

Grade Scale 2021 - 2022

	<u>Base</u>				
Tier 1 - GED/HS DIPLOMA		Year 1	Year 2	Year 4	Year 6
Substitute	\$ 13.50				
Inclusion Aide	\$ 13.50				
Floater Teacher's Aide	\$ 13.50	\$13.60	\$13.70	\$13.80	\$13.90
Transportation Aide	\$ 13.50	\$13.60	\$13.70	\$13.80	\$13.90
Driver	\$ 13.82	\$13.92	\$14.02	\$14.12	\$14.22
Food Pantry Worker	\$ 13.82	\$13.92	\$14.02	\$14.12	\$14.22
Assistant Cook	\$ 13.82	\$13.92	\$14.02	\$14.12	\$14.22
Cook	\$ 14.14	\$14.24	\$14.34	\$14.44	\$14.54
Secretary/Receptionist	\$ 14.14	\$14.24	\$14.34	\$14.44	\$14.54
Tier 2 - Associates, Basic Specialized Training/Skill Set		Year 1	Year 2	Year 4	Year 6
Teacher Aide	\$ 13.82	\$13.97	\$14.12	\$14.27	\$14.42
Clerical Assistant	\$ 14.29	\$14.44	\$14.59	\$14.74	\$14.89
Tier 3 - Associates, LPN, Advanced Specialized Training/Skill Set		Year 1	Year 2	Year 4	Year 6
Home Visitor	\$ 16.19	\$16.39	\$16.59	\$16.79	\$16.99
Bus Driver/CDL	\$ 16.72	\$16.92	\$17.12	\$17.32	\$17.52
Assistant Teacher	\$ 15.28	\$15.48	\$15.68	\$15.88	\$16.08
Admin Assistant/Tech Support	\$ 14.95	\$15.15	\$15.35	\$15.55	\$15.75
Family Advocate	\$ 15.51	\$15.71	\$15.91	\$16.11	\$16.31
Admin Assistant/HR Manager	\$ 15.95	\$16.15	\$16.35	\$16.55	\$16.75
Child Health Nurse/LPN	\$ 18.05	\$18.25	\$18.45	\$18.65	\$18.85
Fiscal Specialist	\$ 16.62	\$16.82	\$17.02	\$17.22	\$17.42
Food Pantry Assistant	\$ 16.35	\$16.55	\$16.75	\$16.95	\$17.15
Admin Asst/CFS Program Intake	\$ 15.95	\$16.15	\$16.35	\$16.55	\$16.75
Handyman	\$ 27.49				
Tier 4 - Bachelors/Masters and/or licensure required		Year 1	Year 2	Year 4	Year 6
Home Visitor Manager	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84
Parent Engagement/Center Manager	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84
Teacher/Qualified	\$ 17.42	\$17.67	\$17.92	\$18.17	\$18.42
Employment Counselor	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84
Disabilities Manager	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84
Practice Based Coach	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84
Child Health Nurse/RN	\$ 23.60	\$23.85	\$24.10	\$24.35	\$24.60
Payroll Specialist	\$ 19.50	\$19.75	\$20.00	\$20.25	\$20.50
Program Coordinator - Transportation	\$ 18.84	\$19.09	\$19.34	\$19.59	\$19.84
Program Coordinator - Emergency Assistance	\$ 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	\$25.66	\$26.43	\$27.22	\$28.04
Licensed Mental Health Counselor	\$ 24.91	\$25.66	\$26.43	\$27.22	\$28.04
Technology Coordinator	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Sr. Employment Counselor	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Community Care Resource Coordinator	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Transportation Coordinator	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Specialized Case Manager	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Onboarding Coordinator	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Education Coordinator	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Behaviorist/Practice-Based Coach	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Program Coordinator - Home Based	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Program Coordinator - Family Svcs	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Program Coordinator - Health/Nutrition	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Center Coordinator	\$ 22.48	\$23.15	\$23.85	\$24.56	\$25.30
Outreach & Development Coordinator	\$ 24.57	\$25.31	\$26.07	\$26.85	\$27.65

LONGEVITY

<u>Years of</u>	<u>Per hour</u>	<u>Total</u>
5 Years	\$0.50	\$0.50
10 Years	\$0.50	\$1.00
20 Years	\$0.50	\$1.50
30 Years	\$0.50	\$2.00

Exempt Grade Scale						
	Effective with 12/31/21 paydate					
Exempt/Program	Current Base	Year 1	Year 2	Year 4	Year 6	Year 10
Program Directors						
Career and Family Services	\$ 59,226	\$61,003	\$62,833	\$64,718	\$66,659	\$68,659
Head Start	\$ 61,770	\$63,623	\$65,532	\$67,498	\$69,523	\$71,608
Deputy Directors - Program						
Asst. Director/Center Services and Ed.	\$ 54,913	\$56,560	\$58,257	\$60,005	\$61,805	\$63,659
Asst. Director/Community and Family Ser.	\$ 54,913	\$56,560	\$58,257	\$60,005	\$61,805	\$63,659
Asst. Director/Employment & Training	\$ 51,480	\$53,024	\$54,615	\$56,254	\$57,941	\$59,679
Exempt/Corporate Administration						
Human Resources Director	\$ 62,740	\$64,622	\$66,561	\$68,558	\$70,614	\$72,733
Finance Director	\$ 72,004	\$74,164	\$76,389	\$78,681	\$81,041	\$83,472

Longevity		
Years of Service	/ year	Total
5 Years	\$500.00	\$500.00
10 Years	\$500.00	\$1,000.00
20 Years	\$500.00	\$1,500.00
30Years	\$500.00	\$2,000.00