

Grade Scale 2021 - 2022							
	<u>Base</u>	<u>COLA</u>					
Tier 1 - GED/HS DIPLOMA			Year 1	Year 2	Year 4	Year 6	
Substitute	\$ 13.50	\$ 13.90					2.94%
Inclusion Aide	\$ 13.50	\$ 13.90					2.94%
Floater Teacher's Aide	\$ 13.50	\$ 13.90	\$14.00	\$14.10	\$14.20	\$14.30	2.94%
Transportation Aide	\$ 13.50	\$ 13.90	\$14.00	\$14.10	\$14.20	\$14.30	2.94%
Driver	\$ 13.82	\$ 14.22	\$14.32	\$14.42	\$14.52	\$14.62	2.94%
Food Pantry Worker	\$ 13.82	\$ 14.22	\$14.32	\$14.42	\$14.52	\$14.62	2.94%
Assistant Cook	\$ 13.82	\$ 14.22	\$14.32	\$14.42	\$14.52	\$14.62	2.94%
Cook	\$ 14.14	\$ 14.55	\$14.65	\$14.75	\$14.85	\$14.95	2.94%
Secretary/Receptionist	\$ 14.14	\$ 14.55	\$14.65	\$14.75	\$14.85	\$14.95	2.94%
Tier 2 - Associates, Basic Specialized Training/Skill Set	<u>Base</u>	<u>COLA</u>	Year 1	Year 2	Year 4	Year 6	
Teacher Aide	\$ 13.82	\$ 14.22	\$14.37	\$14.52	\$14.67	\$14.82	2.94%
Clerical Assistant	\$ 14.29	\$ 14.72	\$14.87	\$15.02	\$15.17	\$15.32	2.94%
Tier 3 - Associates, LPN, Advanced Specialized Training/Skill Set	<u>Base</u>	<u>COLA</u>	Year 1	Year 2	Year 4	Year 6	
Home Visitor	\$ 16.19	\$ 16.66	\$16.86	\$17.06	\$17.26	\$17.46	2.94%
Bus Driver/CDL	\$ 16.72	\$ 17.21	\$17.41	\$17.61	\$17.81	\$18.01	2.94%
Assistant Teacher	\$ 15.28	\$ 15.73	\$15.93	\$16.13	\$16.33	\$16.53	2.94%
Admin Assistant/Tech Support	\$ 14.95	\$ 15.39	\$15.59	\$15.79	\$15.99	\$16.19	2.94%
Family Advocate	\$ 15.51	\$ 15.96	\$16.16	\$16.36	\$16.56	\$16.76	2.94%
Admin Assistant/HR Manager	\$ 15.95	\$ 16.42	\$16.62	\$16.82	\$17.02	\$17.22	2.94%
Child Health Nurse/LPN	\$ 18.05	\$ 18.58	\$18.78	\$18.98	\$19.18	\$19.38	2.94%
Fiscal Specialist	\$ 16.62	\$ 17.11	\$17.31	\$17.51	\$17.71	\$17.91	2.94%
Food Pantry Assistant	\$ 16.35	\$ 16.83	\$17.03	\$17.23	\$17.43	\$17.63	2.94%
Admin Asst/CFS Program Intake	\$ 15.95	\$ 16.42	\$16.62	\$16.82	\$17.02	\$17.22	2.94%
Handyman	\$ 27.49	\$ 28.30					
Tier 4 - Bachelors/Masters and/or licensure required	<u>Base</u>	<u>COLA</u>	Year 1	Year 2	Year 4	Year 6	
Home Visitor Manager	\$ 18.84	\$ 19.39	\$19.64	\$19.89	\$20.14	\$20.39	2.94%
Parent Engagement/Center Manager	\$ 18.84	\$ 19.39	\$19.64	\$19.89	\$20.14	\$20.39	2.94%
Teacher/Qualified	\$ 17.42	\$ 18.72	\$18.97	\$19.22	\$19.47	\$19.72	7.47%
Employment Counselor	\$ 18.84	\$ 19.39	\$19.64	\$19.89	\$20.14	\$20.39	2.94%
Disabilities Manager	\$ 18.84	\$ 19.39	\$19.64	\$19.89	\$20.14	\$20.39	2.94%
Practice Based Coach	\$ 18.84	\$ 19.39	\$19.64	\$19.89	\$20.14	\$20.39	2.94%
Child Health Nurse/RN	\$ 23.60	\$ 24.29	\$24.54	\$24.79	\$25.04	\$25.29	2.94%
Payroll Specialist	\$ 19.50	\$ 20.07	\$20.32	\$20.57	\$20.82	\$21.07	2.94%
Program Coordinator - Transportation	\$ 18.84	\$ 19.39	\$19.64	\$19.89	\$20.14	\$20.39	2.94%
Program Coordinator - Emergency Assistance	\$ 18.84	\$ 19.39	\$19.64	\$19.89	\$20.14	\$20.39	2.94%
Tier 5 - Bachelors/Masters and/or licensure required	<u>Base</u>	<u>COLA</u>	Year 1	Year 2	Year 4	Year 6	
Accounting Manager	\$ 24.91	\$ 25.64	\$25.89	\$26.67	\$27.47	\$28.30	2.94%
Licensed Mental Health Counselor	\$ 24.91	\$ 25.64	\$25.89	\$26.67	\$27.47	\$28.29	2.94%
Technology Coordinator	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.82	\$25.56	2.94%
Sr. Employment Counselor	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.81	\$25.56	2.94%
Community Care Resource Coordinator	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.81	\$25.56	2.94%
Transportation Coordinator	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.81	\$25.56	2.94%
Specialized Case Manager	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.81	\$25.56	2.94%
Onboarding Coordinator	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.81	\$25.56	2.94%
Education Coordinator	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.81	\$25.56	2.94%
Behaviorist/Practice-Based Coach	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.81	\$25.56	2.94%
Program Coordinator - Home Based	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.81	\$25.56	2.94%
Program Coordinator - Family Svcs	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.81	\$25.56	2.94%
Program Coordinator - Health/Nutrition	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.81	\$25.56	2.94%
Center Coordinator	\$ 22.48	\$ 23.14	\$23.39	\$24.09	\$24.81	\$25.56	2.94%
Outreach & Development Coordinator	\$ 24.57	\$ 25.29	\$25.54	\$26.31	\$27.10	\$27.91	2.94%

LONGEVITY		
Years of	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

Exempt Grade Scale								
Grade Scale 2021 - 2022								
Exempt/Program	Current 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	2.94%
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