

**CHAPTER 2016-10**

**No. 101     AN ORDINANCE AMENDING A COMPENSATION PLAN FOR THE  
PROVIDENCE SCHOOL DEPARTMENT AND AMENDING ORDINANCE  
CHAPTER 2015-53, NO. 491, APPROVED OCTOBER 5, 2015**

**Approved March 23, 2016**

*Be it ordained by the City of Providence:*

**2015-2016 ANNUAL SALARY RANGE**  
**ASSISTANTS<sup>1</sup>**

Group I	General Assistant	14.35hr
30	hours per week	\$18,082
35	hours per week	21,093
40	hours per week	24,109
Group II	Teacher, Clerical or Security Assistant	
14.35	1st Step	18,081 - 24,109
14.90	2nd Step	18,790 - 25,054
15.18	3rd Step	19,130 - 25,487
Group III	Teacher Assistant I, Clerical or Security Assistant	
15.47	1st Step	19,485 - 25,980
15.69	2nd Step	19,778 - 26,370
16.00	3rd Step	20,162 - 26,886
Group IV	Teacher Assistant II, Clerical or Security Assistant	
16.27	1st Step	20,503 - 27,337
16.54	2nd Step	20,856 - 27,810
16.79	3rd Step	21,167 - 28,213
Group V	Assistant Liaison	
18.48	1st Step	23,297 - 31,061
18.89	2nd Step	23,820 - 31,761
19.33	3rd Step	24,360 - 32,480

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

10 Month Group I	21,841 - 28,150
12 Month Group I	28,473 - 34,781
12 Month Group II	28,926 - 35,110
10 Month Group III	23,072 - 29,261
12 Month Group III	30,408 - 36,597
12 Month Group IV	31,893 - 38,083
12 Month Group V	33,389 - 39,564
12 Month Group VI	42,714 - 49,967

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

Step 1	39,261
Step 2	41,190
Step 3	43,396
Step 4	46,236
Step 5	49,986
Step 6	53,790
Step 7	57,326
Step 8	61,076
Step 9	64,398
Step 10	67,505
Step 11	70,184
Step 12	74,003
BA + 30	2,455
MA	2,855
MA + 30	3,257
Doctorate	3,657
National Board Certification	5,500

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

Principals	104,000 - 117,033
Potential Performance Award	3,000

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

Assistant Principals	93,921 - 98,768
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**CERTIFIED ADMINISTRATORS<sup>1</sup>**

Superintendent	191,283 - 207,679
Chief Academic Officer	127,557 - 144,952 **
<b>Chief Transformation Officer</b>	<b>127,557 - 144,952 **</b>
Executive Director of Performance Management	118,821 - 127,557
<b>Zone Executive Director (Elementary Zone 1)</b>	<b>118,821 - 127,557</b>
<b>Zone Executive Director (Elementary Zone 2)</b>	<b>118,821 - 127,557</b>
<b>Zone Executive Director (Innovation Zone)</b>	<b>118,821 - 127,557</b>
<b>Zone Executive Director (Secondary Zone)</b>	<b>118,821 - 127,557</b>
Director of CTE @ PCTA	103,969 - 111,003
<b>Director of Curriculum &amp; Instruction</b>	<b>103,969 - 111,003</b>
Director of ELL	103,969 - 111,003
<b>Director of Multiple Pathways for Students</b>	<b>103,969 - 111,003</b>
Director of School Operations and Student Support	103,969 - 111,003
Director of Special Education	103,969 - 111,003
Director of Student Affairs	103,969 - 111,003
Health Service Administrator	101,845 - 108,879
Coordinator of Student Services Mount Pleasant	96,935 - 103,969
<b>Special Education Manager</b>	<b>96,935 - 103,969</b>
Supervisor of A-Venture Program	96,935 - 103,969
Supervisor of Community Transition Services	96,935 - 103,969
<b>Supervisor of Fine Arts, World Language &amp; Advanced Academic</b>	<b>96,935 - 103,969</b>
<b>Supervisor of Math Initiatives</b>	<b>96,935 - 103,969</b>
<b>Supervisor of K-12 Literacy</b>	<b>96,935 - 103,969</b>
Supervisor of Scheduling, Guidance, College/ Career Readiness & Student Supports	96,935 - 103,969
<b>Supervisor of Science Initiatives</b>	<b>96,935 - 103,969</b>
Supervisor of Special Education	96,935 - 103,969
<b>Director of PTECH</b>	<b>93,921 - 98,768 **</b>

