

**A Compensation Ordinance for the Providence School Department for the fiscal year ending June 30, 2026, and Repealing Ordinance Chapter 2026-200,  
Number 100**

**Chapter**      **2026-200**

**Number**      **200**

	<u>2025-2026 Proposed</u>		<u>2025-2026 Final</u>	
<b><u>ASSISTANTS<sup>1</sup></u></b>				
Group II				
Teacher Assistant				
1st Step 19.9618 per hr.	26,713 -	32,878	27,248 -	33,536
2nd Step 20.2608 per hr.	27,114 -	33,371	27,656 -	34,038
3rd Step 20.6306 per hr.	27,608 -	33,980	28,161 -	34,659
Group III				
Teacher Assistant				
1st Step 20.9653 per hr.	28,056 -	34,531	28,618 -	35,222
2nd Step 21.3182 per hr.	28,529 -	35,112	29,099 -	35,815
3rd Step 21.6089 per hr.	28,918 -	35,591	29,496 -	36,303
Special Education Assistants				
1st Step 21.7464 per hr.	29,102 -	35,818	29,684 -	36,534
2nd Step 22.1019 per hr.	29,578 -	36,403	30,169 -	37,131
3rd Step 22.3947 per hr.	29,969 -	36,885	30,569 -	37,623
Group IV				
Teacher Aide Liaison				
1st Step 23.7225 per hr.	31,746 -	39,072	32,381 -	39,854
2nd Step 24.2452 per hr.	32,446 -	39,933	33,095 -	40,732
3rd Step 24.7784 per hr.	33,159 -	40,811	33,822 -	41,628
Group V				
Behavior Support Assistants				
1st Step 23.1265 per hr.	30,949 -	38,091	31,568 -	38,852
2nd Step 23.2729 per hr.	31,145 -	38,332	31,767 -	39,098
3rd Step 23.4820 per hr.	31,424 -	38,676	32,053 -	39,450
<b><u>CLERKS<sup>1</sup></u></b>				
10 Month Group III	28,813 -	36,540	29,245 -	37,088
12 Month Group III	37,047 -	44,046	37,602 -	44,707
10 Month Group IV	29,051 -	36,737	29,486 -	37,288
12 Month Group IV	38,856 -	45,835	39,439 -	46,522
12 Month Group V	40,678 -	47,617	41,288 -	48,332
12 Month Group VI	46,359 -	54,538	47,054 -	55,356
12 Month Group VII	52,039 -	60,138	52,820 -	61,040
<b><u>TEACHERS<sup>1</sup></u></b>				
Step 1		47,279		48,343
Step 2		49,603		50,719
Step 3		52,260		53,436
Step 4		55,680		56,933
Step 5		60,196		61,550
Step 6		64,776		66,234
Step 7		69,036		70,589
Step 8		73,551		75,206
Step 9		77,551		79,296
Step 10		81,294		83,123
Step 11		84,519		86,420
Step 12		89,118		91,124
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
<b><u>PRINCIPALS<sup>1</sup></u></b>				
Principal				
Principal	129,075 -	133,163	131,657 -	135,826
Established Principal	138,166 -	148,324	140,929 -	151,290
Executive Principal		153,381		156,449
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
<b><u>ASSISTANT PRINCIPALS<sup>1</sup></u></b>				
Assistant Principal				
Assistant Principal	114,761 -	118,852	117,056 -	121,228
Established Assistant Principal	120,895 -	124,984	123,312 -	127,484
Advanced Assistant Principal		124,984		127,484

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	<u><b>2025-2026 Proposed</b></u>		<u><b>2025-2026 Final</b></u>	
<b><u>CERTIFIED ADMINISTRATORS<sup>1</sup></u></b>				
Superintendent		212,180		218,545
Senior Advisor to the Superintendent	148,324 -	179,653	151,290 -	183,246
Chief of Staff	148,324 -	179,653	151,290 -	183,246
Deputy Superintendent of Academics	148,324 -	179,653	151,290 -	183,246
Chief of Student Support Services	148,324 -	168,550	151,290 -	171,921
<b>Chief of Equity</b>	<b>148,324 -</b>	<b>168,550</b>	<b>0 -</b>	<b>0</b>
