

A Compensation Ordinance for the Providence School Department for the fiscal year ending June 30, 2024, and Amending Ordinance Chapter 2024-200, Number 100

Chapter 2024-200

Number 200

	<u>2023-2024 Proposed</u>	<u>2023-2024 Final</u>
<u>ASSISTANTS¹</u>		
Group II		
Teacher Assistant		
1st Step 19.0930 per hr.	26,062 - 32,076	26,062 - 32,076
2nd Step 19.3790 per hr.	26,452 - 32,557	26,452 - 32,557
3rd Step 19.7326 per hr.	26,935 - 33,151	26,935 - 33,151
Group III		
Teacher Assistant		
1st Step 20.0528 per hr.	27,372 - 33,689	27,372 - 33,689
2nd Step 20.3904 per hr.	27,833 - 34,256	27,833 - 34,256
3rd Step 20.6684 per hr.	28,212 - 34,723	28,212 - 34,723
Special Education Assistants		
1st Step 20.80 per hr.	28,392 - 34,944	28,392 - 34,944
2nd Step 21.14 per hr.	28,856 - 35,515	28,856 - 35,515
3rd Step 21.42 per hr.	29,238 - 35,986	29,238 - 35,986
Group IV		
Teacher Aide Liaison		
1st Step 22.69 per hr.	30,972 - 38,119	30,972 - 38,119
2nd Step 23.19 per hr.	31,654 - 38,959	31,654 - 38,959
3rd Step 23.70 per hr.	32,351 - 39,816	32,351 - 39,816
Group V		
Behavior Support Assistants		
1st Step 22.12 per hr.	30,194 - 37,162	30,194 - 37,162
2nd Step 22.26 per hr.	30,385 - 37,397	30,385 - 37,397
3rd Step 22.46 per hr.	30,658 - 37,733	30,658 - 37,733
<u>CLERKS¹</u>		
10 Month Group I	25,143 - 32,405	0 - 0
12 Month Group I	32,777 - 40,040	0 - 0
12 Month Group II	33,299 - 40,418	0 - 0
10 Month Group III	26,561 - 33,684	28,110 - 35,649
12 Month Group III	35,005 - 42,129	36,143 - 42,972
10 Month Group IV	26,780 - 33,866	28,342 - 35,841
12 Month Group IV	36,714 - 43,841	37,908 - 44,717
12 Month Group V	38,437 - 45,546	39,686 - 46,456
12 Month Group VI	45,228 - 53,208	45,228 - 53,208
12 Month Group VII	49,171 - 57,521	50,770 - 58,671
<u>TEACHERS¹</u>		
Step 1	45,330	50,990
Step 2	47,557	53,496
Step 3	50,105	56,362
Step 4	53,384	60,050
Step 5	57,714	64,921
Step 6	62,105	69,861
Step 7	66,188	74,453
Step 8	70,518	79,324
Step 9	74,353	83,637
Step 10	77,941	87,674
Step 11	81,033	91,152
Step 12	85,443	96,113
BA + 30	2,955	2,955
MA	3,355	3,355
MA + 30	3,757	3,757
Doctorate	4,157	4,157
National Board Certification	5,500	5,500
<u>PRINCIPALS¹</u>		
Principal		
Principal	125,927 - 129,915	125,927 - 129,915
Established Principal	134,796 - 144,706	134,796 - 144,706
Executive Principal	149,640	149,640
Principal Coach Stipend		
Potential Performance Award		
Principal School Incentive (1,000-2,000 students)	4,000	4,000
Principal School Incentive (>2,000 students)	8,000	8,000

