

A Compensation Ordinance for the Providence School Department for the fiscal year ending June 30, 2027, and Repealing Ordinance Chapter 2026-200, Number 200

Chapter **2027-200**

Number **100**

	<u>2025-2026 Final</u>		<u>2026-2027 Proposed</u>	
<u>ASSISTANTS¹</u>				
Group II				
Teacher Assistant				
1st Step 20.5108 per hr.	27,248 -	33,536	27,997 -	34,458
2nd Step 20.8180 per hr.	27,656 -	34,038	28,417 -	34,974
3rd Step 20.1980 per hr.	28,161 -	34,659	28,935 -	35,613
Group III				
Teacher Assistant				
1st Step 21.5419 per hr.	28,618 -	35,222	29,405 -	36,190
2nd Step 21.9045 per hr.	29,099 -	35,815	29,900 -	36,799
3rd Step 22.2032 per hr.	29,496 -	36,303	30,307 -	37,301
Special Education Assistants				
1st Step 22.3445 per hr.	29,684 -	36,534	30,500 -	37,539
2nd Step 22.7097 per hr.	30,169 -	37,131	30,999 -	38,152
3rd Step 23.0106 per hr.	30,569 -	37,623	31,409 -	38,658
Group IV				
Teacher Aide Liaison				
1st Step 24.3749 per hr.	32,381 -	39,854	33,272 -	40,950
2nd Step 24.9120 per hr.	33,095 -	40,732	34,005 -	41,852
3rd Step 25.4598 per hr.	33,822 -	41,628	34,753 -	42,772
Group V				
Behavior Support Assistants				
1st Step 23.7625 per hr.	31,568 -	38,852	32,436 -	39,921
2nd Step 23.9129 per hr.	31,767 -	39,098	32,641 -	40,174
3rd Step 24.1278 per hr.	32,053 -	39,450	32,934 -	40,535
<u>CLERKS¹</u>				
10 Month Group III	29,245 -	37,088	30,049 -	38,108
12 Month Group III	37,603 -	44,707	38,637 -	45,936
10 Month Group IV	29,487 -	37,288	30,298 -	38,313
12 Month Group IV	39,439 -	46,523	40,524 -	47,802
12 Month Group V	41,288 -	48,331	42,423 -	49,660
12 Month Group VI	47,054 -	55,356	48,348 -	56,878
12 Month Group VII	52,820 -	61,040	54,273 -	62,719
<u>TEACHERS¹</u>				
Step 1		48,343		50,156
Step 2		50,719		52,621
Step 3		53,436		55,440
Step 4		56,933		59,068
Step 5		61,550		63,858
Step 6		66,234		68,717
Step 7		70,589		73,236
Step 8		75,206		78,026
Step 9		79,296		82,270
Step 10		83,123		86,240
Step 11		86,420		89,662
Step 12		91,124		94,540
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	131,657 -	135,826	134,290 -	138,543
Established Principal	140,929 -	151,290	143,748 -	154,316
Executive Principal		156,449		159,578
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
<u>ASSISTANT PRINCIPALS¹</u>				
Assistant Principal	117,056 -	121,228	119,398 -	123,653
Established Assistant Principal	123,312 -	127,484	125,778 -	130,034
Advanced Assistant Principal		127,484		130,034

