

Grade Scale 2022 - 2023							102.94%
	<u>Current Base</u>	<u>Proposed Base</u>					
Tier 1 - GED/HS DIPLOMA			Year 1	Year 2	Year 4	Year 6	
Substitute	\$ 13.90	\$ 14.31					2.94%
Inclusion Aide	\$ 13.90	\$ 14.31					2.94%
Floater Teacher's Aide	\$ 13.90	\$ 14.31	\$14.41	\$14.51	\$14.61	\$14.71	2.94%
Transportation Aide	\$ 13.90	\$ 14.31	\$14.41	\$14.51	\$14.61	\$14.71	2.94%
Driver	\$ 14.22	\$ 14.65	\$14.75	\$14.85	\$14.95	\$15.05	2.94%
Food Pantry Worker	\$ 14.22	\$ 14.65	\$14.75	\$14.85	\$14.95	\$15.05	2.94%
Assistant Cook	\$ 14.22	\$ 14.65	\$14.75	\$14.85	\$14.95	\$15.05	2.94%
Cook	\$ 14.55	\$ 14.99	\$15.09	\$15.19	\$15.29	\$15.39	2.94%
Secretary/Receptionist	\$ 14.55	\$ 14.99	\$15.09	\$15.19	\$15.29	\$15.39	2.94%
Tier 2 - Associates, Basic Specialized Training/Skill Set	<u>Current Base</u>	<u>Current Base</u>	Year 1	Year 2	Year 4	Year 6	
Teacher Aide	\$ 14.22	\$ 14.65	\$14.80	\$14.95	\$15.10	\$15.25	2.94%
Clerical Assistant	\$ 14.72	\$ 15.16	\$15.31	\$15.46	\$15.61	\$15.76	2.94%
Tier 3 - Associates, LPN, Advanced Specialized Training/Skill Set	<u>Current Base</u>	<u>Current Base</u>	Year 1	Year 2	Year 4	Year 6	
Home Visitor	\$ 16.66	\$ 17.16	\$17.36	\$17.56	\$17.76	\$17.96	2.94%
Bus Driver/CDL	\$ 17.21	\$ 17.72	\$17.92	\$18.12	\$18.32	\$18.52	2.94%
Assistant Teacher	\$ 15.73	\$ 16.20	\$16.40	\$16.60	\$16.80	\$17.00	2.94%
Admin Assistant/Tech Support	\$ 15.39	\$ 15.85	\$16.05	\$16.25	\$16.45	\$16.65	2.94%
Family Advocate	\$ 15.96	\$ 16.44	\$16.64	\$16.84	\$17.04	\$17.24	2.94%
Admin Assistant/HR Manager	\$ 16.42	\$ 16.91	\$17.11	\$17.31	\$17.51	\$17.71	2.94%
Child Health Nurse/LPN	\$ 18.58	\$ 19.14	\$19.34	\$19.54	\$19.74	\$19.94	2.94%
Fiscal Specialist	\$ 17.11	\$ 17.62	\$17.82	\$18.02	\$18.22	\$18.42	2.94%
Food Pantry Assistant	\$ 16.83	\$ 17.33	\$17.53	\$17.73	\$17.93	\$18.13	2.94%
Admin Asst/CFS Program Intake	\$ 16.42	\$ 16.91	\$17.11	\$17.31	\$17.51	\$17.71	2.94%
Handyman	\$ 28.30	\$ 29.15					
Tier 4 - Bachelors/Masters and/or licensure required	<u>Current Base</u>	<u>Current Base</u>	Year 1	Year 2	Year 4	Year 6	
Home Visitor Manager	\$ 19.39	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98	2.94%
Parent Engagement/Center Manager	\$ 19.39	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98	2.94%
Teacher/Qualified	\$ 18.72	\$ 19.28	\$19.53	\$19.78	\$20.03	\$20.28	7.47%
Employment Counselor	\$ 19.39	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98	2.94%
Disabilities Manager	\$ 19.39	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98	2.94%
Practice Based Coach	\$ 19.39	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98	2.94%
Child Health Nurse/RN	\$ 24.29	\$ 25.02	\$25.27	\$25.52	\$25.77	\$26.02	2.94%
Payroll Specialist	\$ 20.07	\$ 20.68	\$20.93	\$21.18	\$21.43	\$21.68	2.94%
Program Coordinator - Transportation	\$ 19.39	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98	2.94%
Program Coordinator - Emergency Assistance	\$ 19.39	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98	2.94%
Tier 5 - Bachelors/Masters and/or licensure required	<u>Current Base</u>	<u>Current Base</u>	Year 1	Year 2	Year 4	Year 6	
Accounting Manager	\$ 25.64	\$ 26.41	\$26.66	\$27.46	\$28.29	\$29.14	2.94%
Licensed Mental Health Counselor	\$ 25.64	\$ 26.41	\$26.66	\$27.46	\$28.29	\$29.13	2.94%
Technology Coordinator	\$ 23.14	\$ 23.84	\$24.09	\$24.81	\$25.55	\$26.32	2.94%
Sr. Employment Counselor	\$ 23.14	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31	2.94%
Community Care Resource Coordinator	\$ 23.14	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31	2.94%
Transportation Coordinator	\$ 23.14	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31	2.94%
Specialized Case Manager	\$ 23.14	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31	2.94%
Onboarding Coordinator	\$ 23.14	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31	2.94%
Education Coordinator	\$ 23.14	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31	2.94%
Behaviorist/Practice-Based Coach	\$ 23.14	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31	2.94%
Program Coordinator - Home Based	\$ 23.14	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31	2.94%
Program Coordinator - Family Svcs	\$ 23.14	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31	2.94%
Program Coordinator - Health/Nutrition	\$ 23.14	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31	2.94%
Center Coordinator	\$ 23.14	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31	2.94%
Outreach & Development Coordinator	\$ 25.29	\$ 26.05	\$26.30	\$27.09	\$27.90	\$28.74	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								102.94%
Grade Scale 2022 - 2023								
Exempt/Program	Current Base	Proposed Base	Year 1	Year 2	Year 4	Year 6	Year 10	
Program Directors								
Career and Family Services	\$ 60,967	\$ 62,796	\$64,680	\$66,621	\$68,619	\$70,678	\$72,798	2.94%
Head Start	\$ 63,586	\$ 65,494	\$67,458	\$69,482	\$71,567	\$73,714	\$75,925	2.94%
Deputy Directors - Program								
Asst. Director/Center Services and Ed.	\$ 56,527	\$ 58,223	\$59,970	\$61,769	\$63,622	\$65,531	\$67,497	2.94%
Asst. Director/Community and Family Ser.	\$ 56,527	\$ 58,223	\$59,970	\$61,769	\$63,622	\$65,531	\$67,497	2.94%
Asst. Director/Employment & Training	\$ 52,994	\$ 54,583	\$56,221	\$57,907	\$59,645	\$61,434	\$63,277	2.94%
Exempt/Corporate Administration								
Human Resources Director	\$ 64,585	\$ 66,522	\$68,518	\$70,573	\$72,690	\$74,871	\$77,117	2.94%
Finance Director	\$ 74,121	\$ 76,345	\$78,635	\$80,994	\$83,424	\$85,926	\$88,504	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