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<u>ASSISTANT PRINCIPALS¹</u>		
Assistant Principal		
Assistant Principal	111,962 - 115,953	114,761 - 118,852
Established Assistant Principal	117,946 - 121,936	120,895 - 124,984
Advanced Assistant Principal	121,936	124,984
<u>CERTIFIED ADMINISTRATORS¹</u>		
Superintendent	206,000	206,000
Senior Advisor to the Superintendent	144,706 - 175,271	148,324 - 179,653
Chief of Staff	144,706 - 164,439	148,324 - 179,653
Chief Academic Officer	144,706 - 164,439	148,324 - 168,550
Chief of Student Support Services	144,706 - 164,439	148,324 - 168,550
Assistant Superintendent of Elementary Schools	144,706 - 164,439	0 - 0
Chief of Equity	134,796 - 164,439	148,324 - 168,550
Chief of Family & Community Engagement	134,796 - 164,439	148,324 - 168,550
Chief of School Improvement & Innovation		148,324 - 168,550
Elementary Transformation Officer	144,706 - 154,616	148,324 - 158,481
Secondary Transformation Officer	144,706 - 154,616	148,324 - 158,481
Executive Director of Early Childhood & Wellness	134,795 - 144,706	0 - 0
Executive Director of MLL	134,795 - 144,706	138,165 - 148,324
Executive Director of Leadership	134,795 - 144,706	0 - 0
Executive Director of School Improvement	134,795 - 144,706	0 - 0
Executive Director of Specialized Instruction	134,795 - 144,706	138,165 - 148,324
Executive Director of Student Programming	134,795 - 144,706	138,165 - 148,324
Executive Director of Student Support Academy	134,795 - 144,706	138,165 - 148,324
Executive Director of Student Supports	134,795 - 144,706	138,165 - 148,324
Executive Director of Teacher Development	134,795 - 144,706	138,165 - 148,324
Executive Director of Curriculum & Instruction	134,795 - 144,706	138,165 - 148,324
Senior Director of Nursing	129,840 - 140,153	133,086 - 143,657
Senior Director of Principal Supports	129,840 - 140,153	133,086 - 143,657
Deputy Chief of Staff	117,946 - 125,927	120,894 - 129,075
Director of CTE	117,946 - 125,927	120,894 - 129,075
Director of Curriculum	117,946 - 125,927	120,894 - 129,075
Director of Early Childhood & Wellness		120,894 - 129,075
Director of Multi-Lingual Learners		120,894 - 129,075
Director of Scheduling, Guidance, College / Career Readiness & Student Supports	117,946 - 125,927	120,894 - 129,075
Director of School Improvement	117,946 - 125,927	120,894 - 129,075
Director of Social Emotional Learning & Mental Health	117,946 - 125,927	120,894 - 129,075
Director of Special Projects		120,894 - 129,075
Director of Student Attendance		120,894 - 129,075
MLL Certified Program Director	117,946 - 125,927	120,894 - 129,075
Manager of Multi-Lingual Learners	109,967 - 117,946	112,716 - 120,894
Manager of Special Education Compliance	109,967 - 117,946	112,716 - 120,894
Manager of Specialized Instruction & Services	109,967 - 117,946	112,716 - 120,894
Manager of Specialized Instruction & Services	109,967 - 117,946	112,716 - 120,894
Supervisor of Advanced Academics	109,967 - 117,946	112,716 - 120,894
Supervisor of Dual Language Programs & Services	109,967 - 117,946	112,716 - 120,894
Supervisor of Fine Arts & Performing Arts	109,967 - 117,946	112,716 - 120,894
Supervisor of Humanities & Civics	109,967 - 117,946	112,716 - 120,894
Supervisor of Literacy	109,967 - 117,946	112,716 - 120,894
Supervisor of Math Initiatives	109,967 - 117,946	112,716 - 120,894
Supervisor of MLL Instruction	109,967 - 117,946	0 - 0
Supervisor of Principal Support	109,967 - 117,946	112,716 - 120,894
Supervisor of Reading K-12	109,967 - 117,946	112,716 - 120,894
Supervisor of STEM	109,967 - 117,946	112,716 - 120,894
Supervisor of Writing	109,967 - 117,946	112,716 - 120,894
Instructional Support Leader	106,547 - 112,046	109,211 - 114,847
Director of Arts & Development	98,269 - 111,916	100,726 - 114,714
Director of Summer School & Extended Learning	98,269 - 111,916	100,726 - 114,714
<u>NON-CERTIFIED ADMINISTRATORS¹</u>		
Deputy Superintendent of Operations	144,706 - 175,271	148,324 - 179,652
Chief Communications Officer	144,706 - 164,439	148,324 - 172,661
Chief of Data & Assessment Officer	144,706 - 164,439	0 - 0
Chief Operating Officer	144,706 - 164,439	148,324 - 168,550
Chief Talent Officer	134,796 - 164,439	148,324 - 168,550
Executive Director of Evaluations, Induction & Licensure	128,921 - 144,706	132,144 - 148,324
Executive Director of Finance	128,921 - 144,706	132,144 - 148,324
Executive Director of Labor Relations & Employee Services		132,144 - 148,324
Executive Director of Recruitment & Staffing		132,144 - 148,324
Legal Counsel	128,921 - 144,706	132,144 - 148,324
Senior Director of Facilities	117,946 - 125,927	120,894 - 129,075
Senior Director of Intergovernmental Affairs		120,894 - 129,075
Senior Director of School Operations and Student Support	117,946 - 125,927	120,894 - 129,075
Senior Director of Operations - Student Support	117,946 - 125,927	120,894 - 129,075
School Controller	117,946 - 125,927	120,894 - 129,075
Business Manager/Budget Director	117,946 - 125,927	0 - 0
Senior Budget Director		120,895 - 129,075
Senior Director of Purchasing & Asset Management		120,895 - 129,075