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<u>CERTIFIED ADMINISTRATORS¹</u>				
Superintendent		218,545		225,101
Senior Advisor to the Superintendent	151,290 -	183,246	0 -	0
Chief of Staff	151,290 -	183,246	154,316 -	186,911
Deputy Superintendent of Academics	151,290 -	183,246	154,316 -	186,911
Chief of Student Support Services	151,290 -	171,921	154,316 -	175,359
Chief of Family & Community Engagement	151,290 -	171,921	154,316 -	175,359
Chief of Opportunity & Access	151,290 -	171,921	154,316 -	175,359
Chief of Schools			154,316 -	175,359
Chief of School Improvement & Innovation	151,290 -	171,921	0 -	0
Principal Supervisor			154,316 -	164,884
Transformation Officer	151,290 -	161,651	0 -	0
Senior Executive Director of MLL	151,290 -	156,470	154,316 -	159,599
Executive Director of CTE	140,928 -	151,290	0 -	0
Executive Director of Curriculum & Instruction	140,928 -	151,290	143,747 -	154,316
Executive Director of Student Supports	140,928 -	151,290	143,747 -	154,316
Senior Director of School Counseling	135,748 -	146,530	138,463 -	149,461
Director of Advanced Academics	123,312 -	131,657	0 -	0
Director of Assessment, MTSS, & Grant Support			125,778 -	134,290
Director of Data & Accountability	123,312 -	131,657	0 -	0
Director of Early Childhood	123,312 -	131,657	125,778 -	134,290
Director of Extended Learning Opportunities	123,312 -	131,657	125,778 -	134,290
Director of MTSS	123,312 -	131,657	0 -	0
Director of Multi-Lingual Learners	123,312 -	131,657	125,778 -	134,290
Director of Nursing	123,312 -	131,657	125,778 -	134,290
Director of PE & Health	123,312 -	131,657	125,778 -	134,290
Director of PK-12 Fine & Performing Arts	123,312 -	131,657	125,778 -	134,290
Director of PK-12 Literacy	123,312 -	131,657	125,778 -	134,290
Director of PK-12 Math	123,312 -	131,657	125,778 -	134,290
Director of Science & STEM	123,312 -	131,657	125,778 -	134,290
Director of Social Studies & Civic Engagement	123,312 -	131,657	125,778 -	134,290
Director of Special Education	123,312 -	131,657	125,778 -	134,290
Director of Special Projects for School Improvement	123,312 -	131,657	0 -	0
Director of Student Attendance	123,312 -	131,657	125,778 -	134,290
Manager of Early Childhood & Wellness	114,970 -	123,312	0 -	0
Manager of Multi-Lingual Learners	114,970 -	123,312	117,269 -	125,778
Manager of Restorative Practices	114,970 -	123,312	117,269 -	125,778
Manager of Specialized Instruction & Services	114,970 -	123,312	117,269 -	125,778
Manager of Specialized Instruction & Services	114,970 -	123,312	117,269 -	125,778
Supervisor of Dual Language Programs & Services	114,970 -	123,312	117,269 -	125,778
Supervisor of Principal Support	114,970 -	123,312	117,269 -	125,778
Instructional Support Leader	111,395 -	117,144	113,623 -	119,487
Director of Arts & Development	102,741 -	117,008	104,796 -	119,348
<u>NON-CERTIFIED ADMINISTRATORS¹</u>				
Deputy Superintendent of Operations	151,290 -	183,246	154,316 -	186,911
Chief Communications Officer	151,290 -	171,921	154,316 -	175,359
Chief Operating Officer	151,290 -	171,921	154,316 -	175,359
Chief Talent Officer	151,290 -	171,921	154,316 -	175,359
Executive Director of Facilities & Capital Planning	134,787 -	151,290	137,483 -	154,316
Executive Director of Family and Community Engagement	134,787 -	151,290	137,483 -	154,316
Executive Director of Finance	134,787 -	151,290	137,483 -	154,316
Executive Director of Labor Relations & Employee Services	134,787 -	151,290	137,483 -	154,316
Executive Director of Recruitment & Staffing	134,787 -	151,290	137,483 -	154,316
Executive Director of Student Information Systems	134,787 -	151,290	137,483 -	154,316
Executive Director of Technology	134,787 -	151,290	137,483 -	154,316
Executive Director of Transportation			137,483 -	154,316
Labor & Employment Counsel			127,458 -	139,311
School Controller	123,312 -	131,657	125,778 -	134,290
Senior Budget Director	123,312 -	131,657	0 -	0
Senior Director of Communications & External Affairs	123,312 -	131,657	125,778 -	134,290
Senior Director of Data & Strategy	123,312 -	131,657	125,778 -	134,290
Senior Director of Operations - Student Support	123,312 -	131,657	125,778 -	134,290
Senior Director of Purchasing & Asset Management	123,312 -	131,657	125,778 -	134,290
Senior Director of School Operations and Student Support	123,312 -	131,657	125,778 -	134,290
Director of Grant Funding	97,234 -	123,312	99,179 -	125,778
Director of Behavior Interventions	102,741 -	117,008	104,796 -	119,348
Director of Communications	102,741 -	117,008	104,796 -	119,348
Director of Facilities	102,741 -	117,008	104,796 -	119,348
Director of Intergovernmental Affairs	102,741 -	117,008	0 -	0
Director of Payroll	102,741 -	117,008	104,796 -	119,348
Director of School Operations	102,741 -	117,008	104,796 -	119,348
Director of Special Projects	102,741 -	117,008	104,796 -	119,348
Director of Strategic Partnerships	102,741 -	117,008	104,796 -	119,348
Director of Student Information	102,741 -	117,008	104,796 -	119,348
Director of Student Placement	102,741 -	117,008	104,796 -	119,348
Director of Transportation	102,741 -	117,008	104,796 -	119,348
Senior Human Resources Partner for Employee Performance Management & Supports	102,741 -	117,008	104,796 -	119,348
Senior Human Resources Partner for Information Systems	102,741 -	117,008	104,796 -	119,348
Senior Human Resources Partner for Pipelines & Placement	102,741 -	117,008	104,796 -	119,348
Senior Human Resources Staffing Partner of Elementary Schools	102,741 -	117,008	104,796 -	119,348
Senior Human Resources Staffing Partner of Secondary Schools & Central Office	102,741 -	117,008	104,796 -	119,348
Senior Employee Relations Partner-Elementary	102,741 -	117,008	104,796 -	119,348
Senior Employee Relations Partner-Secondary	102,741 -	117,008	104,796 -	119,348
Senior Employee Services Partner	102,741 -	117,008	104,796 -	119,348

