

**CHAPTER**

No.      **AN ORDINANCE AMENDING A COMPENSATION PLAN FOR  
THE PROVIDENCE SCHOOL DEPARTMENT AND  
REPEALING ORDINANCE CHAPTER 2016-10, NO. 101,  
APPROVED MARCH 23, 2016**

*Be it ordained by the City of Providence:*

**2016-2017 ANNUAL SALARY RANGE**

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

Group I	General Assistant	14.64hr	
	30	hours per week	\$18,444
	35	hours per week	21,515
	40	hours per week	24,591
Group II	Teacher, Clerical or Security Assistant		
	14.64	1st Step	18,443 - 24,591
	15.20	2nd Step	19,166 - 25,555
	15.48	3rd Step	19,513 - 25,997
Group III	Teacher Assistant I, Clerical or Security Assistant		
	15.78	1st Step	19,874 - 26,500
	16.00	2nd Step	20,174 - 26,897
	16.32	3rd Step	20,565 - 27,424
Group IV	Teacher Assistant II, Clerical or Security Assistant		
	16.60	1st Step	20,913 - 27,884
	16.87	2nd Step	21,273 - 28,366
	17.13	3rd Step	21,590 - 28,777
Group V	Assistant Liaison		
	18.85	1st Step	23,762 - 31,682
	19.27	2nd Step	24,296 - 32,390
	19.72	3rd Step	24,847 - 33,130

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

10 Month Group I	22,223 - 28,643
12 Month Group I	28,971 - 35,390
12 Month Group II	29,432 - 35,724
10 Month Group III	23,476 - 29,773
12 Month Group III	30,940 - 37,237
12 Month Group IV	32,451 - 38,749
12 Month Group V	33,973 - 40,256
12 Month Group VI	43,462 - 50,841

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

Step 1	39,948
Step 2	41,911
Step 3	44,156
Step 4	47,045
Step 5	50,861
Step 6	54,731
Step 7	58,329
Step 8	62,145
Step 9	65,525
Step 10	68,687
Step 11	71,412
Step 12	75,298
BA + 30	2,705
MA	3,105
MA + 30	3,507
Doctorate	3,907
National Board Certification	5,500

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

Principals	106,080 - 119,374
Potential Performance Award	3,000

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

Assistant Principals	95,799 - 100,743
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**CERTIFIED ADMINISTRATORS<sup>1</sup>**

Superintendent	191,283 - 207,679
Chief Academic Officer	130,108 - 147,851
<b>Chief Transformation Officer</b>	<b>130,108 - 147,851</b>
Executive Director of Performance Management	121,197 - 130,108
<b>Zone Executive Director (Elementary Zone 1)</b>	<b>121,197 - 130,108</b>
<b>Zone Executive Director (Elementary Zone 2)</b>	<b>121,197 - 130,108</b>
<b>Zone Executive Director (Innovation Zone)</b>	<b>121,197 - 130,108</b>
<b>Zone Executive Director (Secondary Zone)</b>	<b>121,197 - 130,108</b>
Director of CTE @ PCTA	106,048 - 113,223
<b>Director of Curriculum &amp; Instruction</b>	<b>106,048 - 113,223</b>
Director of ELL	106,048 - 113,223
<b>Director of Multiple Pathways for Students</b>	<b>106,048 - 113,223</b>
Director of School Operations and Student Support	106,048 - 113,223
Director of Special Education	106,048 - 113,223
Director of Student Affairs	106,048 - 113,223
Health Service Administrator	103,882 - 111,057
Coordinator of Student Services Mount Pleasant	98,874 - 106,048
<b>Special Education Manager</b>	<b>98,874 - 106,048</b>
Supervisor of A-Venture Program	98,874 - 106,048
Supervisor of Community Transition Services	98,874 - 106,048
<b>Supervisor of Fine Arts, World Language &amp; Advanced Academic</b>	<b>98,874 - 106,048</b>
<b>Supervisor of Math Initiatives</b>	<b>98,874 - 106,048</b>
<b>Supervisor of K-12 Literacy</b>	<b>98,874 - 106,048</b>
Supervisor of Scheduling, Guidance, College/ Career Readiness & Student Supports	98,874 - 106,048
<b>Supervisor of Science Initiatives</b>	<b>98,874 - 106,048</b>
Supervisor of Special Education	98,874 - 106,048
<b>Director of PTECH</b>	<b>95,799 - 100,743</b>
Summer School Coordinator	50,000

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

Chief of Administration	130,108 -	157,590
Business Manager / School Controller	130,108 -	147,851
Chief of Human Capital	130,108 -	147,851
Deputy Chief Financial Officer	115,915 -	130,108
Executive Director of Operations	115,915 -	130,108
Executive Director of Partnership & Development	115,915 -	130,108
<b><i>Executive Director of System Wide Proficiency</i></b>	<b>115,915 -</b>	<b>130,108</b>
Senior Information Officer	100,341 -	113,721
Administrator of Human Resources	95,313 -	107,012
<b><i>Director of Family and Community Engagement</i></b>	<b>88,355 -</b>	<b>100,627</b>
<b><i>Director of Strategic Partnerships</i></b>	<b>88,355 -</b>	<b>100,627</b>
Director of Student Placement	88,355 -	100,627
<b><i>Director of Grant Funding</i></b>	<b>83,619 -</b>	<b>106,048</b>
Human Resource Manager	86,885 -	97,391
Program Manager - Operations	86,885 -	97,391
Senior Budget Officer	81,049 -	94,558
Press Secretary	71,400 -	91,800
Expediter of Purchasing and Supplies	70,225 -	80,193
Administrator of HRIS/Records	66,895 -	78,044
Plant Operations Coordinator	66,517 -	76,301
Plant Maintenance Coordinator	66,517 -	76,301
Routing and Transportation Coordinator	66,517 -	76,301
Timekeeper Administrator	61,680 -	75,748
Special Assistant to the Superintendent	61,200 -	81,600
Supervisor of Payroll and Personnel Related Records	59,092 -	73,789
Supervisor of Transportation	59,679 -	71,904
Budget Officer	55,866 -	67,632
<b><i>Supervisor of Food Services</i></b>	<b>59,093 -</b>	<b>71,868</b>
Support Services Administrator	44,764 -	56,062
Community Ombudsman for Central Registration	39,595 -	50,101
<b><i>Career and Technical Education Program Coordinator</i></b>	<b>43,285 -</b>	<b>48,696</b>

