

A Compensation Ordinance for the Providence School Department for the fiscal year ending June 30, 2025, and Repealing Ordinance Chapter 2024-200, Number 200

Chapter 2025-200

Number 100

	<u>2023-2024 Final</u>		<u>2024-2025 Proposed</u>	
<u>ASSISTANTS¹</u>				
Group II				
Teacher Assistant				
1st Step 19.0930 per hr.	26,062 -	32,076	26,713 -	32,878
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	28,056 -	34,531
2nd Step 20.3904 per hr.	27,833 -	34,256	28,529 -	35,112
3rd Step 20.6684 per hr.	28,212 -	34,723	28,918 -	35,591
Special Education Assistants				
1st Step 20.80 per hr.	28,392 -	34,944	29,102 -	35,818
2nd Step 21.14 per hr.	28,856 -	35,515	29,578 -	36,403
3rd Step 21.42 per hr.	29,238 -	35,986	29,969 -	36,885
Group IV				
Teacher Aide Liaison				
1st Step 22.69 per hr.	30,972 -	38,119	31,746 -	39,072
2nd Step 23.19 per hr.	31,654 -	38,959	32,446 -	39,933
3rd Step 23.70 per hr.	32,351 -	39,816	33,159 -	40,811
Group V				
Behavior Support Assistants				
1st Step 22.12 per hr.	30,194 -	37,162	30,949 -	38,091
2nd Step 22.26 per hr.	30,385 -	37,397	31,145 -	38,332
3rd Step 22.46 per hr.	30,658 -	37,733	31,424 -	38,676
<u>CLERKS¹</u>				
10 Month Group III	28,110 -	35,649	28,813 -	36,540
12 Month Group III	36,143 -	42,972	37,047 -	44,046
10 Month Group IV	28,342 -	35,841	29,051 -	36,737
12 Month Group IV	37,908 -	44,717	38,856 -	45,835
12 Month Group V	39,686 -	46,456	40,678 -	47,617
12 Month Group VI	45,228 -	53,208	46,359 -	54,538
12 Month Group VII	50,770 -	58,671	52,039 -	60,138
<u>TEACHERS¹</u>				
Step 1		50,990		46,811
Step 2		53,496		49,112
Step 3		56,362		51,473
Step 4		60,050		55,129
Step 5		64,921		59,600
Step 6		69,861		64,135
Step 7		74,453		68,352
Step 8		79,324		72,823
Step 9		83,637		73,783
Step 10		87,674		80,489
Step 11		91,152		83,682
Step 12		96,113		88,236
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	114,761 -	118,852	114,761 -	111,852
Established Assistant Principal	120,895 -	124,984	120,895 -	124,984
Advanced Assistant Principal		124,984		124,984
<u>CERTIFIED ADMINISTRATORS¹</u>				
Superintendent		206,000		206,000
Senior Advisor to the Superintendent	148,324 -	179,653	148,324 -	179,653
Chief of Staff	148,324 -	179,653	148,324 -	179,653
Chief Academic Officer	148,324 -	168,550	148,324 -	168,550
Chief of Student Support Services	148,324 -	168,550	148,324 -	168,550
Chief of Equity	148,324 -	168,550	148,324 -	168,550
Chief of Family & Community Engagement	148,324 -	168,550	148,324 -	168,550
Chief of School Improvement & Innovation	148,324	168,550	148,324 -	168,550
Elementary Transformation Officer	148,324 -	158,481	148,324 -	158,481
Secondary Transformation Officer	148,324 -	158,481	148,324 -	158,481
Executive Director of Professional Learning			148,324 -	158,481
Executive Director of Early Childhood			148,324 -	158,481
Executive Director of Instruction & Coaching			148,324 -	158,481
Executive Director of MLL	138,165 -	148,324	138,165 -	148,324
Executive Director of Specialized Instruction	138,165 -	148,324	138,165 -	148,324
Executive Director of Student Programming	138,165 -	148,324	138,165 -	148,324
Executive Director of Student Support Academy	138,165 -	148,324	138,165 -	148,324
