

Grade Scale 2023 - 2024_Proposed						
	Approved Base	COLA/QI				
Tier 1 - GED/HS DIPLOMA			Year 1	Year 2	Year 4	Year 6
Substitute	\$ 14.31	\$ 15.31				
Inclusion Aide	\$ 14.31	\$ 15.31				
Floater Teacher's Aide	\$ 14.31	\$ 15.31	\$15.41	\$15.51	\$15.61	\$15.71
Transportation Aide	\$ 14.31	\$ 15.31	\$15.41	\$15.51	\$15.61	\$15.71
Driver	\$ 14.65	\$ 15.68	\$15.78	\$15.88	\$15.98	\$16.08
Food Pantry Worker	\$ 14.65	\$ 15.68	\$15.78	\$15.88	\$15.98	\$16.08
Assistant Cook	\$ 14.65	\$ 15.68	\$15.78	\$15.88	\$15.98	\$16.08
Secretary/Receptionist	\$ 14.99	\$ 16.04	\$16.14	\$16.24	\$16.34	\$16.44
Tier 2 - Associates, Basic Specialized Training/Skill Set	Approved Base		Year 1	Year 2	Year 4	Year 6
Teacher Aide	\$ 14.65	\$ 15.68	\$15.83	\$15.98	\$16.13	\$16.28
Clerical Assistant	\$ 15.16	\$ 16.22	\$16.37	\$16.52	\$16.67	\$16.82
Cook	\$ 15.49	\$ 16.57	\$16.72	\$16.87	\$17.02	\$17.17
Tier 3 - Associates, LPN, Advanced Specialized Training/Skill Set	Approved Base		Year 1	Year 2	Year 4	Year 6
Home Visitor *	\$ 17.16	\$ 18.91	\$19.11	\$19.31	\$19.51	\$19.71
Bus Driver/CDL	\$ 17.72	\$ 18.96	\$19.16	\$19.36	\$19.56	\$19.76
Assistant Teacher *	\$ 16.20	\$ 17.85	\$18.05	\$18.25	\$18.45	\$18.65
Admin Assistant/Tech Support	\$ 15.85	\$ 16.96	\$17.16	\$17.36	\$17.56	\$17.76
Family Advocate	\$ 16.44	\$ 17.59	\$17.79	\$17.99	\$18.19	\$18.39
HR Manager/Admin Asst	\$ 16.91	\$ 18.10	\$18.30	\$18.50	\$18.70	\$18.90
Fiscal Specialist	\$ 17.62	\$ 18.86	\$19.06	\$19.26	\$19.46	\$19.66
Client Support Assistant	\$ 17.33	\$ 18.54	\$18.74	\$18.94	\$19.14	\$19.34
Admin Asst/CFS Program Intake	\$ 16.91	\$ 18.09	\$18.29	\$18.49	\$18.69	\$18.89
Admin Asst/HS	\$ 16.91	\$ 18.09	\$18.29	\$18.49	\$18.69	\$18.89
Handyman	\$ 29.15	\$ 31.19				
Tier 4 - Bachelors/Masters and/or licensure required	Approved Base		Year 1	Year 2	Year 4	Year 6
ERSEA Manager / Family Advocate	\$ 19.98	\$ 21.38	\$21.63	\$21.88	\$22.13	\$22.38
Family Advocate / Granville Center Manager	\$ 19.98	\$ 21.38	\$21.63	\$21.88	\$22.13	\$22.38
Parent Engagement/Center Manager	\$ 19.98	\$ 21.38	\$21.63	\$21.88	\$22.13	\$22.38
Head Start Lead Teacher *	\$ 19.28	\$ 25.74	\$25.99	\$26.24	\$26.49	\$26.74
Early Head Start Lead Teacher *	\$ 19.28	\$ 21.71	\$21.96	\$22.21	\$22.46	\$22.71
Employment Counselor	\$ 19.98	\$ 21.38	\$21.63	\$21.88	\$22.13	\$22.38
Practice Based Coach	\$ 19.98	\$ 21.38	\$21.63	\$21.88	\$22.13	\$22.38
Sr. Fiscal Specialist	\$ 20.68	\$ 22.13	\$22.38	\$22.63	\$22.88	\$23.13
HR Manager **	\$ 20.68	\$ 22.13	\$22.38	\$22.63	\$22.88	\$23.13
Payroll Specialist	\$ 20.68	\$ 22.13	\$22.38	\$22.63	\$22.88	\$23.13
Program Coordinator - Transportation	\$ 19.98	\$ 21.38	\$21.63	\$21.88	\$22.13	\$22.38
Program Coordinator - Emergency Assistance	\$ 19.98	\$ 21.38	\$21.63	\$21.88	\$22.13	\$22.38
Child Health Nurse/LPN	\$ 22.00	\$ 23.54	\$23.79	\$24.04	\$24.29	\$24.54
Tier 5 - Bachelors/Masters and/or licensure required	Approved Base		Year 1	Year 2	Year 4	Year 6
Health Services Manager	\$ 28.31	\$ 30.29	\$31.20	\$32.14	\$33.10	\$34.09
Accounting Manager	\$ 26.41	\$ 28.26	\$29.11	\$29.98	\$30.88	\$31.81
Licensed Mental Health Counselor	\$ 36.92	\$ 39.50	\$40.69	\$41.91	\$43.17	\$44.46
Technology Coordinator	\$ 23.84	\$ 25.50	\$26.27	\$27.06	\$27.87	\$28.70
Sr. Employment Counselor	\$ 23.83	\$ 25.50	\$26.26	\$27.05	\$27.86	\$28.70
Community Care Resource Coordinator	\$ 23.83	\$ 25.50	\$26.26	\$27.05	\$27.86	\$28.70
Disabilities Coordinator	\$ 23.83	\$ 25.50	\$26.26	\$27.05	\$27.86	\$28.70
Transportation Coordinator	\$ 23.83	\$ 25.50	\$26.26	\$27.05	\$27.86	\$28.70
Specialized Case Manager	\$ 23.83	\$ 25.50	\$26.26	\$27.05	\$27.86	\$28.70
Onboarding Coordinator	\$ 23.83	\$ 25.50	\$26.26	\$27.05	\$27.86	\$28.70
Education Coordinator *	\$ 23.83	\$ 26.26	\$27.05	\$27.86	\$28.70	\$29.56
Behaviorist/Practice-Based Coach	\$ 23.83	\$ 25.50	\$26.26	\$27.05	\$27.86	\$28.70
Program Coordinator - Home Based *	\$ 23.83	\$ 26.26	\$27.05	\$27.86	\$28.70	\$29.56
Program Coordinator - Family Svcs	\$ 23.83	\$ 25.50	\$26.26	\$27.05	\$27.86	\$28.70
Program Coordinator - Health/Nutrition	\$ 23.83	\$ 25.50	\$26.26	\$27.05	\$27.86	\$28.70
Center Coordinator	\$ 23.83	\$ 25.50	\$26.26	\$27.05	\$27.86	\$28.70
Outreach & Development Coordinator	\$ 26.05	\$ 27.87	\$28.71	\$29.57	\$30.46	\$31.37
			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	
* Additional raise funded by Quality Improvement funds						
**Tier 3 to Tier 4 funded by Quality Improvement funds						
Not actively recruiting / inactive						

