

**City of Providence**  
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

**CHAPTER 2019-8**

**No. 178 AN ORDINANCE AMENDING A COMPENSATION PLAN FOR THE PROVIDENCE SCHOOL DEPARTMENT AND AMENDING ORDINANCE CHAPTER 2018-43, NO. 429, APPROVED AUGUST 2, 2018**

**Approved March 29, 2019**

*Be it ordained by the City of Providence:*

**2018-2019 ANNUAL SALARY RANGE**

**ASSISTANTS<sup>1</sup>**

Group I	General Assistant	15.04hr	
	30	hours per week	\$18,951
	35	hours per week	22,107
	40	hours per week	25,267
Group II	Teacher, Clerical or Security Assistant		
	15.04	1st Step	18,951 - 25,267
	15.62	2nd Step	19,693 - 26,258
	15.91	3rd Step	20,050 - 26,712
Group III	Teacher Assistant I, Clerical or Security Assistant		
	16.21	1st Step	20,421 - 27,229
	16.44	2nd Step	20,729 - 27,657
	16.77	3rd Step	21,131 - 28,178
Group IV	Teacher Assistant II, Clerical or Security Assistant		
	17.06	1st Step	21,488 - 28,651
	17.33	2nd Step	21,858 - 29,146
	17.60	3rd Step	22,184 - 29,560
Group V	Assistant Liaison		
	19.37	1st Step	24,415 - 32,553
	19.80	2nd Step	24,964 - 33,281
	20.26	3rd Step	25,531 - 34,041

**CLERKS<sup>1</sup>**

10 Month Group I	22,890 - 29,502
12 Month Group I	29,840 - 36,451
12 Month Group II	30,315 - 36,796
10 Month Group III	24,180 - 30,666
12 Month Group III	31,868 - 38,355
12 Month Group IV	33,425 - 39,912
12 Month Group V	34,993 - 41,464
12 Month Group VI	44,765 - 52,367

**TEACHERS<sup>1</sup>**

Step 1	41,358
Step 2	43,390
Step 3	45,714
Step 4	48,706
Step 5	52,656
Step 6	56,663
Step 7	60,388
Step 8	64,339
Step 9	67,837
Step 10	71,111
Step 11	73,933
Step 12	77,956
BA + 30	2,955
MA	3,355
MA + 30	3,757
Doctorate	4,157
National Board Certification	5,500

**PRINCIPALS<sup>1</sup>**

Principals	108,997 - 122,657
Principal Coach Stipend	5,000
Potential Performance Award	3,000

**ASSISTANT PRINCIPALS<sup>1</sup>**

Assistant Principals	98,433 - 103,513
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**CERTIFIED ADMINISTRATORS<sup>1</sup>**

Superintendent	191,283 - 207,679
Chief Academic Officer	133,686 - 151,917
<i>Executive Director of Teaching &amp; Learning</i>	<i>124,530 - 133,686</i>
<i>Executive Director of Specialized Instruction &amp; Services</i>	<i>124,530 - 133,686</i>
Executive Director of Student Support	124,530 - 133,686
<i>Zone Executive Director (Elementary Zone 1)</i>	<i>124,530 - 133,686</i>
<i>Zone Executive Director (Elementary Zone 2)</i>	<i>124,530 - 133,686</i>
<i>Zone Executive Director of Middle Schools</i>	<i>124,530 - 133,686</i>
<i>Zone Executive Director (Secondary Zone)</i>	<i>124,530 - 133,686</i>
<i>Zone Executive Director Lead Stipend</i>	<i>5,000</i>
Director of CTE @ PCTA	108,964 - 116,337
Director of ELL	108,964 - 116,337
<i>Director of Multiple Pathways for Students</i>	<i>108,964 - 116,337</i>
Director of Student Affairs	108,964 - 116,337
Director of Newcomer Program	108,964 - 116,337
Director of Nursing, Health & PE	106,739 - 114,111
Coordinator of Student Services Mount Pleasant	101,593 - 108,964
<i>Special Education Manager</i>	<i>101,593 - 108,964</i>
Supervisor of A-Venture Program	101,593 - 108,964
Supervisor of Community Transition Services	101,593 - 108,964
<i>Supervisor of Fine Arts, World Language &amp; Advanced Academics</i>	<i>101,593 - 108,964</i>
<i>Supervisor of K-12 Literacy</i>	<i>101,593 - 108,964</i>
<i>Supervisor of Math Initiatives</i>	<i>101,593 - 108,964</i>
<i>Supervisor of Personalized Learning</i>	<i>101,593 - 108,964</i>
Supervisor of Scheduling, Guidance, College/ Career Readiness & Student Supports	101,593 - 108,964
<i>Supervisor of Science Initiatives</i>	<i>101,593 - 108,964</i>
Supervisor of Special Education	101,593 - 108,964
<i>Director of PTECH</i>	<i>98,433 - 103,513</i>