Executive Director of Student Supports	138,165 -	148,324	138,165 -	148,324
Executive Director of Teacher Development	138,165 -	148,324	0 -	0
Executive Director of Curriculum & Instruction	138,165 -	148,324	138,165 -	148,324
Senior Director of Nursing	133,086 -	143,657	0 -	0
Senior Director of Principal Supports	133,086 -	143,657	133,086 -	143,657
Senior Director of School Counseling			133,086 -	143,657
Deputy Chief of Staff	120,894 -	129,075	120,894 -	129,075
Director of Advanced Academics			120,894 -	129,075
Director of CTE	120,894 -	129,075	120,894 -	129,075
Director of Curriculum	120,894 -	129,075	0 -	0
Director of Early Childhood & Wellness	120,894	129,075	0 -	0
Director of Multi-Lingual Learners	120,894	129,075	120,894	129,075
Director of Nursing			120,894 -	129,075
Director of PE & Health			120,894 -	129,075
Director of PK-12 Fine & Performing Arts			120,894 -	129,075
Director of PK-12 Literacy			120,894 -	129,075
Director of PK-12 Math			120,894 -	129,075
Director of Science & STEM			120,894 -	129,075
Director of Scheduling, Guidance, College / Career Readiness & Student Supports	120,894 -	129,075	0 -	0
Director of Coaching & School-Based Professional Learning			120,894 -	129,075
Director of School Improvement	120,894 -	129,075	120,894 -	129,075
Director of Social Emotional Learning & Mental Health	120,894 -	129,075	0 -	0
Director of Social Studies & Civic Engagement			120,894 -	129,075
Director of Special Projects	120,894 -	129,075	120,894 -	129,075
Director of Student Attendance	120,894 -	129,075	120,894 -	129,075
Director of Extended Learning Opportunit			120,894 -	129,075
MLL-Certified Program Director	120,894 -	129,075	0 -	0
Manager of Early Childhood & Wellness			112,716 -	120,894
Manager of Multi-Lingual Learners	112,716 -	120,894	112,716 -	120,894
Manager of Special Education Compliance	112,716 -	120,894	112,716 -	120,894
Manager of Specialized Instruction & Services	112,716 -	120,894	112,716 -	120,894
Manager of Specialized Instruction & Services	112,716 -	120,894	112,716 -	120,894
Supervisor of Advanced Academics	112,716 -	120,894	0 -	0
Supervisor of Dual Language Programs & Services	112,716 -	120,894	112,716 -	120,894
Supervisor of Fine Arts & Performing Arts	112,716 -	120,894	0 -	0
Supervisor of Humanities & Civics	112,716 -	120,894	0 -	0
Supervisor of Literacy	112,716 -	120,894	0 -	0
Supervisor of Math Initiatives	112,716 -	120,894	0 -	0
Supervisor of Principal Support	112,716 -	120,894	112,716 -	120,894
Supervisor of Project-Based Learning			112,716 -	120,894
Supervisor of Reading K-12	112,716 -	120,894	0 -	0
Supervisor of STEM	112,716 -	120,894	0 -	0
Supervisor of World Languages			112,716 -	120,894
Supervisor of Writing	112,716 -	120,894	0 -	0
Instructional Support Leader	109,211 -	114,847	109,211 -	114,847
Director of Arts & Development	100,726 -	114,714	100,726 -	114,714
Director of Summer School & Extended Learning	100,726 -	114,714	0 -	0
<u>NON-CERTIFIED ADMINISTRATORS¹</u>				
Deputy Superintendent of Operations	148,324 -	179,652	148,324 -	179,652
Chief Communications Officer	148,324 -	172,661	148,324 -	172,661
Chief Operating Officer	148,324 -	168,550	148,324 -	168,550
Chief Talent Officer	148,324 -	168,550	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