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Senior Budget Coordinator	99,277 -	115,202	102,007 -	118,370
Manager of Grant Writing & Special Events	89,041 -	103,883	0 -	0
Manager of Interpreting & Translation Services	89,041 -	103,883	90,822 -	105,961
Operations Project Specialist	89,041 -	103,883	90,822 -	105,961
Recruitment Manager	89,041 -	103,883	90,822 -	105,961
Title IX & EEO Officer	89,041 -	103,883	90,822 -	105,961
Transportation Manager	89,041 -	103,883	90,822 -	105,961
Coordinator of Career & Industry	86,349 -	88,722	88,076 -	90,496
Coordinator of Early College Access	86,349 -	88,722	88,076 -	90,496
Employee Services & Labor Relations Partner			88,076 -	90,496
Coordinator of MLL	86,349 -	88,722	0 -	0
Integrated Professional Learning Coordinator	86,349 -	88,722	0 -	0
HR Staffing Partner	86,349 -	88,722	88,076 -	90,496
Budget Coordinator II	85,556 -	97,700	87,909 -	100,387
Expediter of Purchasing and Supplies	85,556 -	97,700	87,909 -	100,387
Administrator of HRIS/Records	83,537 -	97,459	85,834 -	100,139
Plant Maintenance Coordinator	83,065 -	95,281	85,349 -	97,901
Supervisor of Payroll and Personnel Related Records	73,794 -	92,145	75,823 -	94,679
Supervisor of Central Supply	74,525 -	87,602	76,574 -	90,011
Budget Officer	69,764 -	84,456	71,683 -	86,779
Supervisor of Food Services	85,230 -	97,788	87,574 -	100,477