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

Administrative Assistant	36,460 -	40,442
<b><i>Assessment Coordinator for College &amp; Career Readiness</i></b>	<b>56,270 -</b>	<b>70,338</b>
<b><i>Assessment Coordinator for Literacy &amp; Language</i></b>	<b>56,270 -</b>	<b>70,338</b>
<b><i>Assessment Specialist for Adequate Yearly Progress</i></b>		<b>61,954</b>
Assistant Human Resource Generalist	40,456 -	43,564
<b><i>Assistant to the Director of Grant Funding</i></b>	<b>56,270 -</b>	<b>67,092</b>
<b><i>Assistant to the Professional Learning Manager</i></b>	<b>42,366 -</b>	<b>53,515</b>
Budget Analyst I	43,227 -	49,306
Bus Monitor		21,204
Certified Occupational Therapy Assistant	25,329 -	42,473
Child Care Worker (School Year)	20.67/hr -	23.65/hr
Community Transition Liaison	38,321 -	44,045
Computer Management Specialist	58,862 -	68,115
Confidential Executive Assistant		51,025
<b><i>Creative Technology Specialist</i></b>	<b>48,639 -</b>	<b>55,710</b>
Crossing Guard		10,603
Customer Service Specialist	24,769 -	36,757
Customer Service Supervisor	44,764 -	56,062
<b><i>Data Specialist</i></b>	<b>61,680 -</b>	<b>75,748</b>
Data Specialist	61,680 -	75,748
Data & Testing Coordinator	21,550 -	28,579
Deputy Controller	70,338 -	81,159
<b><i>EEO &amp; Recruitment Officer</i></b>	<b>76,500 -</b>	<b>86,700</b>
Educational Technology Specialist	54,106 -	64,927
Employee Relations Lawyer	69,549 -	78,065
Executive Assistant to the Superintendent	42,366 -	51,541

<b><i>Federal Programs Coordinator</i></b>	<b>74,005</b>	-	<b>85,479</b>
Fiscal Officer	43,712	-	56,201
Foreman			55,925
Grant Writer	61,357	-	73,631
<b><i>Grants Program Officer</i></b>	<b>61,357</b>	-	<b>73,631</b>
Hearing Officer			54,106
Help Desk Analyst	30,168	-	42,234
Human Resource Generalist	49,469	-	56,661
Human Resource Officer	56,100	-	66,300
Human Relations Specialist I	21,550	-	28,579
Human Relations Specialist II	22,985	-	31,633
Human Relations Specialist III	24,769	-	34,717
Human Relations Specialist IV	34,021	-	38,652
Human Resource Specialist	57,559	-	66,627
Innovation Specialist	56,100	-	66,300
<b><i>Innovation Specialist</i></b>	<b>56,100</b>	-	<b>66,300</b>
Job Coach	22,962	-	28,216
Lab Technician	19,031	-	23,191
Medicaid Specialist	50,656	-	56,734
Network Operations Facilitator	76,573	-	89,338
Non Certified Nurses			52,682
Occupational Therapist	43,042	-	72,176
<b><i>Parent Coordinator</i></b>			<b>35,700</b>
<b><i>Parent Engagement Specialist</i></b>	<b>37,470</b>	-	<b>39,773</b>
<b><i>Perkins Program Coordinator</i></b>	<b>61,200</b>	-	<b>68,850</b>
Physical Therapist	43,903	-	73,620
Placement Officer	40,502	-	43,564
<b><i>Professional Learning Manager</i></b>	<b>54,409</b>	-	<b>68,902</b>
Public School Safety Service Officer			10,603
<b><i>Research Specialist</i></b>	<b>67,092</b>	-	<b>81,159</b>
ROTC Officer	50,120	-	58,300
Route Foreman	36,327	-	44,369
School Board Chairperson			4,635
School Board Member			3,500
School Board Policy Writer			79,000
School Lunch Aides			9.60/hr
Senior Placement Officer			39,795
Shower Matron	17,740	-	26,819
Social Coach	42,852	-	51,422
Student Registration and Data Specialist	50,906	-	57,169
Student Registration and Placement Analyst	47,392	-	54,779
Supervising Occupational Therapist	62,163	-	79,754
Technical Support Technician			72,074
Technology E-Mail Administrator	68,116	-	77,673
Technology Integration Specialist	70,338	-	81,159
Technology Service Coordinator	53,136	-	63,111
Translator	40,580	-	55,130
Water Safety Instructor	19,598	-	25,153

<sup>1</sup>Reflects base salary.

***Bold italicized print indicates non-local funding.***