

# City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

## CHAPTER 2006-48

**No.** 438

**AN ORDINANCE** amending a compensation plan for the Providence School Department and repealing Ordinance Chapter 2005-51 approved November 23, 2005

*Approved* November 13, 2006

***Be it ordained by the City of Providence:***

### 2006-2007 ANNUAL SALARY RANGE

#### ASSISTANTS<sup>1</sup>

Group I	General Assistant	12.62 hr		
	30 hours per week		\$	15,901
	35 hours per week			18,551
	40 hours per week			21,203
Group II	Teacher, Clerical or Security Assistant			
	12.62 1st Step		15,901 -	21,203
	13.11 2nd Step		16,525 -	22,034
	13.35 3rd Step		16,824 -	22,432
Group III	Teacher Assistant I, Clerical or Security Assistant			
	13.60 1st Step		17,136 -	22,847
	13.80 2nd Step		17,394 -	23,191
	14.07 3rd Step		17,732 -	23,645
Group IV	Teacher Assistant II, Clerical or Security Assistant			
	14.31 1st Step		18,031 -	24,042
	14.55 2nd Step		18,343 -	24,458
	14.77 3rd Step		18,615 -	24,812
Group V	Assistant Liaison			
	16.25 1st Step		20,488 -	27,317
	16.62 2nd Step		20,948 -	27,932
	17.00 3rd Step		21,423 -	28,565

#### CLERKS<sup>1</sup>

10 Month Group I	20,193 -	26,026
12 Month Group I	26,325 -	32,157
12 Month Group II	26,743 -	32,462
10 Month Group III	21,332 -	27,054
12 Month Group III	28,113 -	33,836
12 Month Group IV	29,487 -	35,210
12 Month Group V	30,870 -	36,579
12 Month Group VI	39,491 -	46,197

No.

CHAPTER  
AN ORDINANCE

IN CITY COUNCIL  
MAY 18 2006  
FIRST READING  
REFERRED TO COMMITTEE ON  
FINANCE

*Am M. Steiner*

THE COMMITTEE ON  
FINANCE  
Approves Passage of  
The Within Ordinance

*Am M. Steiner*  
10-3-06 Clerk

*Councilman Jackson, By Request*

2006-2007 ANNUAL SALARY RANGETEACHERS

Step 1	35,563
Step 2	37,925
Step 3	40,134
Step 4	44,275
Step 5	47,543
Step 6	50,788
Step 7	54,025
Step 8	57,328
Step 9	60,266
Step 10	67,033
BA + 30	1,955
MA	2,355
MA + 30	2,757
Doctorate	3,157
National Board Certification	5,500

PRINCIPALS

High School	108,660
Middle School	99,209
Elementary	93,176

ASSISTANT PRINCIPALS

High School	90,360
Middle School	86,808
Elementary	84,193

CERTIFIED ADMINISTRATORS

Superintendent	175,000 -	190,000
Deputy Superintendent	144,200	154,500
Chief Academic Officer	116,699 -	132,613
Chief Operations Officer	116,699 -	132,613
Assistant Superintendent of Staff Dev & Community Engagement	103,968 -	118,821
<b>Executive Director of Elementary School Initiatives</b>	<b>100,786 -</b>	<b>116,699</b>
<b>Executive Director of High School Initiatives (50%)<sup>2</sup></b>	<b>100,786 -</b>	<b>116,699</b>
Executive Director of High School Initiatives (50%)	100,786 -	116,699
<b>Executive Director of Middle School Initiatives</b>	<b>100,786 -</b>	<b>116,699</b>
Dean of Teaching & Learning		101,555
Director of Career Technology		101,555
Director of Drop-Out Prevention and Recovery		101,555
Director of E Cubed Academy		101,555
Director of Elementary Special Education		101,555
Director of Guidance & Support Services		101,555
Director of Harrison Street High School		101,555
Director of Health Science & Technology Academy		101,555
Director of High School Special Education		101,555
Director of Middle School Special Education		101,555
Director of Providence Academy of International Studies		101,555
Director of Related Services		101,555
Director of School Operations and Student Support		101,555
Director of Special Populations		101,555
Director of Student Affairs		101,555
Director of Student Services		101,555
Birch Vocational School Coordinator		95,120
<b>Supervisor of Elementary Initiatives</b>		<b>95,120</b>
<b>Supervisor of High Schools<sup>2</sup></b>		<b>95,120</b>
<b>Supervisor of Literacy and the Humanities Initiatives</b>		<b>95,120</b>
<b>Supervisor of Math and Science Initiatives</b>		<b>95,120</b>
Supervisor of Special Education		95,120
<b>Theme Based Curriculum Supervisor</b>		<b>95,120</b>
<b>Supervisor of Research, Assessment and Evaluation</b>	<b>81,370 -</b>	<b>92,349</b>
<b>Facilitator of Accountability</b>	<b>68,682 -</b>	<b>80,130</b>
10 Month Supervisor		89,824