<b>Chief of Family &amp; Community Engagement</b>	<b>148,324 -</b>	<b>168,550</b>	<b>151,290 -</b>	<b>171,921</b>
<b>Chief of Opportunity &amp; Access</b>			<b>151,290 -</b>	<b>171,921</b>
Chief of School Improvement & Innovation	148,324 -	168,550	151,290 -	171,921
<b>Transformation Officer</b>	<b>148,324 -</b>	<b>158,481</b>	<b>151,290 -</b>	<b>161,651</b>
Senior Executive Director of MLL	148,324 -	153,402	151,290 -	156,470
<b>Executive Director of CTE</b>	<b>138,165 -</b>	<b>148,324</b>	<b>140,928 -</b>	<b>151,290</b>
Executive Director of Curriculum & Instruction	138,165 -	148,324	140,928 -	151,290
Executive Director of Student Supports	138,165 -	148,324	140,928 -	151,290
Senior Director of School Counseling	133,086 -	143,657	135,748 -	146,530
Director of Advanced Academics	120,894 -	129,075	123,312 -	131,657
<b>Director of Data &amp; Accountability</b>	<b>120,894 -</b>	<b>129,075</b>	<b>123,312 -</b>	<b>131,657</b>
Director of Early Childhood	120,894 -	129,075	123,312 -	131,657
<b>Director of Extended Learning Opportunities</b>	<b>120,894 -</b>	<b>129,075</b>	<b>123,312 -</b>	<b>131,657</b>
Director of MTSS	120,894 -	129,075	123,312 -	131,657
<b>Director of Multi-Lingual Learners</b>	<b>120,894 -</b>	<b>129,075</b>	<b>123,312 -</b>	<b>131,657</b>
Director of Nursing	120,894 -	129,075	123,312 -	131,657
Director of PE & Health	120,894 -	129,075	123,312 -	131,657
Director of PK-12 Fine & Performing Arts	120,894 -	129,075	123,312 -	131,657
Director of PK-12 Literacy	120,894 -	129,075	123,312 -	131,657
Director of PK-12 Math	120,894 -	129,075	123,312 -	131,657
Director of Science & STEM	120,894 -	129,075	123,312 -	131,657
Director of Social Studies & Civic Engagement	120,894 -	129,075	123,312 -	131,657
Director of Special Education	120,894 -	129,075	123,312 -	131,657
Director of Special Projects for School Improvement	120,894 -	129,075	123,312 -	131,657
Director of Student Attendance	120,894 -	129,075	123,312 -	131,657
Manager of Early Childhood & Wellness	112,716 -	120,894	114,970 -	123,312
<b>Manager of Multi-Lingual Learners</b>	<b>112,716 -</b>	<b>120,894</b>	<b>114,970 -</b>	<b>123,312</b>
Manager of Restorative Practices	112,716 -	120,894	114,970 -	123,312
<b>Manager of Specialized Instruction &amp; Services</b>	<b>112,716 -</b>	<b>120,894</b>	<b>114,970 -</b>	<b>123,312</b>
Manager of Specialized Instruction & Services	112,716 -	120,894	114,970 -	123,312
Supervisor of Dual Language Programs & Services	112,716 -	120,894	114,970 -	123,312
<b>Supervisor of Principal Support</b>	<b>112,716 -</b>	<b>120,894</b>	<b>114,970 -</b>	<b>123,312</b>
<b>Instructional Support Leader</b>	<b>109,211 -</b>	<b>114,847</b>	<b>111,395 -</b>	<b>117,144</b>
<b>Director of Arts &amp; Development</b>	<b>100,726 -</b>	<b>114,714</b>	<b>102,741 -</b>	<b>117,008</b>
<b><u>NON-CERTIFIED ADMINISTRATORS'</u></b>				
Deputy Superintendent of Operations	148,324 -	179,652	151,290 -	183,245
Chief Communications Officer	148,324 -	168,550	151,290 -	171,921
Chief Operating Officer	148,324 -	168,550	151,290 -	171,921
Chief Talent Officer	148,324 -	168,550	151,290 -	171,921
Executive Director of Facilities & Capital Planning	132,144 -	148,324	134,787 -	151,290