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

Chief of Administration	127,557 -	154,500
Business Manager / School Controller	127,557 -	144,952
Chief of Human Capital	127,557 -	144,952
Deputy Chief Financial Officer	113,642 -	127,557 **
Executive Director of Operations	113,642 -	127,557
Executive Director of Partnership & Development	113,642 -	127,557
<b><i>Executive Director of System Wide Proficiency</i></b>	<b><i>113,642 -</i></b>	<b><i>127,557</i></b>
Senior Information Officer	98,374 -	111,491
Administrator of Human Resources	93,444 -	104,914
<b><i>Director of Family and Community Engagement</i></b>	<b><i>86,623 -</i></b>	<b><i>98,654</i></b>
<b><i>Director of Strategic Partnerships</i></b>	<b><i>86,623 -</i></b>	<b><i>98,654</i></b>
Director of Student Placement	86,623 -	98,654
<b><i>Director of Grant Funding</i></b>	<b><i>81,979 -</i></b>	<b><i>103,969</i></b>
Human Resource Manager	85,181 -	95,481
Program Manager - Operations	85,181 -	95,481
Senior Budget Officer	79,460 -	92,704
Press Secretary	70,000 -	90,000
Administrator of HRIS/Records	65,583 -	76,514
Expediter of Purchasing and Supplies	68,848 -	78,621
Plant Operations Coordinator	65,213 -	74,805
Plant Maintenance Coordinator	65,213 -	74,805
Timekeeper Administrator	60,471 -	74,263
Special Assistant to the Superintendent	60,000 -	80,000 **
Supervisor of Payroll and Personnel Related Records	57,933 -	72,342
Supervisor of Transportation	58,509 -	70,494
Budget Officer	54,771 -	66,306
<b><i>Supervisor of Food Services</i></b>	<b><i>57,934 -</i></b>	<b><i>70,459</i></b>
Support Services Administrator	43,886 -	54,963
Community Ombudsman for Central Registration	38,819 -	49,119
<b><i>Career and Technical Education Program Coordinator</i></b>	<b><i>42,436 -</i></b>	<b><i>47,741</i></b>


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

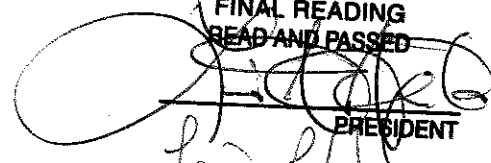

Administrative Assistant	35,745 -	39,649
<b><i>Assessment Coordinator for College &amp; Career Readiness</i></b>	<b><i>55,167 -</i></b>	<b><i>68,959</i></b>
<b><i>Assessment Coordinator for Literacy &amp; Language</i></b>	<b><i>55,167 -</i></b>	<b><i>68,959</i></b>
<b><i>Assessment Specialist for Adequate Yearly Progress</i></b>		<b><i>60,739</i></b>
Assistant Human Resource Generalist	39,663 -	42,710
<b><i>Assistant to the Director of Grant Funding</i></b>	<b><i>55,167 -</i></b>	<b><i>65,776</i></b>
<b><i>Assistant to the Professional Learning Manager</i></b>	<b><i>41,535 -</i></b>	<b><i>52,466</i></b>
Budget Analyst I	42,379 -	48,339
Bus Monitor		20,788
Certified Occupational Therapy Assistant	24,832 -	41,640
Child Care Worker (School Year)	20.26/hr -	23.19/hr
Community Transition Liaison	37,570 -	43,181
Computer Management Specialist	57,708 -	66,779
Confidential Executive Assistant		50,147
<b><i>Creative Technology Specialist</i></b>	<b><i>47,685 -</i></b>	<b><i>54,618</i></b>
Crossing Guard		10,395
Customer Service Specialist	24,283 -	36,036
Customer Service Supervisor	43,886 -	54,963
<b><i>Data Specialist</i></b>	<b><i>60,471 -</i></b>	<b><i>74,263</i></b>
Data Specialist	60,471 -	74,263
Data & Testing Coordinator	21,127 -	28,019
Deputy Controller	68,959 -	79,568
<b><i>EEO &amp; Recruitment Officer</i></b>	<b><i>75,000 -</i></b>	<b><i>85,000</i></b>
Educational Technology Specialist	53,045 -	63,654
Employee Relations Lawyer	68,185 -	76,534
Executive Assistant to the Superintendent	41,535 -	50,530
<b><i>Federal Programs Coordinator</i></b>	<b><i>72,554 -</i></b>	<b><i>83,803</i></b>

