

Grade Scale 2021-2022							Notes
Tier 1 - GED/HS DIPLOMA	Current Base	Proposed Base	Year 1	Year 2	Year 4	Year 6	
Substitute	\$ 12.85	\$ 13.50					Approved at 11/1/2021 BOD meeting
Inclusion Aide	\$ 12.85	\$ 13.50					Approved at 11/1/2021 BOD meeting
Floater Teacher's Aide	\$ 12.85	\$ 13.50	\$13.60	\$13.70	\$13.80	\$13.90	Approved at 11/1/2021 BOD meeting
Transportation Aide	\$ 12.85	\$ 13.50	\$13.60	\$13.70	\$13.80	\$13.90	Approved at 11/1/2021 BOD meeting
Driver	\$ 13.16	\$ 13.82	\$13.92	\$14.02	\$14.12	\$14.22	Approved at 11/1/2021 BOD meeting
Food Pantry Worker	\$ 13.16	\$ 13.82	\$13.92	\$14.02	\$14.12	\$14.22	Approved at 11/1/2021 BOD meeting
Assistant Cook	\$ 13.16	\$ 13.82	\$13.92	\$14.02	\$14.12	\$14.22	Approved at 11/1/2021 BOD meeting
Cook	\$ 13.46	\$ 14.14	\$14.24	\$14.34	\$14.44	\$14.54	Approved at 11/1/2021 BOD meeting
Secretary/Receptionist	\$ 13.46	\$ 14.14	\$14.24	\$14.34	\$14.44	\$14.54	Approved at 11/1/2021 BOD meeting
Tier 2 - Associates, Basic Specialized Training/Skill Set			Year 1	Year 2	Year 4	Year 6	
Teacher Aide	\$ 13.16	\$ 13.82	\$13.97	\$14.12	\$14.27	\$14.42	Approved at 11/1/2021 BOD meeting
Clerical Assistant	\$ 13.61	\$ 14.29	\$14.44	\$14.59	\$14.74	\$14.89	Approved at 11/1/2021 BOD meeting
Tier 3 - Associates, LPN, Advanced Specialized Training/Skill Set			Year 1	Year 2	Year 4	Year 6	
Home Visitor	\$ 16.19	\$ 16.19	\$16.39	\$16.59	\$16.79	\$16.99	
Bus Driver/CDL	\$ 16.72	\$ 16.72	\$16.92	\$17.12	\$17.32	\$17.52	
Assistant Teacher	\$ 14.78	\$ 15.28	\$15.48	\$15.68	\$15.88	\$16.08	Move to Tier 3 bump by \$0.50 (or 3.4%)
Admin Assistant/Tech Support	\$ 14.95	\$ 14.95	\$15.15	\$15.35	\$15.55	\$15.75	
Family Advocate	\$ 15.51	\$ 15.51	\$15.71	\$15.91	\$16.11	\$16.31	
Admin Assistant/HR Manager	\$ 15.95	\$ 15.95	\$16.15	\$16.35	\$16.55	\$16.75	
Child Health Nurse/LPN	\$ 18.05	\$ 18.05	\$18.25	\$18.45	\$18.65	\$18.85	
Fiscal Specialist	\$ 16.62	\$ 16.62	\$16.82	\$17.02	\$17.22	\$17.42	
Food Pantry Assistant	\$ 16.35	\$ 16.35	\$16.55	\$16.75	\$16.95	\$17.15	
Admin Asst/CFS Program Intake	\$ 15.95	\$ 15.95	\$16.15	\$16.35	\$16.55	\$16.75	
Handyman	\$ 27.49	\$ 27.49					
Tier 4 - Bachelors/Masters and/or licensure required			Year 1	Year 2	Year 4	Year 6	
Home Visitor Manager	\$ 18.84	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84	
Parent Engagement/Center Manager	\$ 18.84	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84	
Lead Teacher	\$ 16.72	\$ 17.42	\$17.67	\$17.92	\$18.17	\$18.42	Bump by \$.70/hr (or 4%)
Employment Counselor	\$ 16.35	\$ 16.35	\$16.60	\$16.85	\$17.10	\$17.35	
Disabilities Manager	\$ 18.84	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84	
Practice Based Coach	\$ 18.84	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84	
Child Health Nurse/RN	\$ 23.60	\$ 23.60	\$23.85	\$24.10	\$24.35	\$24.60	
Payroll Specialist	\$ 19.50	\$ 19.50	\$19.75	\$20.00	\$20.25	\$20.50	
Program Coordinator - Transportation	\$ 18.84	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84	
Program Coordinator - Emergency Assistance	\$ 18.84	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84	
Tier 5 - Bachelors/Masters and/or licensure required			Year 1	Year 2	Year 4	Year 6	
Accounting Manager	\$ 24.91	\$ 24.91	\$25.66	\$26.43	\$27.22	\$28.04	
Licensed Mental Health Counselor	\$ 24.91	\$ 24.91	\$25.66	\$26.43	\$27.22	\$28.04	
Sr. Employment Counselor	\$ 22.48	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30	
Community Care Resource Coordinator	\$ 22.48	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30	
Transportation Coordinator	\$ 22.48	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30	
Specialized Case Manager	\$ 22.48	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30	
Onboarding Coordinator	\$ 22.48	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30	
Education Coordinator	\$ 22.48	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30	
Behaviorist/Practice-Based Coach	\$ 22.48	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30	
Program Coordinator - Home Based	\$ 22.48	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30	
Program Coordinator - Family Svcs	\$ 22.48	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30	
Program Coordinator - Health/Nutrition	\$ 22.48	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30	
Center Coordinator	\$ 22.48	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30	
Outreach & Development Coordinator	\$ 22.48	\$ 24.57	\$25.30	\$26.06	\$26.85	\$27.65	In line with 90% of market average per Delark study
			LONGEVITY				
			Years of Service	Per hour	Total		
			5 Years	\$0.50	\$0.50		
			10 Years	\$0.50	\$1.00		
			20 Years	\$0.50	\$1.50		
			30 Years	\$0.50	\$2.00		