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Chapter 2025-200

Number 100

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Executive Director of Labor Relations & Employee Services	132,144	148,324	132,144 -	148,324
Executive Director of Recruitment & Staffing	132,144	148,324	132,144 -	148,324
Executive Director of Student Information Systems			132,144 -	148,324
Legal Counsel	132,144 -	148,324	0 -	0
Senior Director of Facilities	120,894 -	129,075	120,894 -	129,075
Senior Director of Intergovernmental Affairs	120,894	129,075	120,894 -	129,075
Senior Director of School Operations and Student Support	120,894 -	129,075	120,894 -	129,075
Senior Director of Operations - Student Support	120,894 -	129,075	120,894 -	129,075
School Controller	120,894 -	129,075	120,894 -	129,075
Senior Budget Director	120,895	129,075	120,894 -	129,075
Senior Director of Data & Strategy			120,894 -	129,075
Senior Director of Purchasing & Asset Management	120,895	129,075	120,894 -	129,075
Senior Director of Recruitment & Pipelines	120,895	129,075	120,894 -	129,075
Senior Information Officer	114,388 -	129,642	120,894 -	129,075
Leadership Development Coach	109,211 -	114,714	0 -	0
Director of Data Systems & Reporting	100,726 -	114,714	0 -	0
Director of Equity & Belonging	100,726 -	114,714	0 -	0
Director of Family and Community Engagement	100,726 -	114,714	100,726 -	114,714
Director of HRIS	100,726	114,714	0 -	0
Director of Grant Funding	95,327 -	120,894	95,327 -	120,894
Director of Payroll	100,726 -	114,714	100,726 -	114,714
Director of School Operations	100,726 -	114,714	100,726 -	114,714
Director of Special Projects for School Improvement	100,726 -	114,714	100,726 -	114,714
Director of Strategic Partnerships	100,726 -	114,714	100,726 -	114,714
Director of Student Information	100,726 -	114,714	100,726 -	114,714
Director of Student Placement	100,726 -	114,714	100,726 -	114,714
Director of Transportation	100,726 -	114,714	100,726 -	114,714
Director of Turnaround Initiatives	100,726	114,714	100,726 -	114,714
Senior Budget Coordinator	94,956 -	110,188	97,330 -	112,943
Senior Employee Relations Partner-Elementary			87,295 -	101,846
Senior Employee Relations Partner-Secondary			87,295 -	101,846
Senior Employee Services Partner			87,295 -	101,846
Senior Human Resources Staffing Partner	87,295	101,846	0 -	0
Senior Human Resources Staffing Partner of Central Office			87,295 -	101,846
Senior Human Resources Staffing Partner of Elementary Schools			87,295 -	101,846
Senior Human Resources Staffing Partner of Secondary Schools			87,295 -	101,846
Senior Relations Partner	87,295	101,846	0 -	0
Data & Performance Specialist	87,295 -	101,846	0 -	0
Deputy Employee Services Manager	87,295 -	101,846	0 -	0
Facilities Manager	87,295 -	101,846	87,295 -	101,846
Operations Project Specialist	87,295 -	101,846	87,295 -	101,846
Project Manager for Turnaround Initiatives	87,295 -	101,846	87,295 -	101,846
Public Information Officer	87,295 -	101,846	87,295 -	101,846
Recruitment Coordinator			87,295 -	101,846
Recruitment Manager	87,295 -	101,846	87,295 -	101,846
Specialized Instruction & Service Transition Specialist	87,295 -	101,846	87,295 -	101,846
Title IX & EEO Officer	87,295 -	101,846	87,295 -	101,846
Coordinator of Attendance	84,656 -	86,982	0 -	0
Coordinator of Behavior Interventionists	84,656 -	86,982	84,656 -	86,982
Coordinator of Career & Industry	84,656 -	86,982	84,656 -	86,982
Coordinator of Early College Access	84,656 -	86,982	84,656 -	86,982
Coordinator of Equity & Diversity	84,656 -	86,982	0 -	0
Coordinator of Extended Learning	84,656 -	86,982	0 -	0
Coordinator of Literacy	84,656 -	86,982	0 -	0
Coordinator of Math	84,656 -	86,982	0 -	0
Coordinator of MLL	84,656 -	86,982	84,656 -	86,982
Coordinator of Professional Learning	84,656 -	86,982	84,656 -	86,982
Coordinator of Placements, Internships & Field Experience	84,656 -	86,982	84,656 -	86,982
Coordinator of Social Studies & Civic Engagement	84,656 -	86,982	0 -	0
Coordinator of STEM	84,656 -	86,982	0 -	0
Coordinator of World Language & Bilingual	84,656 -	86,982	0 -	0
Integrated Professional Learning Coordinator	84,656 -	86,982	84,656 -	86,982
MLL-Certified Program Coordinator	84,656 -	86,982	0 -	0
HR Staffing Partner			84,656 -	86,982
School-Based & Mental Health Coordinator	84,656 -	86,982	84,656 -	86,982
SEL & Mental Health Coordinator	84,656 -	86,982	84,656 -	86,982
Budget Coordinator II	81,832 -	93,448	83,878 -	95,784
Expediter of Purchasing and Supplies	81,832 -	93,448	83,878 -	95,784
Administrator of HRIS/Records	79,901 -	93,218	81,899 -	95,548
Plant Maintenance Coordinator	79,450 -	91,135	81,436 -	93,413
Central Records & Volunteer Manager	78,396 -	94,835	80,356 -	97,206
Supervisor of Payroll and Personnel Related Records	70,582 -	88,135	72,347 -	90,338
Supervisor of Central Supply	71,282	83,789	73,064 -	85,884
Supervisor of Transportation	69,543 -	83,789	71,282 -	85,884
Budget Officer	66,728 -	80,780	68,396 -	82,800
Supervisor of Food Services	81,521 -	93,533	83,559 -	95,871
Support Services Administrator	73,990 -	83,789	0 -	0
Career and Technical Education Program Coordinator	49,345 -	58,687	49,345 -	58,687
PTech Coordinator	59,825 -	70,703	0 -	0
Pathways Coordinator - School Based	49,345 -	58,687	0 -	0

