22.82	3956	23.28	4036	23.87	4138
2	23.51	4075	23.99	4158	24.59	4262
3	24.19	4192	24.68	4278	25.30	4386
4	24.88	4313	25.38	4399	26.03	4511

**MANAGER III-Exempt**

LEVEL	Associates		Bachelors		Masters	
1	25.11	4353	26.41	4577	27.20	4714
2	25.87	4484	27.20	4714	28.01	4855
3	26.63	4615	27.99	4852	28.82	4996

**MANAGER IV-Exempt**

LEVEL	Bachelors		Masters	
1	27.99	4852	32.64	5657
2	28.83	4998	33.62	5827
3	29.68	5144	34.60	5997

**DIRECTOR I-Exempt**

LEVEL	Associates		Bachelors		Masters	
1	30.74	5328	31.92	5328	31.94	5532
2	31.67	5489	32.84	5489	32.87	5693
3	32.59	5649	33.77	5649	33.79	5853

**DIRECTOR II-Exempt**

AA	BA	MA
5549	5768	5978

**DIRECTOR III-Exempt**

BA	MA
6686	6895

**DIRECTOR IV-Exempt**

BA	MA
6953	7163

**Substitutes:**  
TEACHERS (AA/BA) \$16.41/\$20.25  
OTHER Min. Wage

**OFFICE/CLASSROOM/VOLUNTEER**

WAGE \$11.25  
FRINGE \$3.60  
TOTAL \$14.86

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