

Fiscal Year 2023-24 Starting Salaries by Level & Experience

Level	Base-level Experience		Mid-level Experience		High-level Experience	
	Annual Salary	Hourly Wage	Annual Salary	Hourly Wage	Annual Salary	Hourly Wage
Level 1: Coordinator	\$50,000	\$24.04	\$51,000	\$24.52	\$52,000	\$25.00
	0-1.9 years' experience		2-3.9 years' experience		4+ years' experience	
Level 2: Manager	\$55,500	\$26.68	\$57,000	\$27.40	\$58,500	\$28.13
	0-2.9 years' experience		3-4.9 years' experience		5+ years' experience	
Level 3: Director	\$73,000	\$35.10	\$75,000	\$36.06	\$77,000	\$37.02
	0-3.9 years' experience		4-5.9 years' experience		6+ years' experience	
Level 4: Executive Director	\$109,500	\$52.64	\$112,000	\$53.85	\$114,500	\$55.05
	0-5.9 years' experience		6-7.9 years' experience		8+ years' experience	
	Note: ED salary is set by Board of Directors, not to exceed 2.5x lowest FTE salary					

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.)