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Chapter 2025-200

Number 100

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<u>OTHER POSITIONS¹</u>				
Assistant General Counsel	81,502 -	89,116	0 -	0
Associate Counsel	69,734 -	80,105	0 -	0
Associate General Counsel	99,085 -	107,878	0 -	0
Behavior Interventionist	61,021 -	72,118	0 -	0
Bus Monitor		19,165		19,644
Certified Occupational Therapy Assistant	34,434 -	57,742	35,295 -	59,186
Child Care Worker (School Year)	24.08/hr. -	27.56/hr.	0 -	0
Child Support Assistants (School Year)			24.68/hr. -	28.25/hr.
Translator - Communication Specialist	50,004 -	64,686	50,004 -	64,686
Communications Specialist	50,004 -	64,686	0 -	0
Community Partner Liaison	51,323 -	62,344	0 -	0
Computer Management Specialist	68,591 -	79,374	70,306 -	81,358
Creative Technology Specialist	55,429 -	63,510	55,429 -	63,510
Crossing Guard		12,777		13,096
Customer Service Specialist			28,236	41,903
Customer Service Supervisor	51,031 -	63,915	51,031 -	63,915
Data & Performance Specialist			87,295 -	101,846
Data Specialist	70,316 -	86,354	0 -	0
Data Support Technician	70,316 -	86,354	70,316 -	86,354
Data & Testing Coordinator	24,621 -	32,650	25,237 -	33,466
Deputy Controller	100,726 -	114,714	100,726 -	114,714
Deputy Director of Campus Safety	100,726 -	114,714	100,726 -	114,714
Deputy Director of Facilities	100,726 -	114,714	0 -	0
Deputy Director of External Affairs	69,947 -	83,939	69,947 -	83,939
Educational Technology Specialist	63,049 -	75,657	64,625 -	77,548
Employee Services Specialist	57,645 -	66,026	0 -	0
Engagement & Events Coordinator	61,021 -	72,118	0 -	0
Executive Coordinator to the Superintendent Cabinet	49,983 -	76,875	0 -	0
Federal Programs Coordinator	86,236 -	99,607	88,392 -	102,097
Fiscal Officer Fixed Asset Management	59,926 -	65,490	61,424 -	67,127
FMLA Coordinator			59,045 -	71,936
Grant Development Coordinator	69,947 -	83,939	0 -	0
Harvard Fellow	78,413 -	94,095	0 -	0
Help Desk Analyst	35,155 -	49,213	36,034 -	50,443
Human Relations Specialist I	25,113 -	33,303	25,741 -	33,859
Human Relations Specialist II	26,784 -	36,861	0 -	0
Human Relations Specialist III	28,862 -	40,455	0 -	0
Human Relations Specialist IV	39,644 -	45,041	0 -	0
Job Developer	26,757 -	32,880	0 -	0
Lab Technician	22,176 -	27,025	22,730 -	27,701
Manager of Assessment & Surveys	87,295 -	101,846	87,295 -	101,846
Manager to the Superintendent & School Board			87,295 -	101,846
Medicaid Specialist	59,030 -	66,110	73,788 -	67,763
MTSS Culture Specialists	87,295 -	101,846	0 -	0
MTSS Culture Specialist	87,295 -	101,846	0 -	0
Multimedia Specialist	61,021 -	72,118	61,021 -	72,118