Grade Scale 2021-2022									
Exempt Positions - Executive Leadership Team	Current Base	Proposed Base	Year 1	Year 2	Year 4	Year 6	Year 10		
	AD, Employment & Training	\$ 50,000	\$ 50,000	\$51,500	\$53,045	\$54,636	\$56,275	\$57,964	No change
	AD, Center Services and Ed.	\$ 53,902	\$ 54,913	\$56,560	\$58,257	\$60,005	\$61,805	\$63,659	*
	AD, Community and Family Svcs.	\$ 53,902	\$ 54,913	\$56,560	\$58,257	\$60,005	\$61,805	\$63,659	*
	Program Director, CFS	\$ 56,784	\$ 59,226	\$61,002	\$62,832	\$64,717	\$66,659	\$68,659	*
	Program Director, Head Start	\$ 60,963	\$ 61,770	\$63,623	\$65,532	\$67,497	\$69,522	\$71,608	*
	Human Resources Director	\$ 60,963	\$ 62,740	\$64,622	\$66,560	\$68,557	\$70,614	\$72,732	*
	Finance Director	\$ 67,614	\$ 72,004	\$74,164	\$76,389	\$78,681	\$81,041	\$83,473	*

*Executive Director title to be removed from the Grade Scale and negotiated separately*

*\* New base calculated by setting each ELT staff person's new salary equal to 90% of market rate (per Delark study), then backing into a revised base wage based on their time in title and longevity with the agency*

**The following reflects the new wages of all members as a result of the above change to base**

AD Employment & Training	Roberta Davis	\$ 51,000
AD Center Services and Ed.	Open	N/A
AD Community and Family Ser.	Jodie Dommaschk	\$ 56,413
Program Director, CFS	Nancy Warnock	\$ 61,502
Program Director, Head Start	Patricia Salvarezza	\$ 67,532
Human Resources Director	Mary Caro	\$ 71,614
Finance Director	Emily Fagle	\$ 76,389