**NON-CERTIFIED ADMINISTRATORS<sup>1</sup>**

Chief of Administration	133,686	-	161,924
Chief of Staff	133,686	-	151,917
Business Manager	133,686	-	151,917
Chief of Human Capital	133,686	-	151,917
<b><i>Executive Director of System Wide Performance</i></b>	<b>119,103</b>	-	<b>133,686</b>
Legal Counsel	119,103	-	133,686
Director of School Operations and Student Support	108,964	-	116,337
Senior Information Officer	103,100	-	116,848
Budget Director	90,785	-	103,394
Director of Communications	90,785	-	103,394
<b><i>Director of Family and Community Engagement</i></b>	<b>90,785</b>	-	<b>103,394</b>
<b><i>Director of Strategic Partnerships</i></b>	<b>90,785</b>	-	<b>103,394</b>
Director of Student Placement	90,785	-	103,394
Director of Student Support	90,785	-	103,394
<b><i>Director of Grant Funding</i></b>	<b>85,919</b>	-	<b>108,964</b>
Human Resource Manager Employee Relations	86,885	-	103,000
Human Resource Manager Talent Management	86,885	-	103,000
<b><i>Human Resource Manager Evaluations</i></b>	<b>86,885</b>	-	<b>103,000</b>
<b><i>Human Resource Manager Professional Development</i></b>	<b>86,885</b>	-	<b>103,000</b>
Senior Budget Officer	83,278	-	97,158
Data Manager	78,680	-	91,795
Facilities Manager	78,680	-	91,795
Out of School Time Coordinator	76,301	-	78,399
Expediter of Purchasing and Supplies	72,156	-	82,398
<b><i>Development Manager</i></b>	<b>63,044</b>	-	<b>75,656</b>
Administrator of HRIS/Records	68,735	-	80,190
Plant Operations Coordinator	68,347	-	78,399
Plant Maintenance Coordinator	68,347	-	78,399
Routing and Transportation Coordinator	68,347	-	78,399
Supervisor of Payroll and Personnel Related Records	60,717	-	75,818
Supervisor of Transportation	61,320	-	73,881
Budget Coordinator	57,402	-	69,492
Budget Officer	57,402	-	69,492
<b><i>Supervisor of Food Services</i></b>	<b>60,718</b>	-	<b>73,844</b>
Support Services Administrator	45,995	-	57,604
Timekeeper Administrator	45,000	-	55,000
<b><i>Career and Technical Education Program Coordinator</i></b>	<b>44,475</b>	-	<b>52,895</b>
<b><i>Pathways Coordinator – School Based</i></b>	<b>44,475</b>	-	<b>52,895</b>

**OTHER POSITIONS<sup>1</sup>**

<b><i>Accountability Analyst</i></b>	<b>30,000</b>	-	<b>35,000</b>
Administrative Assistant	37,463	-	44,637
<b><i>Assessment Specialist for Adequate Yearly Progress</i></b>			<b>63,658</b>
Assistant Human Resource Generalist	41,569	-	44,762
<b><i>Assistant to the Director of Grant Funding</i></b>	<b>57,817</b>	-	<b>68,937</b>
<b><i>Assistant to the Professional Learning Manager</i></b>	<b>43,531</b>	-	<b>54,987</b>
Associate Counsel	62,852	-	72,200
Bus Monitor			21,787
Certified Occupational Therapy Assistant	26,026	-	43,641
Child Care Worker (School Year)	21.24/hr	-	24.30/hr
<b><i>Communication Associate</i></b>	<b>32,000</b>	-	<b>36,000</b>
<b><i>Communication Specialist</i></b>	<b>45,069</b>	-	<b>58,303</b>
Translator - Communication Specialist	45,069	-	58,303
Community Partner Liaison	45,255	-	54,971
Computer Management Specialist	60,481	-	69,988
Confidential Executive Assistant			52,556
<b><i>Creative Technology Specialist</i></b>	<b>49,977</b>	-	<b>57,242</b>
Crossing Guard			10,895
Customer Service Specialist	25,450	-	37,768