<b>Executive Director of Family and Community Engagement</b>	<b>132,144 -</b>	<b>148,324</b>	<b>134,787 -</b>	<b>151,290</b>
Executive Director of Finance	132,144 -	148,324	134,787 -	151,290
Executive Director of Labor Relations & Employee Services	132,144 -	148,324	134,787 -	151,290
Executive Director of Recruitment & Staffing	132,144 -	148,324	134,787 -	151,290
Executive Director of Student Information Systems	132,144 -	148,324	134,787 -	151,290
Executive Director of Technology	132,144 -	148,324	134,787 -	151,290
School Controller	120,894 -	129,075	123,312 -	131,657
Senior Budget Director	120,894 -	129,075	123,312 -	131,657
<b>Senior Director of Communications &amp; External Affairs</b>			<b>123,312 -</b>	<b>131,657</b>
Senior Director of Data & Strategy	120,894 -	129,075	123,312 -	131,657
Senior Director of Operations - Student Support	120,894 -	129,075	123,312 -	131,657
Senior Director of Purchasing & Asset Management	120,894 -	129,075	123,312 -	131,657
Senior Director of School Operations and Student Support	120,894 -	129,075	123,312 -	131,657
<b>Director of Grant Funding</b>	<b>95,327 -</b>	<b>120,894</b>	<b>97,234 -</b>	<b>123,312</b>
<b>Director of Behavior Interventions</b>			<b>102,741 -</b>	<b>117,008</b>
Director of Communications	100,726 -	114,714	102,741 -	117,008
<b>Director of Facilities</b>			<b>102,741 -</b>	<b>117,008</b>
Director of Intergovernmental Affairs	100,726 -	114,714	102,741 -	117,008
Director of Payroll	100,726 -	114,714	102,741 -	117,008
Director of School Operations	100,726 -	114,714	102,741 -	117,008
Director of Special Projects	100,726 -	114,714	102,741 -	117,008
<b>Director of Strategic Partnerships</b>	<b>100,726 -</b>	<b>114,714</b>	<b>102,741 -</b>	<b>117,008</b>
Director of Student Information	100,726 -	114,714	102,741 -	117,008
Director of Student Placement	100,726 -	114,714	102,741 -	117,008
Director of Transportation	100,726 -	114,714	102,741 -	117,008
Senior Human Resources Partner for Employee Performance Management & Supports	100,726 -	114,714	102,741 -	117,008
Senior Human Resources Partner for Information Systems	100,726 -	114,714	102,741 -	117,008
Senior Human Resources Partner for Pipelines & Placement	100,726 -	114,714	102,741 -	117,008
Senior Human Resources Staffing Partner of Elementary Schools	100,726 -	114,714	102,741 -	117,008
Senior Human Resources Staffing Partner of Secondary Schools & Central Office	100,726 -	114,714	102,741 -	117,008
Senior Employee Relations Partner-Elementary	100,726 -	114,714	102,741 -	117,008
Senior Employee Relations Partner-Secondary	100,726 -	114,714	102,741 -	117,008
Senior Employee Services Partner	100,726 -	114,714	102,741 -	117,008
Senior Budget Coordinator	97,330 -	112,943	99,277 -	115,202
<b>Facilities Manager</b>	<b>87,295 -</b>	<b>101,846</b>	<b>0 -</b>	<b>0</b>
<b>Manager of Grant Writing &amp; Special Events</b>			<b>89,041 -</b>	<b>103,883</b>
<b>Manager of Interpreting &amp; Translation Services</b>			<b>89,041 -</b>	<b>103,883</b>

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Operations Project Specialist	87,295 -	101,846	89,041 -	103,883
<del>Public Information Officer</del>	<del>87,295 -</del>	<del>101,846</del>	<del>0 -</del>	<del>0</del>
