_	G	rade Scale 2	021	- 2022				
		Base		COLA				
Tier 1 - GED/HS DIPLOMA					Year 1	Year 2	Year 4	Year 6
Substitute	\$	13.50	\$	13.90				
nclusion Aide	\$	13.50	\$	13.90				
loater Teacher's Aide	\$	13.50	\$	13.90	\$14.00	\$14.10	\$14.20	\$14.30
ransportation Aide	\$	13.50	\$	13.90	\$14.00	\$14.10	\$14.20	\$14.30
Priver	\$	13.82	\$	14.22	\$14.32	\$14.42	\$14.52	\$14.62
ood Pantry Worker	\$	13.82	\$	14.22	\$14.32	\$14.42	\$14.52	\$14.62
ssistant Cook	\$	13.82	\$	14.22	\$14.32	\$14.42	\$14.52	\$14.62
ook	\$	14.14	\$	14.55	\$14.65	\$14.75	\$14.85	\$14.95
ecretary/Receptionist	\$	14.14	\$	14.55	\$14.65	\$14.75	\$14.85	\$14.95
served y neceptions:	<u> </u>	11.11	7	11.55	ψ1 1.03	Ψ11.73	Ψ11.03	711.55
ier 2 - Associates, Basic Specialized								
raining/Skill Set		Base		COLA	Year 1	Year 2	Year 4	Year 6
eacher Aide	\$	13.82	\$	14.22	\$14.37	\$14.52	\$14.67	\$14.82
lerical Assistant	\$	14.29	\$	14.72	\$14.87	\$15.02	\$15.17	\$15.32
Crical Assistant	7	14.23	7	14.72	714.07	713.02	713.17	713.32
er 3 - Associates, LPN, Advanced Specialized								
raining/Skill Set		Base		COLA	Year 1	Year 2	Year 4	Year 6
ome Visitor	\$	16.19	\$	16.66	\$16.86	\$17.06	\$17.26	\$17.46
is Driver/CDL	\$	16.19	\$	17.21	\$17.41	\$17.06	\$17.26	\$17.46
ssistant Teacher	\$	15.28	\$	15.73	\$17.41	\$17.61	\$17.81	\$18.01
dmin Assistant/Tech Support	\$	14.95	\$	15.73	\$15.93	\$15.79	\$15.33	\$16.53
amin Assistanty Lech Support	\$	14.95	\$	15.39	\$15.59	\$15.79	\$15.99 \$16.56	\$16.19
·	\$	15.51	\$	16.42	\$16.16	\$16.36	\$16.56	\$16.76
dmin Assistant/HR Manager	\$	18.05	\$		\$18.78			\$17.22
nild Health Nurse/LPN				18.58		\$18.98	\$19.18	
scal Specialist	\$	16.62	\$	17.11	\$17.31	\$17.51	\$17.71	\$17.91
ood Pantry Assistant	\$	16.35	\$	16.83	\$17.03	\$17.23	\$17.43	\$17.63
dmin Asst/CFS Program Intake	\$	15.95	\$	16.42	\$16.62	\$16.82	\$17.02	\$17.22
andyman	\$	27.49	\$	28.30				
and Backstone (Marstone and Louis and and								
er 4 - Bachelors/Masters and/or licensure		Dasa		601.4	Year 1	Year 2	Year 4	Year 6
quired	<u>,</u>	Base	ć	COLA 10.30	¢10.64	ć40.00	ć20.44	620.20
ome Visitor Manager	\$	18.84	\$	19.39	\$19.64	\$19.89	\$20.14	\$20.39
rent Engagement/Center Manager	\$	18.84	\$	19.39	\$19.64	\$19.89	\$20.14	\$20.39
acher/Qualified	\$	17.42	\$	18.72	\$18.97	\$19.22	\$19.47	\$19.72
nployment Counselor	\$	18.84	\$	19.39	\$19.64	\$19.89	\$20.14	\$20.39
sabilities Manager	\$	18.84	\$	19.39	\$19.64	\$19.89	\$20.14	\$20.39
ractice Based Coach	\$	18.84	\$	19.39	\$19.64	\$19.89	\$20.14	\$20.39
nild Health Nurse/RN	\$	23.60	\$	24.29	\$24.54	\$24.79	\$25.04	\$25.29
ayroll Specialist	\$	19.50	\$	20.07	\$20.32	\$20.57	\$20.82	\$21.07
rogram Coordinator - Transportation	\$	18.84	\$	19.39	\$19.64	\$19.89	\$20.14	\$20.39
ogram Coordinator - Emergency Assistance	\$	18.84	\$	19.39	\$19.64	\$19.89	\$20.14	\$20.39
ogram coordinator Emergency resistance					Ψ25.0.	,		
					Ψ20.0.			