Customer Service Supervisor	45,995 -	57,604
<b>Data Specialist</b>	<b>63,376 -</b>	<b>77,831</b>
Data Support Technician	63,376 -	77,831
Data & Testing Coordinator	22,143 -	29,365
Deputy Controller	72,272 -	83,391
<b>EEO &amp; Recruitment Officer</b>	<b>78,604 -</b>	<b>89,084</b>
Educational Technology Specialist	55,594 -	66,712
EL Project Manager	40,000 -	50,000
Executive Assistant to the Superintendent	43,531 -	52,958
<b>Federal Programs Coordinator</b>	<b>76,040 -</b>	<b>87,830</b>
Fiscal Officer	44,914 -	57,747
Fiscal Officer Fixed Asset Management	44,914 -	57,747
Foreman		57,463
Grant Writer	63,044 -	75,656
Help Desk Analyst	30,998 -	43,395
Human Resource Generalist	50,829 -	58,219
Human Resource Officer	57,643 -	68,123
Human Relations Specialist I	22,143 -	29,365
Human Relations Specialist II	23,617 -	32,503
Human Relations Specialist III	25,450 -	35,672
Human Relations Specialist IV	34,957 -	39,715
Human Resource Specialist	59,142 -	68,459
Innovation Specialist	63,044 -	75,656
Job Developer	23,593 -	28,992
Lab Technician	19,554 -	23,829
<b>Manager of Partnerships</b>	<b>63,044 -</b>	<b>75,656</b>
Medicaid Specialist	52,049 -	58,294
Network Operations Facilitator	78,680 -	91,795
Non Certified Nurses		54,131
Occupational Therapist	44,226 -	74,161
<b>Parent Coordinator</b>		<b>36,682</b>
<b>Parent Engagement Specialist</b>	<b>38,500 -</b>	<b>40,867</b>
<b>Parent Specialist – School Based</b>	<b>38,500 -</b>	<b>40,867</b>
<b>Performance &amp; Accountability Specialist (College &amp; Career)</b>	<b>60,471 -</b>	<b>74,263</b>
<b>Performance &amp; Accountability Specialist (Curr. &amp; Instruction)</b>	<b>60,471 -</b>	<b>74,263</b>
Physical Therapist	45,110 -	75,645
Placement Officer	41,616 -	44,762
<b>Professional Learning Manager</b>	<b>55,905 -</b>	<b>70,797</b>
<b>Project Coordinator</b>	<b>55,000 -</b>	<b>77,000</b>
Public School Safety Service Officer		10,895
<b>Research Specialist</b>	<b>68,937 -</b>	<b>83,391</b>
ROTC Officer	51,498 -	59,903
Route Foreman	37,326 -	45,589
School Board Chairperson		4,500
School Board Member		3,500
School Board Policy Advisor	78,680 -	91,795
School Culture Coordinator	55,000 -	65,000
<b>School Culture Coordinator</b>	<b>55,000 -</b>	<b>65,000</b>
School Lunch Aides		9.60/hr
Senior Placement Officer		40,889
Shower Matron	18,228 -	27,557
Social Coach	44,030 -	52,836
Student Registration and Data Specialist	52,306 -	58,741
Student Registration and Placement Analyst	48,695 -	56,285
Supervising Occupational Therapist	63,872 -	81,947

Technical Support Technician		74,056
Technology E-Mail Administrator	69,989 -	79,809
Technology Service Coordinator	54,597 -	64,847
Translator	41,696 -	56,646
<b><i>Turn-A-Round Arts Coordinator</i></b>	<b><i>40,000 -</i></b>	<b><i>50,000</i></b>
Water Safety Instructor	20,137 -	25,814
<b><i>Wellness Coordinator</i></b>	<b><i>54,597 -</i></b>	<b><i>64,847</i></b>
Workers Compensation Attorney		60,731

*Notes:* <sup>1</sup>Reflects base salary.  
***Bold italicized indicates non-local funding.***

IN CITY COUNCIL  
 MAR 07 2019  
 FIRST READING  
 READ AND PASSED

*Shawn Selleck* CLERK

IN CITY  
 COUNCIL

MAR 21 2019  
 FINAL READING  
 READ AND PASSED

*Sabrina Mats*  
 PRESIDENT  
*Shawn Selleck*  
 CLERK

I HEREBY APPROVE.

*[Signature]*  
 Mayor  
 Date: 3/29/19