Exempt Grade Scale								
Grade Scale 2023 - 2024								
Exempt/Program	Approved Base	COLA	Year 1	Year 2	Year 4	Year 6	Year 10	
Program Directors								
Career and Family Services	\$ 62,796	\$ 67,192	\$64,680	\$66,621	\$68,619	\$70,678	\$72,798	7.0%
Head Start	\$ 65,494	\$ 70,078	\$67,458	\$69,482	\$71,567	\$73,714	\$75,925	7.0%
Deputy Directors - Program								
Asst. Director, Center Services and Education	\$ 58,223	\$ 62,299	\$59,970	\$61,769	\$63,622	\$65,531	\$67,497	7.0%
Asst. Director, Community and Family Services	\$ 58,223	\$ 62,299	\$59,970	\$61,769	\$63,622	\$65,531	\$67,497	7.0%
Asst. Director, Accounting	\$ 58,223	\$ 62,299	\$59,970	\$61,769	\$63,622	\$65,531	\$67,497	7.0%
Asst. Director/Employment & Training	\$ 58,223	\$ 62,299	\$59,970	\$61,769	\$63,622	\$65,531	\$67,497	7.0%
Exempt/Corporate Administration								
Human Resources Director	\$ 66,522	\$ 71,179	\$68,518	\$70,573	\$72,690	\$74,871	\$77,117	7.0%
Finance Director	\$ 76,345	\$ 81,689	\$78,635	\$80,994	\$83,424	\$85,926	\$88,504	7.0%

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