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<i>Senior Director of Recruitment & Pipelines</i>		120,895 - 129,075
Senior Information Officer	111,598 - 126,480	114,388 - 129,642
Senior Director of Human Resources	111,598 - 126,480	0 - 0
<i>Leadership Development Coach</i>	106,547 - 112,046	109,211 - 114,847
<i>Director of Data Systems & Reporting</i>	98,269 - 111,916	100,726 - 114,714
Director of Diversity Recruitment & Pipeline Initiatives	98,269 - 111,916	0 - 0
<i>Director of Equity & Belonging</i>	98,269 - 111,916	100,726 - 114,714
<i>Director of Family and Community Engagement</i>	98,269 - 111,916	100,726 - 114,714
Director of HRIS		100,726 - 114,714
<i>Director of Grant Funding</i>	93,002 - 117,946	95,327 - 120,894
Director of Intergovernmental Affairs & Special Projects	98,269 - 111,916	0 - 0
Director of Payroll	98,269 - 111,916	100,726 - 114,714
Director of Purchasing	98,269 - 111,916	0 - 0
<i>Director of School Operations</i>	98,269 - 111,916	100,726 - 114,714
Director of Special Projects for School Improvement	98,269 - 111,916	100,726 - 114,714
<i>Director of Strategic Partnerships</i>	98,269 - 111,916	100,726 - 114,714
Director of Student Information	98,269 - 111,916	100,726 - 114,714
Director of Student Placement	98,269 - 111,916	100,726 - 114,714
Director of Transportation	98,269 - 111,916	100,726 - 114,714
<i>Director of Turnaround Initiatives</i>		100,726 - 114,714
Human Resource Manager Employee Relations & EEO	94,047 - 111,490	0 - 0
Senior Budget Coordinator	92,640 - 107,500	94,956 - 110,188
Senior Human Resources Staffing Partner		87,295 - 101,846
Senior Relations Partner		87,295 - 101,846
<i>Data & Performance Specialist</i>	85,166 - 99,362	87,295 - 101,846
Deputy Staffing & Recruitment Officer	85,166 - 99,362	0 - 0
Deputy Employee Services Manager	85,166 - 99,362	87,295 - 101,846
<i>Facilities Manager</i>	85,166 - 99,362	87,295 - 101,846
Leadership Development Specialist	85,166 - 99,362	0 - 0
<i>Operations Project Specialist</i>	85,166 - 99,362	87,295 - 101,846
<i>Project Manager for Turnaround Initiatives</i>	85,166 - 99,362	87,295 - 101,846
<i>Public Information Officer</i>	85,166 - 99,362	87,295 - 101,846
<i>Recruitment Manager</i>	85,166 - 99,362	87,295 - 101,846
Specialized Instruction & Service Transition Specialist	85,166 - 99,362	87,295 - 101,846
<i>Title IX & EEO Officer</i>	85,166 - 99,362	87,295 - 101,846
<i>Coordinator of Attendance</i>		84,656 - 86,982
<i>Coordinator of Behavior Interventionists</i>	82,591 - 84,861	84,656 - 86,982
<i>Coordinator of Career & Industry</i>		84,656 - 86,982
<i>Coordinator of Early College Access</i>		84,656 - 86,982
<i>Coordinator of Equity & Diversity</i>	82,591 - 84,861	84,656 - 86,982
<i>Coordinator of Extended Learning</i>	82,591 - 84,861	84,656 - 86,982
Coordinator of K-12 Student Supports & Curriculum	82,591 - 84,861	0 - 0
<i>Coordinator of Literacy</i>	82,591 - 84,861	84,656 - 86,982
<i>Coordinator of Math</i>	82,591 - 84,861	84,656 - 86,982
Coordinator of MLL	82,591 - 84,861	84,656 - 86,982
<i>Coordinator of Professional Learning</i>	82,591 - 84,861	84,656 - 86,982
<i>Coordinator of Placements, Internships & Field Experience</i>		84,656 - 86,982
<i>Coordinator of Social Studies & Civic Engagement</i>	82,591 - 84,861	84,656 - 86,982
<i>Coordinator of STEM</i>	82,591 - 84,861	84,656 - 86,982
Coordinator of Student Support	82,591 - 84,861	0 - 0
<i>Coordinator of World Language & Bilingual</i>	82,591 - 84,861	84,656 - 86,982
<i>Integrated Professional Learning Coordinator</i>	82,591 - 84,861	84,656 - 86,982
<i>MLL Certified Program Coordinator</i>	82,591 - 84,861	84,656 - 86,982
<i>School-Based & Mental Health Coordinator</i>	82,591 - 84,861	84,656 - 86,982
<i>SEL & Mental Health Coordinator</i>	82,591 - 84,861	84,656 - 86,982
Budget Coordinator II		81,832 - 93,448
Expediter of Purchasing and Supplies	81,832 - 93,448	81,832 - 93,448
Administrator of HRIS/Records	77,952 - 90,944	77,952 - 90,944
Plant Maintenance Coordinator	77,512 - 88,912	77,512 - 88,912
Central Records & Volunteer Manager	74,619 - 90,265	76,484 - 92,522
Supervisor of Payroll and Personnel Related Records	68,860 - 85,985	68,860 - 85,985
Supervisor of Central Supply	67,847 - 81,745	69,543 - 83,789
Supervisor of Transportation	69,543 - 83,789	69,543 - 83,789
Budget Coordinator	65,100 - 78,810	0 - 0
Budget Officer	65,100 - 78,810	65,100 - 78,810
<i>Supervisor of Food Services</i>	81,521 - 93,533	81,521 - 93,533
Support Services Administrator	73,990 - 83,789	73,990 - 83,789
<i>Career and Technical Education Program Coordinator</i>	48,141 - 57,256	49,345 - 58,687
<i>PTECH Coordinator</i>	58,366 - 68,979	59,825 - 70,703
<i>Pathways Coordinator - School Based</i>	48,141 - 57,256	49,345 - 58,687

