

INTERNATIONAL INSTITUTE OF COSMETOLOGY

Wage Range (Starting)

Profile	Clerical	Level A	Level B	Level C	Level D
1	Front Desk/Reception	17.50	18.00	18.50	19.00
2	Front Desk/Reception/Tutor	N/A	18.00	18.50	19.00

Level A: Less than two years' relevant experience; no college

Level B: Minimum two-year relevant experience; some college; active CT hairdresser/cosmetology license

Level C: Minimum four-year relevant experience; Associate degree; active CT hairdresser/cosmetology license; one-year instructional experience

Level D: Minimum 5+ years relevant experience; Associate degree or higher; active CT hairdresser/cosmetology license; 2+ years instructional experience

Profile	Administration	Level A	Level B	Level C	Level D
1	Representative/Coach	21.00	22.00	23.00	24.00
2	Assistant/Associate Director	N/A	25.00	27.00	28.00

Level A: Less than two years' relevant experience; no college

Level B: Minimum two-year relevant experience; some college; minimum one-year managerial responsibilities

Level C: Minimum four years' relevant experience; Associate degree or higher; minimum two years' managerial responsibilities

Level D: Minimum 5+ years' relevant experience; Bachelor degree or higher; 3+ years increasing managerial responsibilities

Profile	Instructional/Cosmo & Barber	Level A	Level B	Level C	Level D
1	Substitute (Per Diem)	18.00	18.50	19.00	20.00
2	Educator	21.00	22.00	23.00	24.00
3	Curriculum Specialist	22.00	23.00	24.00	25.00
4	Lead Educator	N/A	N/A	26.00	27.00
5	Brand Ambassador	22.00	23.00	24.00	25.00

Level A: Minimum two-year relevant experience; active CT hairdresser/cosmetology (or barber) license for minimum of three years

Level B: Minimum four-year relevant experience; active CT hairdresser/cosmetology (or barber) license for minimum of three years and/or one-year instructional experience

Level C: Minimum 5+ years' relevant experience; active CT hairdresser/cosmetology (or barber) license; 3+ years instructional experience

Level D: Minimum 7+ years relevant experience; active CT hairdresser/cosmetology (or barber) license; 4+ years instructional experience and/or managerial experience

Profile	Instructional/Other Accredited	Level A	Level B	Level C
1	Substitute (Per Diem)	20.00	21.00	22.00
2	Educator	21.00	22.00	23.00
3	Educator/Curriculum Specialist	N/A	N/A	25.00

Level A: Minimum two-year relevant experience; active CT esthetics, eyelash technician, nail technician, or combination license for minimum of three years

Level B: Minimum four-year relevant experience; active CT esthetics, eyelash technician, nail technician, or combination license for minimum of three years and/or one-year instructional experience

Level C: Minimum 5+ years relevant experience; active CT esthetics, eyelash technician, nail technician, or combination license; 3+ years instructional experience

Profile	Management (Hourly/Salaried)	Level A	Level B	Level C	Level D
1	Assistant Director of Education	28.00	29.00	30.00	32.00
2	Director [Administration]	N/A	28.00	30.00	32.00
3	Director of Education	N/A	N/A	34.00	36.00
4	Dean or other Senior Level	N/A	N/A	35.00	37.00

Level A: Minimum 5+ year's relevant experience; active CT hairdresser/cosmetology license; 3+ years instructional experience

Level B: Minimum 5+ years relevant experience; active CT hairdresser/cosmetology license (education); Associate degree or higher (non-education); 5+ years instructional experience or 3+ years increasing managerial responsibilities increasing

Level C: Minimum 7+ years relevant experience; active CT hairdresser/cosmetology license (education); Bachelor degree or higher (non-education); 7+ years instructional experience or 5+ years increasing managerial responsibilities

Level D: Minimum 10+ years' relevant experience; Bachelor degree or higher; 9+ years instructional experience or 7+ years increasing managerial responsibilities

INTERNATIONAL INSTITUTE OF COSMETOLOGY

General Description of Benefits

Healthcare

Full-time employees may elect to begin health insurance benefits after 90 days of full-time employment. IIC currently pays 55% of the total cost of the employee for the base medical plan. A dental plan is also available at the employee's expense.

Retirement Plan

IIC employees can participate in a school-sponsored retirement plan following one-year of service. Full-time and part-time employees are eligible to participate in the plan.

Paid Sick Time Policy

Regular full-time and part-time employees are eligible for, and will begin accruing, paid sick time on their start date. Employees may use their paid sick time after 120 calendar days of employment.

Paid Time Off Policy

Regular full-time or part-time employees will be eligible to accrue PTO following one-year of service. Seasonal, Per Diem and contract workers are not eligible to accrue PTO.