

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

ASSISTANTS¹

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

CLERKS¹

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

TEACHERS¹

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

PRINCIPALS¹

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

ASSISTANT PRINCIPALS¹

Assistant Principals	98,433 - 103,513
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CERTIFIED ADMINISTRATORS¹

Superintendent	191,283 - 207,679
Chief Academic Officer	133,686 - 151,917
<i>Executive Director of Teaching & Learning</i>	<i>124,530 - 133,686</i>
<i>Executive Director of Specialized Instruction & 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 & 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 ADMINISTRATORS¹

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
<i>Executive Director of System Wide Performance</i>	<i>119,103</i>	<i>-</i>	<i>133,686</i>
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
<i>Director of Family and Community Engagement</i>	<i>90,785</i>	<i>-</i>	<i>103,394</i>
<i>Director of Strategic Partnerships</i>	<i>90,785</i>	<i>-</i>	<i>103,394</i>
Director of Student Placement	90,785	-	103,394
Director of Student Support	90,785	-	103,394
<i>Director of Grant Funding</i>	<i>85,919</i>	<i>-</i>	<i>108,964</i>
Human Resource Manager Employee Relations	86,885	-	103,000
Human Resource Manager Talent Management	86,885	-	103,000
<i>Human Resource Manager Evaluations</i>	<i>86,885</i>	<i>-</i>	<i>103,000</i>
<i>Human Resource Manager Professional Development</i>	<i>86,885</i>	<i>-</i>	<i>103,000</i>
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
<i>Development Manager</i>	<i>63,044</i>	<i>-</i>	<i>75,656</i>
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
<i>Supervisor of Food Services</i>	<i>60,718</i>	<i>-</i>	<i>73,844</i>
Support Services Administrator	45,995	-	57,604
Timekeeper Administrator	45,000	-	55,000
<i>Career and Technical Education Program Coordinator</i>	<i>44,475</i>	<i>-</i>	<i>52,895</i>
<i>Pathways Coordinator – School Based</i>	<i>44,475</i>	<i>-</i>	<i>52,895</i>

OTHER POSITIONS¹

<i>Accountability Analyst</i>	<i>30,000</i>	<i>-</i>	<i>35,000</i>
Administrative Assistant	37,463	-	44,637
<i>Assessment Specialist for Adequate Yearly Progress</i>			<i>63,658</i>
Assistant Human Resource Generalist	41,569	-	44,762
<i>Assistant to the Director of Grant Funding</i>	<i>57,817</i>	<i>-</i>	<i>68,937</i>
<i>Assistant to the Professional Learning Manager</i>	<i>43,531</i>	<i>-</i>	<i>54,987</i>
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
<i>Communication Associate</i>	<i>32,000</i>	<i>-</i>	<i>36,000</i>
<i>Communication Specialist</i>	<i>45,069</i>	<i>-</i>	<i>58,303</i>
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
<i>Creative Technology Specialist</i>	<i>49,977</i>	<i>-</i>	<i>57,242</i>
Crossing Guard			10,895
Customer Service Specialist	25,450	-	37,768

Customer Service Supervisor	45,995 -	57,604
Data Specialist	63,376 -	77,831
Data Support Technician	63,376 -	77,831
Data & Testing Coordinator	22,143 -	29,365
Deputy Controller	72,272 -	83,391
EEO & Recruitment Officer	78,604 -	89,084
Educational Technology Specialist	55,594 -	66,712
EL Project Manager	40,000 -	50,000
Executive Assistant to the Superintendent	43,531 -	52,958
Federal Programs Coordinator	76,040 -	87,830
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
Manager of Partnerships	63,044 -	75,656
Medicaid Specialist	52,049 -	58,294
Network Operations Facilitator	78,680 -	91,795
Non Certified Nurses		54,131
Occupational Therapist	44,226 -	74,161
Parent Coordinator		36,682
Parent Engagement Specialist	38,500 -	40,867
Parent Specialist – School Based	38,500 -	40,867
Performance & Accountability Specialist (College & Career)	60,471 -	74,263
Performance & Accountability Specialist (Curr. & Instruction)	60,471 -	74,263
Physical Therapist	45,110 -	75,645
Placement Officer	41,616 -	44,762
Professional Learning Manager	55,905 -	70,797
Project Coordinator	55,000 -	77,000
Public School Safety Service Officer		10,895
Research Specialist	68,937 -	83,391
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
School Culture Coordinator	55,000 -	65,000
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
<i>Turn-A-Round Arts Coordinator</i>	<i>40,000 -</i>	<i>50,000</i>
Water Safety Instructor	20,137 -	25,814
<i>Wellness Coordinator</i>	<i>54,597 -</i>	<i>64,847</i>
Workers Compensation Attorney		60,731

Notes: ¹Reflects base salary.

Bold italicized indicates non-local funding.

IN CITY COUNCIL
MAR 07 2019

FIRST READING
READ AND PASSED

Hann Selleck CLERK

IN CITY
COUNCIL

MAR 21 2019
FINAL READING
READ AND PASSED

Sabrina Mato
PRESIDENT
Hann Selleck
CLERK

I HEREBY APPROVE.

[Signature]
Mayor
Date: 3/29/19