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<u>OTHER POSITIONS¹</u>		
Assistant General Counsel	79,514 - 86,942	81,502 - 89,116
Associate Counsel	68,033 - 78,151	69,734 - 80,105
Associate General Counsel	96,668 - 105,247	99,085 - 107,878
Behavior Interventionist	59,533 - 70,359	61,021 - 72,118
Bus Monitor	19,165	19,165
Certified Occupational Therapy Assistant	34,434 - 57,742	34,434 - 57,742
Child Care Worker (School Year)	24.08/hr. - 27.56/hr.	24.08/hr. - 27.56/hr.
Translator - Communication Specialist	48,784 - 63,108	50,004 - 64,686
Communications Specialist	48,784 - 63,108	50,004 - 64,686
Community Partner Liaison	51,323 - 62,344	51,323 - 62,344
Computer Management Specialist	68,591 - 79,374	68,591 - 79,374
Confidential Executive Assistant	56,046	0
Creative Technology Specialist	54,077 - 61,961	55,429 - 63,510
Crossing Guard	12,777	12,777
Customer Service Specialist	27,548 - 40,881	0 - 0
Customer Service Supervisor	49,786 - 62,356	51,031 - 63,915
Data Specialist	68,601 - 84,248	70,316 - 86,354
Data Support Technician	68,601 - 84,248	70,316 - 86,354
Data & Testing Coordinator	24,621 - 32,650	24,621 - 32,650
Deputy Controller	98,269 - 111,916	100,726 - 114,714
Deputy Director of Campus Safety	98,269 - 111,916	100,726 - 114,714
Deputy Director of Facilities	98,269 - 111,916	100,726 - 114,714
Deputy Director of External Affairs	68,241 - 81,892	69,947 - 83,939
Diversity and Pipeline Design Specialists	66,300 - 71,400	0 - 0
Educational Technology Specialist	63,049 - 75,657	63,049 - 75,657
Employee Services Specialist	57,645 - 66,026	57,645 - 66,026
Engagement & Events Coordinator	59,533 - 70,359	61,021 - 72,118
Executive Coordinator to the Superintendent Cabinet	48,764 - 75,000	49,983 - 76,875
Federal Programs Coordinator	86,236 - 99,607	86,236 - 99,607
Fiscal Officer Fixed Asset Management	59,926 - 65,490	59,926 - 65,490
Grant Development Coordinator	68,241 - 81,892	69,947 - 83,939
Harvard Fellow	76,500 - 91,800	78,413 - 94,095
Help Desk Analyst	35,155 - 49,213	35,155 - 49,213
Human Relations Specialist I	25,113 - 33,303	25,113 - 33,303
Human Relations Specialist II	26,784 - 36,861	26,784 - 36,861
Human Relations Specialist III	28,862 - 40,455	28,862 - 40,455
Human Relations Specialist IV	39,644 - 45,041	39,644 - 45,041
Job Developer	26,757 - 32,880	26,757 - 32,880
Lab Technician	22,176 - 27,025	22,176 - 27,025
Leadership Development Coordinator	68,241 - 81,892	0 - 0
Leadership Residents	96,306 - 112,002	0 - 0
Medicaid Specialist	59,030 - 66,110	59,030 - 66,110
Manager of Assessment & Surveys	85,166 - 99,362	87,295 - 101,846
MTSS Culture Specialists	85,166 - 99,362	87,295 - 101,846
MTSS Culture Specialist	85,166 - 99,362	87,295 - 101,846
Multimedia Specialist	59,533 - 70,359	61,021 - 72,118
