

| | 1 | 2 | 3 | 4 | Salary Cap | Exempt Status |
|--------------------|---|--|--|--|------------|---------------|
| Advocate | Bachelors' Degree + No Experience; Associate's Degree + 2 years experience; HS Diploma + 4 years Experience (\$16) | Bachelors' Degree + 1-4 years of experience; Associate's Degree + 3-7 years experience; HS Diploma + 5-8 years of experience (\$17) | Masters' Degree + No Experience; Bachelors' Degree + 5 or more years of experience; Associates' Degree + 8 or more years experience; HS Diploma + 9 or more years experience(\$18) | Masters' Degree with 1+ years of Experience or Bachelors' Degree + 10 years of Experience (\$19) | \$42,000 | Non-Exempt |
| Specialized | Specialist Certification + Bachelor's Degree + No Experience; Specialist Cert + Associate's Degree + 2 years experience; Specialist Cert + HS Diploma + 4 years Experience (\$18) | Specialist Certification + Bachelor's Degree + 1-4 years of experience; Specialist Cert + Associate's Degree + 3-7 years of Experience; HS Diploma + 5-8 years Experience (\$19) | Specialist Certificate + Master's Degree + No Experience; Specialist Certification + Bachelor's Degree + 5 or more years of experience; Associate's Degree + 8 or more years experience; HS Diploma + 9 or more years experience(\$20) | Specialist Certification + Master's Degree with 1+ years of Experience; Specialist Cert. + Bachelor's Degree + 10 years of Experience (\$21) | \$50,000 | Non-Exempt |
| Coordinator | Bachelor's Degree + No Supervisory Experience (\$21) | Bachelor's Degree + 1-4 years of supervisory experience (\$22) | Master's Degree + No Supervisory Experience; Bachelor's Degree + 5 or more years of experience (\$23) | Master's Degree with 1+ years of Supervisory Experience; Bachelor's Degree + 10 years of Supervisory Experience (\$24) | \$58,000 | Non-Exempt |
| Director | Bachelor's Degree + 1-4 years of supervisory experience (\$27) | Master's Degree + No Supervisory Experience; Bachelor's Degree + 5 or more years of experience (\$28) | Master's Degree with 1-4 years of Supervisory Experience; Bachelor's Degree + 10 years of Supervisory Experience (\$29) | Master's Degree with 5+ years of Supervisory Experience; Higher Level Degree with 1+ years of Supervisory Experience (\$30) | \$68,000 | Exempt |
| Therapist | Licensure to Practice Therapy and no work experience | Licensure to Practice Therapy and 1-4 years of experience | Licensure to Practice Therapy and 5-10 years of experience | Licensure to Practice Therapy and 10+ years of experience | \$68,000 | Exempt |
| Attorney | Juris Doctorate, License to Practice law in PA and no attorney experience | Juris Doctorate, License to Practice Law in PA and 1-4 years of experience | Juris Doctorate, License to Practice Law in PA and 5-10 years of experience | Juris Doctorate, License to Practice Law in PA and 10+ years of experience | \$68,000 | Exempt |

All employees are eligible for 0.40 differential if bilingual.