2006-2007 ANNUAL SALARY RANGENON-CERTIFIED ADMINISTRATORS

Chief Financial Officer	116,699 -	132,613
Senior Executive Director of Human Resources	116,699 -	127,308
Senior Director of Information Services	103,968 -	118,821
<b>Director of Public Engagement</b>		<b>101,555</b>
Legislative Liaison		97,961
Administrator of Human Resources	85,490 -	95,983
Controller	83,811 -	94,420
Director of Facilities	79,249 -	90,256
Employee Relations Administrator		88,055
<b>Coordinator of Grant Oversight and External Funding</b>	<b>73,746 -</b>	<b>84,754</b>
Senior Budget Officer	69,881 -	81,528
Facilitator of Communications	68,682 -	80,130
<b>Facilitator of District Reform<sup>2</sup></b>	<b>68,682 -</b>	<b>80,130</b>
<b>Facilitator of Family and Community Partnerships</b>	<b>68,682 -</b>	<b>80,130</b>
<b>Facilitator of Parent Involvement</b>	<b>68,682 -</b>	<b>80,130</b>
<b>Facilitator of Planning, Improvement &amp; System Accountability</b>	<b>68,682 -</b>	<b>80,130</b>
Facilitator of Student Placement	68,682 -	80,130
<b>Facilitator of Youth Opportunities<sup>2</sup></b>	<b>68,682 -</b>	<b>80,130</b>
Expediter of Purchasing and Supplies	60,548 -	69,143
Employee Service Administrator	60,000 -	70,000
Plant Operations Coordinator	57,352 -	65,786
Plant Maintenance Coordinator	57,352 -	65,786
Supervisor of Payroll and Personnel Related Matters	50,949 -	63,620
Supervisor of Transportation	48,743 -	59,284
<b>Supervisor of Student Services</b>	<b>48,456 -</b>	<b>59,225</b>
Budget Officer	48,167 -	55,812
Support Services Administrator	38,595 -	48,337
Affirmative Action/EEO Administrator		43,314

OTHER POSITIONS

Administrative Assistant	31,436 -	34,869
<b>Assessment Specialist for Adequate Yearly Progress</b>		<b>55,034</b>
Budget Analyst	37,270 -	42,510
Budget Analyst II	48,691 -	56,335
Bus Monitor		18,521
Certified Occupational Therapy Assistant	21,838 -	36,621
Child Care Worker (230 day)	24,582 -	28,138
Child Care Worker (School Year)	22,443 -	25,690
Community Transition Liaison	33,040 -	37,974
Computer Management Specialist	50,748 -	58,728
Computer Service Specialist	41,517 -	47,553
<b>Data Media Specialist</b>		<b>38,524</b>
Director of School Support and Family Engagement	55,000 -	60,000
<b>District / University Liaison<sup>2</sup></b>	<b>66,682 -</b>	<b>80,130</b>
Energy Manager		60,000
<b>Executive Assistant for My Learning Plan</b>	<b>48,801 -</b>	<b>61,800</b>
Executive Assistant to the Superintendent		46,228
Expediter of Educational Technology	45,813 -	54,414
Financial Assistant	<b>35,000 -</b>	<b>42,000</b>
<b>Fiscal Officer</b>	<b>37,689 -</b>	<b>48,456</b>
Foreman		45,789
Grant Writer	55,034 -	66,042
<b>Grant Assistant / MLP Manager</b>	<b>38,000 -</b>	<b>48,000</b>
Help Desk Analyst	25,750 -	36,050
Human Resource Generalist	41,517 -	48,823
Human Relations Specialist I	16,738 -	22,200
Human Relations Specialist II	17,854 -	24,572
Human Relations Specialist III	19,239 -	26,966
Human Relations Specialist IV	26,426 -	30,023
Human Resource Specialist	48,306 -	57,409
Human Resources Attorney		43,499
Job Coach - 230 day	21,684 -	26,644
Lab Technician	16,738 -	20,394
Medicaid Specialist	43,675 -	48,917
Network Operations Facilitator	61,800 -	72,100

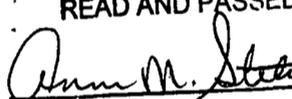
2006-2007 ANNUAL SALARY RANGE

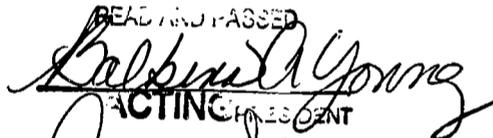
<b>No Child Left Behind Compliance Officer</b>		<b>74,984</b>
Occupational Therapist	36,396 -	61,034
<b>Parent Coordinator</b>		<b>29,719</b>
<b>Parent and Public Engagement Specialist</b>		<b>31,827</b>
Physical Therapist	36,396 -	61,034
Placement Officer	34,922 -	37,561
<b>Plato Support Technician</b>	<b>66,547 -</b>	<b>77,638</b>
<b>Public and Parent Information Specialist</b>		<b>39,625</b>
ROTC Officer	43,213 -	50,266
Route Foreman	28,610 -	35,542
School Board Chairperson		4,500
School Board Member		3,500
School Lunch Aides		7.40/hr
Senior Placement Officer		36,421
Shower Matron	15,296 -	23,122
Special Assistant to the Superintendent & School Board		55,167
Student Registration and Placement Analyst	36,050 -	46,350
Translator		49,448
Technology E-Mail Administrator	58,730 -	66,970
Water Safety Instructor	26,769 -	34,356

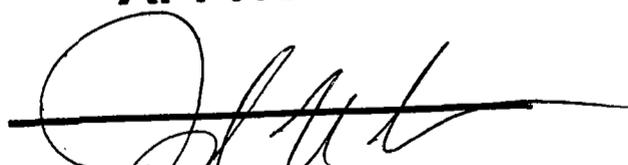
<sup>1</sup> Reflects base salary.