er 5 - Bachelors/Masters and/or licensure		Raco		COLA	Year 1	Year 2	Year 4	Year 6
er 5 - Bachelors/Masters and/or licensure quired	¢	<u>Base</u>	<u> </u>	COLA 25.64	Year 1	Year 2		
er 5 - Bachelors/Masters and/or licensure quired counting Manager	\$	24.91	\$	25.64	Year 1 \$25.89	Year 2 \$26.67	\$27.47	\$28.30
er 5 - Bachelors/Masters and/or licensure quired counting Manager censed Mental Health Counselor	\$	24.91 24.91	\$	25.64 25.64	Year 1 \$25.89 \$25.89	Year 2 \$26.67 \$26.67	\$27.47 \$27.47	\$28.30 \$28.29
er 5 - Bachelors/Masters and/or licensure quired counting Manager tensed Mental Health Counselor chnology Coordinator	\$ \$	24.91 24.91 22.48	\$ \$	25.64 25.64 23.14	Year 1 \$25.89 \$25.89 \$23.39	Year 2 \$26.67 \$26.67 \$24.09	\$27.47 \$27.47 \$24.82	\$28.30 \$28.29 \$25.56
er 5 - Bachelors/Masters and/or licensure quired counting Manager censed Mental Health Counselor chnology Coordinator Employment Counselor	\$ \$ \$	24.91 24.91 22.48 22.48	\$ \$ \$	25.64 25.64 23.14 23.14	Year 1 \$25.89 \$25.89 \$23.39 \$23.39	Year 2 \$26.67 \$26.67 \$24.09 \$24.09	\$27.47 \$27.47 \$24.82 \$24.81	\$28.30 \$28.29 \$25.56 \$25.56
er 5 - Bachelors/Masters and/or licensure quired counting Manager ensed Mental Health Counselor chnology Coordinator Employment Counselor mmunity Care Resource Coordinator	\$ \$ \$	24.91 24.91 22.48 22.48 22.48	\$ \$ \$	25.64 25.64 23.14 23.14 23.14	Year 1 \$25.89 \$25.89 \$23.39 \$23.39 \$23.39	Year 2 \$26.67 \$26.67 \$24.09 \$24.09 \$24.09	\$27.47 \$27.47 \$24.82 \$24.81 \$24.81	\$28.30 \$28.29 \$25.56 \$25.56 \$25.56
r 5 - Bachelors/Masters and/or licensure quired counting Manager ensed Mental Health Counselor chnology Coordinator Employment Counselor mmunity Care Resource Coordinator insportation Coordinator	\$ \$ \$ \$	24.91 24.91 22.48 22.48 22.48 22.48	\$ \$ \$ \$	25.64 25.64 23.14 23.14 23.14 23.14	Year 1 \$25.89 \$25.89 \$23.39 \$23.39 \$23.39 \$23.39	Year 2 \$26.67 \$26.67 \$24.09 \$24.09 \$24.09 \$24.09	\$27.47 \$27.47 \$24.82 \$24.81 \$24.81 \$24.81	\$28.30 \$28.29 \$25.56 \$25.56 \$25.56 \$25.56
er 5 - Bachelors/Masters and/or licensure quired counting Manager ensed Mental Health Counselor chnology Coordinator Employment Counselor mmunity Care Resource Coordinator ensportation Coordinator ecialized Case Manager	\$ \$ \$ \$ \$	24.91 24.91 22.48 22.48 22.48 22.48 22.48	\$ \$ \$ \$ \$	25.64 25.64 23.14 23.14 23.14 23.14 23.14	Year 1 \$25.89 \$25.89 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39	Year 2 \$26.67 \$26.67 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09	\$27.47 \$27.47 \$24.82 \$24.81 \$24.81 \$24.81 \$24.81	\$28.30 \$28.29 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56
er 5 - Bachelors/Masters and/or licensure quired counting Manager ensed Mental Health Counselor chnology Coordinator Employment Counselor mmunity Care Resource Coordinator ansportation Coordinator ecialized Case Manager	\$ \$ \$ \$ \$	24.91 24.91 22.48 22.48 22.48 22.48 22.48 22.48	\$ \$ \$ \$ \$	25.64 25.64 23.14 23.14 23.14 23.14 23.14 23.14	Year 1 \$25.89 \$25.89 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39	Year 2 \$26.67 \$26.67 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09	\$27.47 \$27.47 \$24.82 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81	\$28.30 \$28.29 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56