Network Data Manager	85,166 - 99,362	87,295 - 101,846
Network Operations Facilitator	85,166 - 99,362	87,295 - 101,846
Non Certified Nurses	61,390	61,390
Occupational Therapist	50,156 - 84,106	50,156 - 84,106
Operations Specialist	43,829 - 49,121	43,829 - 49,121
Parent Coordinator	39,706	40,699
Parent Engagement Specialist	47,195 - 50,765	47,195 - 50,765
Parent Specialist - School Based	42,807 - 45,438	42,807 - 45,438
Physical Therapist	51,159 - 85,789	51,159 - 85,789
Placement Officer	47,196 - 50,764	47,196 - 50,764
Placements, Internships, & Field Experience Coordinator	56,100 - 76,500	57,503 - 78,413
Professional Compliance Specialists	63,377 - 73,362	64,961 - 75,196
Public Engagement Specialist	41,433 - 49,379	42,469 - 50,613
Public School Safety Service Officer	12,355	12,355
Purchasing Agent	42,400 - 45,657	44,872 - 48,319
Recruitment Marketing Specialist	56,100 - 76,500	57,503 - 78,413
ROTC Officer	58,405 - 67,936	58,405 - 67,936
Route Foreman	42,331 - 51,703	42,331 - 51,703
School Board Chairperson	4,500	4,500
School Board Member	3,500	3,500
School Board Policy Advisor	59,098 - 70,192	60,575 - 71,947
School Board Services, Policy, & Development Coordinator	59,098 - 70,192	60,575 - 71,947
School Community Specialists	40,326 - 46,322	40,326 - 46,322
School Culture Coordinator	59,533 - 70,359	61,021 - 72,118
School Culture Coordinator	59,533 - 70,359	61,021 - 72,118
School Lunch Aides	13.00/hr.	13.00/hr.
Senior Placement Officer	46,372	46,372
Senior School Community Specialists	47,658 - 54,130	47,658 - 54,130
Shower Matron	20,672 - 31,252	20,672 - 31,252
Social Coach	47,660 - 57,191	47,660 - 57,191
Student Registration and Data Specialist	59,321 - 66,647	59,321 - 66,647
Student Registration and Placement Analyst	55,225 - 63,833	55,225 - 63,833
Supervising Occupational Therapist	72,437 - 92,937	72,437 - 92,937
Talent Sourcer	56,100 - 76,500	57,503 - 78,413
Talent Specialist	56,515 - 64,731	56,515 - 64,731

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Technical Support Technician		82,340		82,340
Technology E-Mail Administrator	79,376 -	90,512	79,376 -	90,512
Technology Service Coordinator	60,705 -	72,101	60,705 -	72,101
Translator	45,134 -	61,316	46,262 -	62,849
<i>Turn-A-Round Arts Coordinator</i>	<i>42,448 -</i>	<i>53,060</i>	<i>43,509 -</i>	<i>54,387</i>
Water Safety Instructor	22,838 -	29,276	22,838 -	29,276
<i>Work Based Learning Coordinator</i>	<i>58,366 -</i>	<i>68,979</i>	<i>59,825 -</i>	<i>70,703</i>
Workers Compensation Attorney	72,502 -	78,935	74,315 -	80,908

Notes: 1 Reflects base salary.
 Bold italicized print indicates non-local funding.

Upon the federal monies no longer being available to fund the above positions, said positions will be abolished and / or deleted from said ordinance

New Position

Deleted

Change