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<u>OTHER POSITIONS¹</u>				
Bus Monitor		20,160		21,067
Certified Occupational Therapy Assistant	36,001 -	60,370	36,991 -	62,030
Child Support Assistants (School Year)	25.17/hr. -	28.82/hr.	25.86/hr -	29.61/hr
Computer Management Specialist	71,712 -	82,985	73,684 -	85,267
Creative Technology Specialist	56,538 -	64,780	57,669 -	66,076
Crossing Guard		13,440		14,045
Data Support Technician	71,722 -	88,081	73,156 -	89,843
Data & Outcomes, Field Trips & Internships Coordinator	50,332 -	59,861	0 -	0
Data & Testing Coordinator	25,742 -	34,135	26,257 -	34,818
Deputy Controller	102,741 -	117,008	104,796 -	119,348
Deputy Director of Campus Safety	102,741 -	117,008	104,796 -	119,348
Educational Technology Specialist	65,918 -	79,099	67,236 -	80,681
Federal Programs Coordinator	90,160 -	104,139	92,639 -	107,003
Fiscal Officer Fixed Asset Management	62,652 -	68,470	64,375 -	70,353
Help Desk Analyst	36,755 -	51,452	37,490 -	52,481
Human Resource Generalist	60,226 -	73,375	61,882 -	75,393
Interpreting & Translation Coordinator	62,241 -	73,560	63,486 -	75,031
Job Developer	32,265 -	39,645	32,910 -	40,438
Lab Technician	23,185 -	28,255	23,649 -	28,820
CTE Manager of Computer Science/Information Technology	89,041 -	103,883	0 -	0
CTE Manager of Recruitment & Special Programming	89,041 -	103,883	90,822 -	105,961
Manager of Data & Analytics & Assessment			90,822 -	105,961
Manager of Data & Analytics & Reporting	89,041 -	103,883	90,822 -	105,961
Manager of Recruitment & Professional Growth Systems	89,041 -	103,883	90,822 -	105,961
Manager to the Superintendent & School Board	89,041 -	103,883	90,822 -	105,961
CTE Programming & Work-Based Learning Coordinator			88,076 -	90,496
Medicaid Specialist	61,716 -	69,118	63,413 -	71,019
Multimedia Specialist	62,241 -	73,560	63,486 -	75,031
Network Data Manager	89,041 -	103,883	0 -	0
Network Operations Facilitator	89,041 -	103,883	90,822 -	105,961
Non Certified Nurses		64,184		65,468
Occupational Therapist	52,438 -	87,933	53,880 -	90,351
Operations Specialist	45,824 -	51,356	47,084 -	52,768
Parent Coordinator		41,513		42,655
Parent Engagement Specialist	49,343 -	53,075	50,700 -	54,535
Parent Specialist - School Based	44,755 -	47,505	45,650 -	48,455
Physical Therapist	53,487 -	89,693	54,958 -	92,160
Placement Officer	49,344 -	53,074	50,701 -	54,534
Procurement & Inventory Coordinator	50,332 -	59,861	0 -	0
Professional Compliance Specialists	70,124 -	81,173	72,052 -	83,405
Public Engagement Specialist	43,318 -	51,625	44,509 -	53,045
Public School Safety Service Officer		13,358		13,725
Purchasing Agent	46,914 -	50,518	47,852 -	51,528
Registered Behavior Technician	51,528 -	60,899	52,945 -	62,574
ROTC Officer	59,573 -	69,295	61,211 -	71,201
Route Foreman	44,257 -	54,056	45,474 -	55,543
School Board Chairperson		4,500		4,500
School Board Member		3,500		3,500
School Board Services & Policy Coordinator	61,787 -	73,386	63,023 -	74,854
School Community Specialists	41,133 -	47,248	42,264 -	48,547
School Culture Coordinator	62,241 -	73,560	63,486 -	75,031
School Culture Coordinator	62,241 -	73,560	63,486 -	75,031
School Lunch Aides		16.00/hr.		16.50/hr
Senior Operations Specialist	59,087 -	67,676	60,712 -	69,537
Senior Placement Officer		48,482		49,815
Senior School Community Specialists	49,826 -	56,593	51,196 -	58,149
Shower Matron	21,613 -	32,674	22,207 -	33,573
Social Coach	49,829 -	59,793	51,199 -	61,437
Specialist of Family & Community Engagement & Strategic Partnerships	52,052 -	65,193	53,093 -	66,497
Speech Language Pathologist Assistant (BA)			53,901 -	57,599
Speech Language Pathologist Assistant (AA)			46,504 -	50,202
Student Registration and Data Specialist	62,020 -	69,679	63,726 -	71,595
Student Registration and Placement Analyst	57,738 -	66,738	59,326 -	68,573
Supervising Occupational Therapist	75,733 -	97,165	77,816 -	99,108
Technology E-Mail Administrator	82,987 -	94,631	85,269 -	97,233
Technology Service Coordinator	64,735 -	76,889	0 -	0
Translator	47,187 -	64,106	48,131 -	65,388
Water Safety Instructor	23,877 -	30,608	24,534 -	31,450

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