er 5 - Bachelors/Masters and/or licensure quired counting Manager ensed Mental Health Counselor chnology Coordinator Employment Counselor mmunity Care Resource Coordinator ansportation Coordinator ecialized Case Manager aboarding Coordinator ucation Coordinator	\$ \$ \$ \$ \$ \$	24.91 24.91 22.48 22.48 22.48 22.48 22.48 22.48 22.48	\$ \$ \$ \$ \$ \$	25.64 25.64 23.14 23.14 23.14 23.14 23.14	Year 1 \$25.89 \$25.89 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39	Year 2 \$26.67 \$26.67 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09	\$27.47 \$27.47 \$24.82 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81	\$28.30 \$28.29 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56
er 5 - Bachelors/Masters and/or licensure quired counting Manager censed Mental Health Counselor chnology Coordinator cemployment Counselor community Care Resource Coordinator cansportation Coordinator decialized Case Manager choarding Coordinator chaviorist/Practice-Based Coach	\$ \$ \$ \$ \$ \$	24.91 24.91 22.48 22.48 22.48 22.48 22.48 22.48 22.48 22.48	\$ \$ \$ \$ \$ \$ \$	25.64 25.64 23.14 23.14 23.14 23.14 23.14 23.14 23.14 23.14	Year 1 \$25.89 \$25.89 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39	Year 2 \$26.67 \$26.67 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09	\$27.47 \$27.47 \$24.82 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81	\$28.30 \$28.29 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56
er 5 - Bachelors/Masters and/or licensure quired counting Manager censed Mental Health Counselor chnology Coordinator . Employment Counselor community Care Resource Coordinator ansportation Coordinator decialized Case Manager aboarding Coordinator chaviorist/Practice-Based Coach ogram Coordinator - Home Based	\$ \$ \$ \$ \$ \$ \$	24.91 24.91 22.48 22.48 22.48 22.48 22.48 22.48 22.48 22.48 22.48	\$ \$ \$ \$ \$ \$ \$	25.64 25.64 23.14 23.14 23.14 23.14 23.14 23.14 23.14	Year 1 \$25.89 \$25.89 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39	Year 2 \$26.67 \$26.67 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09	\$27.47 \$27.47 \$24.82 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81	\$28.30 \$28.29 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56
der 5 - Bachelors/Masters and/or licensure equired ccounting Manager censed Mental Health Counselor echnology Coordinator c. Employment Counselor community Care Resource Coordinator cransportation Coordinator decialized Case Manager nboarding Coordinator ducation Coordinator echaviorist/Practice-Based Coach cogram Coordinator - Home Based cogram Coordinator - Family Svcs	\$ \$ \$ \$ \$ \$ \$	24.91 24.91 22.48 22.48 22.48 22.48 22.48 22.48 22.48 22.48 22.48 22.48	\$ \$ \$ \$ \$ \$ \$	25.64 25.64 23.14 23.14 23.14 23.14 23.14 23.14 23.14 23.14 23.14 23.14	Year 1 \$25.89 \$25.89 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39	Year 2 \$26.67 \$26.67 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09	\$27.47 \$27.47 \$24.82 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81	\$28.30 \$28.29 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56