Fiscal Officer	42,855 -	55,099
Foreman		54,828
Grant Writer	60,154 -	72,187
<b><i>Grants Program Officer</i></b>	<b><i>60,154 -</i></b>	<b><i>72,187 **</i></b>
Hearing Officer		53,045
Help Desk Analyst	29,576 -	41,406
Human Resource Generalist	48,499 -	55,550
Human Resource Officer	55,000 -	65,000
Human Relations Specialist I	21,127 -	28,019
Human Relations Specialist II	22,534 -	31,013
Human Relations Specialist III	24,283 -	34,036
Human Relations Specialist IV	33,354 -	37,894
Human Resource Specialist	56,430 -	65,321
Innovation Specialist	55,000 -	65,000 **
<b><i>Innovation Specialist</i></b>	<b><i>55,000 -</i></b>	<b><i>65,000 **</i></b>
Job Coach	22,512 -	27,663
Lab Technician	18,658 -	22,736
Medicaid Specialist	49,663 -	55,622
Network Operations Facilitator	75,072 -	87,586
Non Certified Nurses		51,649
Occupational Therapist	43,042 -	72,176
<b><i>Parent Coordinator</i></b>		<b><i>35,000</i></b>
<b><i>Perkins Program Coordinator</i></b>	<b><i>60,000 -</i></b>	<b><i>67,500</i></b>
Physical Therapist	43,042 -	72,176
Placement Officer	39,708 -	42,710
<b><i>Professional Learning Manager</i></b>	<b><i>53,342 -</i></b>	<b><i>67,551</i></b>
Public School Safety Service Officer		10,395
<b><i>Research Specialist</i></b>	<b><i>65,776 -</i></b>	<b><i>79,568</i></b>
ROTC Officer	49,137 -	57,157
Route Foreman	35,615 -	43,499
School Board Chairperson		4,635
School Board Member		3,500
School Lunch Aides		8.00/hr
Senior Placement Officer		39,015
Shower Matron	17,392 -	26,293
Social Coach	42,012 -	50,414
Student Registration and Data Specialist	49,908 -	56,048
Student Registration and Placement Analyst	46,463 -	53,705
Supervising Occupational Therapist	60,944 -	78,190
Technical Support Technician		70,661
Technology E-Mail Administrator	66,780 -	76,150
Technology Integration Specialist	68,959 -	79,568
Technology Service Coordinator	52,094 -	61,874
Translator	39,784 -	54,049
Water Safety Instructor	19,214 -	24,660
1 Reflects base salary.		

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

***\*\* The position shall not be filled or funded, permanent or temporarily, until such time as there is a permanent full time superintendent for the Providence School Department.***

IN CITY COUNCIL  
MAR 03 2016  
FIRST READING  
READ AND PASSED  
 CLERK

I HEREBY APPROVE  
IN CITY COUNCIL  
MAR 17 2016  
Date: 3/23/16  
Mayor  
FINAL READING  
READ AND PASSED  
 PRESIDENT  
 CLERK