<sup>2</sup> Position to be funded with local funds beginning June 30, 2007

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

IN CITY COUNCIL  
 OCT 19 2006  
 FIRST READING  
 READ AND PASSED  
  
 CLERK

IN CITY  
 COUNCIL  
 NOV 2 2006  
 FINAL READING  
 READ AND PASSED  
  
 ACTING PRESIDENT  
  
 CLERK

APPROVED  
  
 MAYOR 11/13/06

#3

Providence School Department  
Positions Transferred from Non-Local Sources

POSITION	TRANSFERRED FROM	LOCAL BUDGET IMPACT	
		2006-2007	2007-2008 <sup>1</sup>
Executive Director of High Schools	Carnegie	\$54,075	\$108,150
Employee Relations Administrator	Gates	66,041	88,055
Communications Officer	Gates	57,289	76,385
District University Liaison	Carnegie	0	75,019
Facilitator of District Reform	Carnegie	0	74,572
Employee Service Administrator	Gates	60,000	60,000
Translator	Gates	37,086	49,448
	Subtotal Salaries	274,491	531,629
	Estimated Benefits	82,347	171,208
	Total	356,838	702,837

<sup>1</sup>This amount does not include any salary increases.

Providence School Department  
 Fiscal Year 2006-2007  
 Proposed New Positions  
 Updated October 3, 2006

DEPARTMENT	POSITION	FTE	UNIT COST	TOTAL COST <sup>1</sup>
Plant Operations	Energy Managers	2.00	60,000	120,000
		2.00		120,000
Special Education	Behavior Teachers	2.00	50,932	101,864
	230 Middle School Teacher	0.00	0	0
	230 Middle School Teacher Assistant	0.00	0	0
	Behavior Trained Aides	4.00	35,000	140,000
	Psychologist	1.00	50,932	50,932
		7.00		292,796
Hope High School	Theatre Teacher	1.00	47,543	47,543
	Director of School Support & Family Engagement	1.00	55,000	55,000
		2.00		102,543
<b>TOTAL NEW POSITIONS</b>		<b>11.00</b>		<b>515,339</b>
	Communications Officer	0.75	76,385	57,289
	Employee Service Administrator	1.00	60,000	60,000
	Employee Relations Administrator	0.75	88,055	66,041
	Executive Director of High Schools	0.50	108,150	54,075
	District University Liaison	0.00	0	0
	Broad Resident	0.00	0	0
	Facilitator of District Reform	0.00	0	0
	Translator	0.75	49,448	37,086
<b>SUBTOTAL TRANSFERRED POSITIONS</b>		<b>3.75</b>		<b>274,491</b>
<b>TOTAL</b>		<b>14.75</b>		<b>789,830</b>

<sup>1</sup> Cost does not include employee benefits

Providence School Department  
Reconciliation of Staff Changes

New High School

Cut 16 teachers added for new high school (760,688)

Bishop

Cut Itinerants (953,985)

Newcomer

Cut 3 Teachers (201,099)

Cut Math Teacher (67,435)

Cut Administrator (90,485)

Cut Itinerants (243,733)

(602,752)

Alternative School

Add 10.5 Teachers 703,847

Add 1 Administrator 86,808

Add 1 Clerk 35,000

825,655

High Schools

Adelaide (136,823)

Central (68,834)

Classical (238,123)

Cooley/HSTA (56,380)

DelSesto 142,629

Feinstein 48,043

Hope 142,629

PAIS 48,043

(118,816)

Middle Schools

Greene (82,700)

Hopkins (192,537)

Stuart 190,172

Roger Williams (117,833)

(202,898)

Elementary

Classroom Teachers (190,172)

(2,003,657)

FICA (153,280)

State Retirement (216,564)

Total (2,373,500)

Providence School Department  
2006-2007 Local Budget  
Proposed Budget Reductions

School Board Budget Request \$315,908,043

Budget Increases

New Positions-Hope High School	130,000
Harrison Street Rent	69,000
Delta Dental	<u>37,000</u>

Subtotal 236,000

Revised Budget 316,144,043

Final Budget 311,217,603

Budget Gap 4,926,440

Budget Reductions

Staff Reductions	2,373,500
Health Insurance	894,000
Maintenance	503,000
Breakage	364,940
Non-Local Positions	275,000
Transportation	266,000
Special Education Tuition	<u>250,000</u>

Subtotal 4,926,440