

Grade Scale 2022 - 2023						
Tier 1 - GED/HS DIPLOMA	Base effective 8/1/2022	Year 1	Year 2	Year 4	Year 6	
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	
Tier 2 - Associates, Basic Specialized Training/Skill Set	Base effective 8/1/2022	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	
Tier 3 - Associates, LPN, Advanced Specialized Training/Skill Set	Base effective 8/1/2022	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					
Tier 4 - Bachelors/Masters and/or licensure required	Base effective 8/1/2022	Year 1	Year 2	Year 4	Year 6	
ERSEA Manager / Family Advocate	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98	
The Family Advocate / Granville Center Manager*	\$ 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	
Tier 5 - Bachelors/Masters and/or licensure required	Base effective 8/1/2022	Year 1	Year 2	Year 4	Year 6	
Accounting Manager	\$ 26.41	\$26.66	\$27.46	\$28.29	\$29.14	
Licensed Mental Health Counselor *	\$ 36.92	\$37.17	\$38.29	\$39.43	\$40.62	
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 - 12/05/2022						
** CFS Programming - this role support client intake		LONGEVITY				
		Service	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 2022 - 2023					
<u>Exempt/Program</u>	<b>Base effective 8/1/2022</b>	Year 1	Year 2	Year 4	Year 6	Year 10
<b><u>Program Directors</u></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><u>Deputy Directors - Program</u></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 *	\$ 58,223	\$59,970	\$61,769	\$63,622	\$65,531	\$67,497
<b><u>Exempt/Corporate Administration</u></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

Effective 12/12/2022

\* New - 12/05/2022

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