ier 5 - Bachelors/Masters and/or licensure equired ccounting Manager icensed Mental Health Counselor echnology Coordinator r. Employment Counselor ommunity Care Resource Coordinator ransportation Coordinator pecialized Case Manager inboarding Coordinator ducation Coordinator ehaviorist/Practice-Based Coach rogram Coordinator - Home Based rogram Coordinator - Family Svcs rogram Coordinator - Health/Nutrition	\$ \$ \$ \$ \$ \$ \$ \$	24.91 24.91 22.48 22.48 22.48 22.48 22.48 22.48 22.48 22.48 22.48	\$ \$ \$ \$ \$ \$ \$	25.64 25.64 23.14 23.14 23.14 23.14 23.14 23.14 23.14 23.14 23.14	Year 1 \$25.89 \$25.89 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39	Year 2 \$26.67 \$26.67 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09	\$27.47 \$27.47 \$24.82 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81	\$28.30 \$28.29 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56
ier 5 - Bachelors/Masters and/or licensure equired ccounting Manager censed Mental Health Counselor echnology Coordinator r. Employment Counselor ommunity Care Resource Coordinator ransportation Coordinator pecialized Case Manager inboarding Coordinator ducation Coordinator ehaviorist/Practice-Based Coach rogram Coordinator - Home Based rogram Coordinator - Family Svcs	\$ \$ \$ \$ \$ \$ \$	24.91 24.91 22.48 22.48 22.48 22.48 22.48 22.48 22.48 22.48 22.48 22.48	\$ \$ \$ \$ \$ \$ \$	25.64 25.64 23.14 23.14 23.14 23.14 23.14 23.14 23.14 23.14 23.14 23.14	Year 1 \$25.89 \$25.89 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39 \$23.39	Year 2 \$26.67 \$26.67 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09 \$24.09	\$27.47 \$27.47 \$24.82 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81 \$24.81	\$28.30 \$28.29 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56 \$25.56

LONGEVITY						
Years of	Per hour	<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				

	E	xempt Gra	ide	Scale						
	Grade Scale 2021 - 2022									
		Current								
Exempt/Program		Base		COLA	Year 1	Year 2	Year 4	Year 6	Year 10	
Program Directors										
Career and Family Services	\$	59,226	\$	60,967	\$62,796	\$64,680	\$66,621	\$68,619	\$70,678	2.94%
Head Start	\$	61,770	\$	63,586	\$65,494	\$67,458	\$69,482	\$71,567	\$73,714	2.949
Deputy Directors - Program										
Asst. Director/Center Services and Ed.	\$	54,913	\$	56,527	\$58,223	\$59,970	\$61,769	\$63,622	\$65,531	2.94%
Asst. Director/Community and Family Ser.	\$	54,913	\$	56,527	\$58,223	\$59,970	\$61,769	\$63,622	\$65,531	2.94%
Asst. Director/Employment & Training	\$	51,480	\$	52,994	\$54,583	\$56,221	\$57,907	\$59,645	\$61,434	2.94%
Exempt/Corporate Administration										
Human Resources Director	\$	62,740	\$	64,585	\$66,522	\$68,518	\$70,573	\$72,690	\$74,871	2.94%
Finance Director	\$	72,004	\$	74,121	\$76,345	\$78,635	\$80,994	\$83,424	\$85,926	2.94%

Longevity							
Years of Service	/ year	Total					
5 Years	\$500	\$500					
10 Years	\$500	\$1,000					
20 Years	\$500	\$1,500					
30 Years	\$500	\$2,000					