

**RITE OF PASSAGE – RVYSC COQ**  
 POSITION CLASSIFICATIONS, DEFINITIONS, AND PAY SCALE

Administration (AD)	Definition	Starting Salary	Maximum
<b>Program Director or Administrator</b>	Chief manager of a program. Ranking Administrator in Charge. Develops and oversees budget, policies and procedures, community relations, and overall implementation of the program.	\$72,000/yr.	\$102,133/yr.
<b>Director</b>	Director level person with responsibilities for two or more departments. They include Admissions and Transitions, Information, Medical, Ancillary Services, Human Resources, Development, Business & Logistics, Group Living, Education, Marketing, and Treatment. Supervises others.	\$50,000/yr.	\$75,000/yr.
<b>Manager</b>	Manager responsible for one department or assigned area. May include the supervision of others. May include business, logistics, HR.	\$39,500/yr.	\$52,000/yr.
<b>Coordinator</b>	Responsible for the coordination of activities, events, or administrative function for one area or department. May include case/treatment coordinator, medical, community affairs and Site Training Coordinator.	\$36,000/yr.	\$46,800/yr.
<b>Specialist</b>	Entry-level skills in a variety of administrative support positions. Filing, phone coverage, other duties as assigned by supervisor. (Human Resources, Finance, Medical, Reception, etc.)	\$9.00/hr.	\$16.00/hr.
Student Services (SS)	Definition	Starting Salary	Maximum
<b>Case Manager (CM)</b>	Responsible for the overall management of individual student’s casework. Contacts with parents, placing agency, regulatory agency, paperwork, reporting, student group meetings, and student supervision, are included in the duties of this position.	\$36,000/yr. <b>(with BA)</b>	\$46,000/yr.
<b>Therapeutic Manager</b>	Responsible for the overall management of individual student’s casework. Contacts with parents, placing agency, regulatory agency, paperwork, reporting, student group meetings, and student supervision, are included in the duties of this position.	\$47,500/yr. <b>(with MA)</b>	\$57,500/yr.
Ancillary Services	Definition	Starting Salary	Maximum
<b>Ancillary III</b>	Possess advanced skills or certification that is recognized as necessary for a specific job. (Medic, Physical Trainer, etc...)	\$26,000/yr.	\$35,500/yr.
<b>Ancillary II</b>	Possess lead staff specific skills in all of the areas listed in Ancillary I.	\$24,000/yr.	\$33,300/yr.

**RITE OF PASSAGE – RVYSC COQ**  
POSITION CLASSIFICATIONS, DEFINITIONS, AND PAY SCALE

<b>Ancillary I</b>	Entry-level skills in a variety of support services positions. Including but not limited to; kitchen, laundry, janitorial, maintenance, transportation, control center, and office assistance.		\$10.00/hr.	\$15.00/hr.	
<b>Part Time Ancillary</b>	The primary purpose of this position is to fill in on an as needed part-time basis.		\$10.00/hr.	\$15.00/hr.	
<b>Group Living (GL)</b>	<b>Definition</b>	<b>Experience or Degree*</b>	<b>Starting Salary**</b>		<b>Maximum</b>
			<b>Hourly</b>	<b>Annual</b>	
<b>Supervisor (SS)***</b>	Responsible for the management of an entire shift including but not limited to; personnel, program, risk management, facilities and logistics.	Job Description		\$52,000/yr.	\$66,000/yr.
		BA/BS		\$55,000/yr.	\$67,500/yr.
<b>Program Manager (PM)</b>	Not provided	Not provided		Not provided	Not provided
<b>Unit Manager (UM)</b>	Responsible for the overall management of an assigned student living unit. Staff and students.	Job Description		\$48,000/yr.	\$62,000/yr.
<b>Trainer</b>	Responsible for Site Training.	Job Description		\$44,000/yr.	\$56,000/yr.
<b>Group Leader (GL)</b>	Responsible for an assigned group of staff and students within a living unit.	Job Description	\$16.70/hr.	\$42,552/yr.	\$52,552/yr.
<b>Senior Coach Counselor (SCC)</b>	Responsible for operational supervision of students and staff.	Job Description	\$15.31/hr.	\$39,010/yr.	\$49,010/yr.
<b>Coach Counselor (CC)</b>	Primary purpose is the supervision of an assigned group of students.	0-2 years	\$13.50/hr.	\$34,398/yr.	\$44,398/yr.
		2-4 years (or AA/AS)	\$13.77/hr.	\$35,086/yr.	\$45,086/yr.
		0-2 years (and BA/BS)	\$14.50/hr.	\$36,946/yr.	\$46,946/yr.
		2-4 years (and BA/BS)	\$14.79/hr.	\$37,685/yr.	\$47,685/yr.
<b>Night Coach Counselor (NCC)</b>	Primary purpose is the supervision of an assigned group of students during night operations. Working a 4x10 shift (NO OVERTIME).	0-2 years	\$14.00/hr.	\$29,120/yr.	\$39,120/yr.
		2-4 years (or AA/AS)	\$14.22/hr.	\$29,578/yr.	\$39,578/yr.
		0-2 years (and BA/BS)	\$15.00/hr.	\$31,200/yr.	\$41,200/yr.
		2-4 years (and BA/BS)	\$15.24/hr.	\$31,700/yr.	\$41,700/yr.

\*4 years of military experience is equivalent to 2 years of similar experience. Degrees must be in one of the following approved related fields: Sociology, Psychology, Criminal Justice, Education, Social Services, Human Services.

\*\*Based on experience and/or education at time of hire.

**RITE OF PASSAGE – RVYSC COQ**  
POSITION CLASSIFICATIONS, DEFINITIONS, AND PAY SCALE

Note 1: If being promoted to higher position that starting salary is less than previous EE Salary, two (2) percent is added as starting wage (e.g. CC at \$35,000 promoted to SRCC would receive 2 percent on the current wage as starting salary). Does not apply to demotions, transfers etc.

Note 2: This scale only applies to positions authorized in the direct care, case management and any coordinator, ancillary type positions. Does not apply for Unit Manager, PM, Shift Supervisor.

\*\*\*Shift Supervisor is a two tier position. The first tier requires 3 years' experience and must be enrolled and actively participating in a 4 year related degree program established on a PIP. Once the individual receives a degree, they stay in that range but it caps out at the second tier.