

**Minnesota Council of Nonprofits:
2023 – 2024 Pay Scale Logic**

Paygrade	Starting	Mid	Max
Grade 1 (Executive Director)	- fixed % of mid	+ fixed % of prior grade's mid	+ fixed % of mid
Grade 2 (Associate Director)	- fixed % of mid	+ fixed % of prior grade's mid	+ fixed % of mid
Grade 3 (Department Director)	- fixed % of mid	+ fixed % of prior grade's mid	+ fixed % of mid
Grade 4 (Deputy Director/Senior Manager)	- fixed % of mid	+ fixed % of prior grade's mid	+ fixed % of mid
Grade 5 (Manager)	- fixed % of mid	+ fixed % of prior grade's mid	+ fixed % of mid
Grade 6 (Coordinator)	- fixed % of mid	+ fixed % of prior grade's mid	+ fixed % of mid
Grade 7 (Assistant)	- fixed % of mid	Foundation of the entire payscale	+ fixed % of mid

No more than 4x mid of lowest grade