

	1	2	3	4	Salary Cap	Exempt Status
Advocate	Bachelors' Degree + No Experience; Associate's Degree + 2 years experience; HS Diploma + 4 years Experience (\$15)	Bachelors' Degree + 1-4 years of experience; Associate's Degree + 3-7 years experience; HS Diploma + 5-8 years of experience (\$16)	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(\$17)	Masters' Degree with 1+ years of Experience or Bachelors' Degree + 10 years of Experience (\$18)	\$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.