Recruitment Manager	87,295 -	101,846	89,041 -	103,883
Title IX & EEO Officer	87,295 -	101,846	89,041 -	103,883
Transportation Manager	87,295 -	101,846	89,041 -	103,883
<del>Coordinator of Behavior Interventionists</del>	<del>84,656 -</del>	<del>86,982</del>	<del>0 -</del>	<del>0</del>
<b>Coordinator of Career &amp; Industry</b>	<b>84,656 -</b>	<b>86,982</b>	<b>86,349 -</b>	<b>88,722</b>
<b>Coordinator of Early College Access</b>	<b>84,656 -</b>	<b>86,982</b>	<b>86,349 -</b>	<b>88,722</b>
<del>Coordinator of Grant Writing &amp; Special Events</del>	<del>84,656 -</del>	<del>86,982</del>	<del>0 -</del>	<del>0</del>
<del>Coordinator of Interpreting &amp; Translation Services</del>	<del>84,656 -</del>	<del>86,982</del>	<del>0 -</del>	<del>0</del>
Coordinator of MLL	84,656 -	86,982	86,349 -	88,722
<b>Integrated Professional Learning Coordinator</b>	<b>84,656 -</b>	<b>86,982</b>	<b>86,349 -</b>	<b>88,722</b>
HR Staffing Partner	84,656 -	86,982	86,349 -	88,722
Budget Coordinator II	83,878 -	95,784	85,556 -	97,700
Expediter of Purchasing and Supplies	83,878 -	95,784	85,556 -	97,700
Administrator of HRIS/Records	81,899 -	95,548	83,537 -	97,459
Plant Maintenance Coordinator	81,436 -	93,413	83,065 -	95,281
Supervisor of Payroll and Personnel Related Records	72,347 -	90,338	73,794 -	92,145
Supervisor of Central Supply	73,064 -	85,884	74,525 -	87,602
<del>Board Certified Behavior Analyst</del>	<del>68,376 -</del>	<del>70,258</del>	<del>0 -</del>	<del>0</del>
Budget Officer	68,396 -	82,800	69,764 -	84,456
<b>Supervisor of Food Services</b>	<b>83,559 -</b>	<b>95,871</b>	<b>85,230 -</b>	<b>97,788</b>
<del>Career and Technical Education Program Coordinator</del>	<del>49,345 -</del>	<del>58,687</del>	<del>0 -</del>	<del>0</del>

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	<u>2025-2026 Proposed</u>		<u>2025-2026 Final</u>	
<b><u>OTHER POSITIONS<sup>1</sup></u></b>				
Bus Monitor		19,644		20,160
Certified Occupational Therapy Assistant	35,295 -	59,186	36,001 -	60,370
Child Support Assistants (School Year)	24.68/hr. -	28.25/hr.	25.17/hr. -	28.82/hr.
<del>Translator—Communication Specialist</del>	<del>50,004 -</del>	<del>64,686</del>	<del>0 -</del>	<del>0</del>
Computer Management Specialist	70,306 -	81,358	71,712 -	82,985
Creative Technology Specialist	55,429 -	63,510	56,538 -	64,780
Crossing Guard		13,096		13,440
Data Support Technician	70,316 -	86,354	71,722 -	88,081
<i>Data &amp; Outcomes, Field Trips &amp; Internships Coordinator</i>	<i>49,345 -</i>	<i>58,887</i>	<i>50,332 -</i>	<i>59,861</i>
Data & Testing Coordinator	25,237 -	33,466	25,742 -	34,135
Deputy Controller	100,726 -	114,714	102,741 -	117,008
Deputy Director of Campus Safety	100,726 -	114,714	102,741 -	117,008
Educational Technology Specialist	64,625 -	77,548	65,918 -	79,099
<b>Federal Programs Coordinator</b>	<b>88,392 -</b>	<b>102,097</b>	<b>90,160 -</b>	<b>104,139</b>
Fiscal Officer Fixed Asset Management	61,424 -	67,127	62,652 -	68,470
Help Desk Analyst	36,034 -	50,443	36,755 -	51,452
Human Resource Generalist	59,045 -	71,936	60,226 -	73,375
<i>Interpreting &amp; Translation Coordinator</i>			<i>62,241 -</i>	<i>73,560</i>
Job Developer	31,632 -	38,868	32,265 -	39,645
Lab Technician	22,730 -	27,701	23,185 -	28,255
