

### Fiscal Year 2022-23 Starting Salaries by Level & Experience

Level	Base-level Experience		Mid-level Experience		High-level Experience	
	<i>Annual Salary</i>	<i>Hourly Wage</i>	<i>Annual Salary</i>	<i>Hourly Wage</i>	<i>Annual Salary</i>	<i>Hourly Wage</i>
<b>Level 1: Coordinator</b>	\$44,000	\$21.15	\$45,000	\$21.63	\$46,000	\$22.12
	0-1.9 years' experience		2-3.9 years' experience		4+ years' experience	
<b>Level 2: Manager</b>	\$52,000	\$25.00	\$53,500	\$25.72	\$55,000	\$26.44
	0-2.9 years' experience		3-4.9 years' experience		5+ years' experience	
<b>Level 3: Director</b>	\$66,500	\$31.97	\$68,500	\$32.93	\$70,500	\$33.89
	0-3.9 years' experience		4-5.9 years' experience		6+ years' experience	
<b>Level 4: Executive Director</b>	\$100,000	\$48.08	\$102,500	\$49.28	\$105,000	\$50.48
	0-5.9 years' experience		6-7.9 years' experience		8+ years' experience	
	<i>Note: ED salary is set by Board of Directors, not to exceed 2.5x lowest FTE salary</i>					

Relevant experience inclusive of:

- Years of past work experience relevant to the role, including at Full Plates in the case of internal promotions
- Graduate-level degree(s) in a field relevant to the role (*1 year for a focused certificate program, 2 years for a Masters, 4 years for a PhD*)
- Relevant lived and/or living experience (eg. with child hunger, poverty, systems of oppression, etc.)