

Grade Scale 2022 - 2023 <u>Pending 02.06.2023 BOD Approval</u>					
	<u>Approved Base</u>				
Tier 1 - GED/HS DIPLOMA		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
Secretary/Receptionist	\$ 14.99	\$15.09	\$15.19	\$15.29	\$15.39
Tier 2 - Associates, Basic Specialized Training/Skill Set	<u>Approved Base</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
Cook	\$ 15.49	\$15.64	\$15.79	\$15.94	\$16.09
Tier 3 - Associates, LPN, Advanced Specialized Training/Skill Set	<u>Approved Base</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 Asst	\$ 16.91	\$17.11	\$17.31	\$17.51	\$17.71
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 Asst/CFS Program Intake	\$ 16.91	\$17.11	\$17.31	\$17.51	\$17.71
Admin Asst/HS	\$ 16.91	\$17.11	\$17.31	\$17.51	\$17.71
Handyman	\$ 29.15				
Tier 4 - Bachelors/Masters and/or licensure required	<u>Approved Base</u>	Year 1	Year 2	Year 4	Year 6
ERSEA Manager / Family Advocate	\$ 19.98	\$20.23	\$20.48	\$20.73	\$20.98
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
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
Child Health Nurse/LPN*	\$ 22.00	\$22.25	\$22.50	\$22.75	\$23.00
Tier 5 - Bachelors/Masters and/or licensure required	<u>Approved Base</u>	Year 1	Year 2	Year 4	Year 6
Health Services Manager	\$ 28.31	\$29.16	\$30.03	\$30.94	\$31.86
Accounting Manager	\$ 26.41	\$27.21	\$28.02	\$28.86	\$29.73
Licensed Mental Health Counselor	\$ 36.92	\$38.03	\$39.17	\$40.34	\$41.55
Technology Coordinator	\$ 23.84	\$24.55	\$25.29	\$26.05	\$26.83
Sr. Employment Counselor	\$ 23.83	\$24.55	\$25.28	\$26.04	\$26.82
Community Care Resource Coordinator	\$ 23.83	\$24.55	\$25.28	\$26.04	\$26.82
Disabilities Coordinator**	\$ 23.83	\$24.54	\$25.28	\$26.04	\$26.82
Transportation Coordinator	\$ 23.83	\$24.55	\$25.28	\$26.04	\$26.82
Specialized Case Manager	\$ 23.83	\$24.55	\$25.28	\$26.04	\$26.82
Onboarding Coordinator	\$ 23.83	\$24.55	\$25.28	\$26.04	\$26.82
Education Coordinator	\$ 23.83	\$24.55	\$25.28	\$26.04	\$26.82
Behaviorist/Practice-Based Coach	\$ 23.83	\$24.55	\$25.28	\$26.04	\$26.82
Program Coordinator - Home Based	\$ 23.83	\$24.55	\$25.28	\$26.04	\$26.82
Program Coordinator - Family Svcs	\$ 23.83	\$24.55	\$25.28	\$26.04	\$26.82
Program Coordinator - Health/Nutrition	\$ 23.83	\$24.55	\$25.28	\$26.04	\$26.82
Center Coordinator	\$ 23.83	\$24.55	\$25.28	\$26.04	\$26.82
Outreach & Development Coordinator	\$ 26.05	\$26.83	\$27.64	\$28.47	\$29.32
*New Tier/base rate Change from Tier 3 to Tier 4		LONGEVITY			
**New Title Change from DBL Manager Tier 4 to DBL Coordinator Tier 5		<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	

Exempt Grade Scale						
	Grade Scale 2023 - 2024					
<u>Exempt/Program</u>	Approved Base	Year 1	Year 2	Year 4	Year 6	Year 10
<u>Program Directors</u>						
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
<u>Deputy Directors - Program</u>						
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
<u>Exempt/Corporate Administration</u>						
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

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