<i>CTE Manager of Computer Science/Information Technology</i>	<i>87,295 -</i>	<i>101,846</i>	<i>89,041 -</i>	<i>103,883</i>
<i>CTE Manager of Recruitment &amp; Special Programming</i>	<i>87,295 -</i>	<i>101,846</i>	<i>89,041 -</i>	<i>103,883</i>
Manager of Data & Analytics	87,295 -	101,846	89,041 -	103,883
Manager of Recruitment & Professional Growth Systems	87,295 -	101,846	89,041 -	103,883
Manager to the Superintendent & School Board	87,295 -	101,846	89,041 -	103,883
Medicaid Specialist	60,506 -	67,763	61,716 -	69,118
<b>Multimedia Specialist</b>	<b>61,021 -</b>	<b>72,118</b>	<b>62,241 -</b>	<b>73,560</b>
<b>Network Data Manager</b>	<b>87,295 -</b>	<b>101,846</b>	<b>89,041 -</b>	<b>103,883</b>
Network Operations Facilitator	87,295 -	101,846	89,041 -	103,883
Non Certified Nurses		62,925		64,184
Occupational Therapist	51,410 -	86,209	52,438 -	87,933
<b>Operations Specialist</b>	<b>44,925 -</b>	<b>50,349</b>	<b>45,824 -</b>	<b>51,356</b>
<b>Parent Coordinator</b>		<b>40,699</b>		<b>41,513</b>
<b>Parent Engagement Specialist</b>	<b>48,375 -</b>	<b>52,034</b>	<b>49,343 -</b>	<b>53,075</b>
<b>Parent Specialist - School Based</b>	<b>43,877 -</b>	<b>46,574</b>	<b>44,755 -</b>	<b>47,505</b>
Physical Therapist	52,438 -	87,934	53,487 -	89,693
Placement Officer	48,376 -	52,033	49,344 -	53,074
<i>Procurement &amp; Inventory Coordinator</i>	<i>49,345 -</i>	<i>58,887</i>	<i>50,332 -</i>	<i>59,861</i>
Professional Compliance Specialists	68,749 -	79,581	70,124 -	81,173
Public Engagement Specialist	42,469 -	50,613	43,318 -	51,625
Public School Safety Service Officer		13,096		13,358
Purchasing Agent	45,994 -	49,527	46,914 -	50,518
<b>Registered Behavior Technician</b>	<b>50,518 -</b>	<b>59,705</b>	<b>51,528 -</b>	<b>60,899</b>
ROTC Officer	58,405 -	67,936	59,573 -	69,295
Route Foreman	43,389 -	52,996	44,257 -	54,056
School Board Chairperson		4,500		4,500
School Board Member		3,500		3,500
School Board Services & Policy Coordinator	60,575 -	71,947	61,787 -	73,386
School Community Specialists	40,326 -	46,322	41,133 -	47,248
School Culture Coordinator	61,021 -	72,118	62,241 -	73,560
<b>School Culture Coordinator</b>	<b>61,021 -</b>	<b>72,118</b>	<b>62,241 -</b>	<b>73,560</b>
School Lunch Aides		15.00/hr.		16.00/hr.
Senior Operations Specialist	57,928 -	66,349	59,087 -	67,676
Senior Placement Officer		47,531		48,482
Senior School Community Specialists	48,849 -	55,483	49,826 -	56,593
Shower Matron	21,189 -	32,033	21,613 -	32,674
Social Coach	48,852 -	58,621	49,829 -	59,793
Specialist of Family & Community Engagement & Strategic Partnerships	51,031 -	63,915	52,052 -	65,193
Student Registration and Data Specialist	60,804 -	68,313	62,020 -	69,679
Student Registration and Placement Analyst	56,606 -	65,429	57,738 -	66,738
Supervising Occupational Therapist	74,248 -	95,260	75,733 -	97,165
Technology E-Mail Administrator	81,360 -	92,775	82,987 -	94,631
Technology Service Coordinator	63,466 -	75,381	64,735 -	76,889
Translator	46,262 -	62,849	47,187 -	64,106
Water Safety Instructor	23,409 -	30,008	23,877 -	30,608

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 reconstituted and / or deleted from said ordinance  
 New Position  
 Deleted  
 Change