<table>
<thead>
<tr>
<th>Job Title</th>
<th>Pay Grade</th>
<th>Salary Range (as of September 2019)*</th>
<th>Eligible for Overtime Pay?</th>
<th>Minimum Requirements**</th>
<th>Job Considerations</th>
</tr>
</thead>
</table>
| Research Aide             | 31        | $25,056 to $31,090                  | Yes                       | • One year of laboratory/research, field research, technical maintenance or archaeological experience; OR,  
  • Any equivalent combination of experience, training and/or education.           | This is an entry-level position.                           |
| Research Assistant        | 32        | $26,851 to $33,106                  | Yes                       | • Three years related laboratory or field research experience; OR,  
  • Any equivalent combination of experience, training and/or education.            | This position requires experience but not a degree.       |
| Research Technician       | 41        | $30,444 to $38,443                  | Yes                       | • Bachelor's degree in a field appropriate to the area of assignment; OR,  
  • Four years research or archaeological experience appropriate to the area of assignment; OR,  
  • Any equivalent combination of experience, training and/or education.            | This position requires a Bachelor’s degree OR experience. |
| Research Specialist       | 42        | $32,826 to $41,668                  | No                        | • Bachelor's degree in a field appropriate to the area of assignment AND two years related research or archaeological experience; OR,  
  • Six years research or archaeological experience appropriate to the area of assignment; OR,  
  • Any equivalent combination of experience, training and/or education.            | This position requires a Bachelor’s degree AND experience. |
| Research Specialist, Sr.  | 52        | $40,480 to $52,719                  | No                        | • Master's degree in a field appropriate to the area of assignment AND three years related research experience; OR,  
  • Master's degree AND some experience OR a Bachelor's degree AND experience.       | This position requires a Master's degree AND experience.  |
<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Required Experience</th>
<th>Education Requirement</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Associate</td>
<td>$55,000 to $79,019 1</td>
<td>No</td>
<td>Typically requires a master’s degree in area of assignment. In some cases a Ph.D. may be required. Required experience can range from 4-6 years, depending on education required and the individual position.</td>
<td>This position differs from classified staff research positions in that typically greater education and experience in required. Projects tend to be more complex and wider in scope.</td>
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<tr>
<td>Research Associate, Sr.</td>
<td>$61,800 to $87,523 1</td>
<td>No</td>
<td>Typically requires a master’s degree in area of assignment. In some cases a Ph.D. may be required. Required experience can range from 4-6 years, depending on education required and the individual position.</td>
<td>This position differs from Research Associate positions in that typically the applicant works with a higher level of autonomy on research projects.</td>
</tr>
</tbody>
</table>

*Always check with the HR website or the CEFNS Administrative Director for the most up-to-date salary information.

**Always check with the HR website or the CEFNS Administrative Director for the most up-to-date minimum requirements for your job postings.

1 Subject to equity/parity in the department/college.