Network Data Manager	87,295 -	101,846	87,295 -	101,846
Network Operations Facilitator	87,295 -	101,846	87,295 -	101,846
Non Certified Nurses		61,390		62,925
Occupational Therapist	50,156 -	84,106	51,410 -	86,209
Operations Specialist	43,829 -	49,121	44,925 -	50,349
Parent Coordinator		40,699		40,699
Parent Engagement Specialist	47,195 -	50,765	48,375 -	52,034
Parent Specialist - School Based	42,807 -	45,438	43,877 -	46,574
Physical Therapist	51,159 -	85,789	52,438 -	87,934
Placement Officer	47,196 -	50,764	48,376 -	52,033
Placements, Internships, & Field Experience Coordinator	57,503 -	78,413	0 -	0
Professional Compliance Specialists	64,961 -	75,196	64,961 -	75,196
Public Engagement Specialist	42,469 -	50,613	42,469 -	50,613
Public School Safety Service Officer		12,777		13,096
Purchasing Agent	44,872 -	48,319	45,994 -	49,527
Recruitment Marketing Specialist	57,503 -	78,413	0 -	0
Registered Behavior Technician			50,518 -	59,705
ROTC Officer	58,405 -	67,936	58,405 -	67,936
Route Foreman	42,331 -	51,703	43,389 -	52,996
School Board Chairperson		4,500		4,500
School Board Member		3,500		3,500
School Board Policy Adviser	60,575 -	71,947	0 -	0
School Board Services, Policy, & Development Coordinator	60,575 -	71,947	60,575 -	71,947
School Board Services, Policy, & Grant Development Coordinator			60,575 -	71,947
School Community Specialists	40,326 -	46,322	40,326 -	46,322
School Culture Coordinator	61,021 -	72,118	61,021 -	72,118
School Culture Coordinator	61,021 -	72,118	61,021 -	72,118
School Lunch Aides		14.00/hr.		15.00/hr.
Senior Placement Officer		46,372		47,531
Senior School Community Specialists	47,658 -	54,130	48,849 -	55,483
Shower Matron	20,672 -	31,252	21,189 -	32,033
Social Coach	47,660 -	57,191	48,852 -	58,621
Student Registration and Data Specialist	59,321 -	66,647	60,804 -	68,313
Student Registration and Placement Analyst	55,225 -	63,833	56,606 -	65,429
Supervising Occupational Therapist	72,437 -	92,937	74,248 -	95,260

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Chapter **2025-200**

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Talent Sourcer	57,503	78,413	0	0
Talent Specialist	56,515	64,731	0	0
Technical Support Technician		82,340		84,399
Technology E-Mail Administrator	79,376	90,512	81,360	92,775
Technology Service Coordinator	60,705	72,101	0	0
Translator	46,262	62,849	46,262	62,849
Turn-A-Round Arts Coordinator	43,509	54,387	0	0
Water Safety Instructor	22,838	29,276	23,409	30,008
Work Based Learning Coordinator	59,825	70,703	59,825	70,703
Workers Compensation Attorney	74,315	80,908	0	0

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