

**Grade Scale 2022 - 2023**

	<u>Base effective</u> <u>8/1/2022</u>	Year 1	Year 2	Year 4	Year 6
<b>Tier 1 - GED/HS DIPLOMA</b>					
Substitute	\$ 14.31				
Inclusion Aide	\$ 14.31				
Floater Teacher's Aide	\$ 14.31	\$14.41	\$14.51	\$14.61	\$14.71
Transportation Aide	\$ 14.31	\$14.41	\$14.51	\$14.61	\$14.71
Driver	\$ 14.65	\$14.75	\$14.85	\$14.95	\$15.05
Food Pantry Worker	\$ 14.65	\$14.75	\$14.85	\$14.95	\$15.05
Assistant Cook	\$ 14.65	\$14.75	\$14.85	\$14.95	\$15.05
Cook	\$ 14.99	\$15.09	\$15.19	\$15.29	\$15.39
Secretary/Receptionist	\$ 14.99	\$15.09	\$15.19	\$15.29	\$15.39
<b>Tier 2 - Associates, Basic Specialized Training/Skill Set</b>					
	<u>Base effective</u> <u>8/1/2022</u>	Year 1	Year 2	Year 4	Year 6
Teacher Aide	\$ 14.65	\$14.80	\$14.95	\$15.10	\$15.25
Clerical Assistant	\$ 15.16	\$15.31	\$15.46	\$15.61	\$15.76
<b>Tier 3 - Associates, LPN, Advanced Specialized Training/Skill Set</b>					
	<u>Base effective</u> <u>8/1/2022</u>	Year 1	Year 2	Year 4	Year 6
Home Visitor	\$ 17.16	\$17.36	\$17.56	\$17.76	\$17.96
Bus Driver/CDL	\$ 17.72	\$17.92	\$18.12	\$18.32	\$18.52
Assistant Teacher	\$ 16.20	\$16.40	\$16.60	\$16.80	\$17.00
Admin Assistant/Tech Support	\$ 15.85	\$16.05	\$16.25	\$16.45	\$16.65
Family Advocate	\$ 16.44	\$16.64	\$16.84	\$17.04	\$17.24
HR Manager / Admin Assistant	\$ 16.91	\$17.11	\$17.31	\$17.51	\$17.71
Child Health Nurse/LPN	\$ 19.14	\$19.34	\$19.54	\$19.74	\$19.94
Fiscal Specialist	\$ 17.62	\$17.82	\$18.02	\$18.22	\$18.42
Client Support Assistant *	\$ 17.33	\$17.53	\$17.73	\$17.93	\$18.13
Admin Assistant **	\$ 16.91	\$17.11	\$17.31	\$17.51	\$17.71
Handyman	\$ 29.15				
<b>Tier 4 - Bachelors/Masters and/or licensure required</b>					
	<u>Base effective</u> <u>8/1/2022</u>	Year 1	Year 2	Year 4	Year 6
ERSEA Manager / Family Advocate *	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98
Parent Engagement/Center Manager	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98
Teacher/Qualified	\$ 19.28	\$19.53	\$19.78	\$20.03	\$20.28
Employment Counselor	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98
Disabilities Manager	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98
Practice Based Coach	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98
Sr. Fiscal Specialist *	\$ 20.68	\$20.93	\$21.18	\$21.43	\$21.68
Payroll Specialist	\$ 20.68	\$20.93	\$21.18	\$21.43	\$21.68
Program Coordinator - Transportation	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98
Program Coordinator - Emergency Assistance	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98
<b>Tier 5 - Bachelors/Masters and/or licensure required</b>					
	<u>Base effective</u> <u>8/1/2022</u>	Year 1	Year 2	Year 4	Year 6
Accounting Manager	\$ 26.41	\$26.66	\$27.46	\$28.29	\$29.14
Licensed Mental Health Counselor	\$ 26.41	\$26.66	\$27.46	\$28.29	\$29.13
Health Services Manager	\$ 28.31	\$28.56	\$28.81	\$29.06	\$29.31
Technology Coordinator	\$ 23.84	\$24.09	\$24.81	\$25.55	\$26.32
Sr. Employment Counselor	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31
Community Care Resource Coordinator	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31
Transportation Coordinator	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31
Specialized Case Manager	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31
Onboarding Coordinator	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31
Education Coordinator	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31
Behaviorist/Practice-Based Coach	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31
Program Coordinator - Home Based	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31
Program Coordinator - Family Svcs	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31
Program Coordinator - Health/Nutrition	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31
Center Coordinator	\$ 23.83	\$24.08	\$24.80	\$25.55	\$26.31
Outreach & Development Coordinator	\$ 26.05	\$26.30	\$27.09	\$27.90	\$28.74

\* New - 9/12/2022

\*\* CFS Programming - this role support client intake

<b>LONGEVITY</b>		
<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

<b>Exempt Grade Scale</b>						
	<b>Grade Scale 2022 - 2023</b>					
<b>Exempt/Program</b>	<b>Base effective 8/1/2022</b>	Year 1	Year 2	Year 4	Year 6	Year 10
<b>Program Directors</b>						
Career and Family Services	\$ 62,796	\$64,680	\$66,621	\$68,619	\$70,678	\$72,798
Head Start	\$ 65,494	\$67,458	\$69,482	\$71,567	\$73,714	\$75,925
<b>Deputy Directors - Program</b>						
Asst. Director, Center Services and Education	\$ 58,223	\$59,970	\$61,769	\$63,622	\$65,531	\$67,497
Asst. Director, Community and Family Services	\$ 58,223	\$59,970	\$61,769	\$63,622	\$65,531	\$67,497
Asst. Director, Accounting *	\$ 58,223	\$59,970	\$61,769	\$63,622	\$65,531	\$67,497
Asst. Director/Employment & Training	\$ 54,583	\$56,221	\$57,907	\$59,645	\$61,434	\$63,277
<b>Exempt/Corporate Administration</b>						
Human Resources Director	\$ 66,522	\$68,518	\$70,573	\$72,690	\$74,871	\$77,117
Finance Director	\$ 76,345	\$78,635	\$80,994	\$83,424	\$85,926	\$88,504

\* New - 9/12/2022

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