

A Compensation Ordinance for the Providence School Department for the fiscal year ending June 30, 2026, and Repealing Ordinance Chapter 2025-200, Number 200

Chapter

2026-200

Number

100

	<u>2024-2025 Final</u>		<u>2025-2026 Proposed</u>	
<u><b>ASSISTANTS<sup>1</sup></b></u>				
Group II				
Teacher Assistant				
1st Step 19.0930 per hr.	26,713 -	32,878	26,713 -	32,878
2nd Step 19.3790 per hr.	26,452 -	32,557	26,452 -	32,557
3rd Step 19.7326 per hr.	26,935 -	33,151	26,935 -	33,151
Group III				
Teacher Assistant				
1st Step 20.0528 per hr.	28,056 -	34,531	28,056 -	34,531
2nd Step 20.3904 per hr.	28,529 -	35,112	28,529 -	35,112
3rd Step 20.6684 per hr.	28,918 -	35,591	28,918 -	35,591
Special Education Assistants				
1st Step 20.80 per hr.	29,102 -	35,818	29,102 -	35,818
2nd Step 21.14 per hr.	29,578 -	36,403	29,578 -	36,403
3rd Step 21.42 per hr.	29,969 -	36,885	29,969 -	36,885
Group IV				
Teacher Aide Liaison				
1st Step 22.69 per hr.	31,746 -	39,072	31,746 -	39,072
2nd Step 23.19 per hr.	32,446 -	39,933	32,446 -	39,933
3rd Step 23.70 per hr.	33,159 -	40,811	33,159 -	40,811
Group V				
Behavior Support Assistants				
1st Step 22.12 per hr.	30,949 -	38,091	30,949 -	38,091
2nd Step 22.26 per hr.	31,145 -	38,332	31,145 -	38,332
3rd Step 22.46 per hr.	31,424 -	38,676	31,424 -	38,676
<u><b>CLERKS<sup>1</sup></b></u>				
10 Month Group III	28,813 -	36,540	28,813 -	36,540
12 Month Group III	37,047 -	44,046	37,047 -	44,046
10 Month Group IV	29,051 -	36,737	29,051 -	36,737
12 Month Group IV	38,856 -	45,835	38,856 -	45,835
12 Month Group V	40,678 -	47,617	40,678 -	47,617
12 Month Group VI	46,359 -	54,538	46,359 -	54,538
12 Month Group VII	52,039 -	60,138	52,039 -	60,138
<u><b>TEACHERS<sup>1</sup></b></u>				
Step 1		46,811		46,811
Step 2		49,112		49,112
Step 3		51,473		51,473
Step 4		55,129		55,129
Step 5		59,600		59,600
Step 6		64,135		64,135
Step 7		68,352		68,352
Step 8		72,823		72,823
Step 9		73,783		73,783
Step 10		80,489		80,489
Step 11		83,682		83,682
Step 12		88,236		88,236
BA + 30		2,955		2,955
MA		3,355		3,355
MA + 30		3,757		3,757
Doctorate		4,157		4,157
National Board Certification		5,500		5,500
<u><b>PRINCIPALS<sup>1</sup></b></u>				
Principal				
Principal	125,927 -	129,915	125,927 -	129,915
Established Principal	134,796 -	144,706	134,796 -	144,706
Executive Principal		149,640		149,640
Principal Coach Stipend				
Potential Performance Award				
Principal School Incentive (1,000-2,000 students)		4,000		4,000
Principal School Incentive (>2,000 students)		8,000		8,000
<u><b>ASSISTANT PRINCIPALS<sup>1</sup></b></u>				
Assistant Principal				
Assistant Principal	114,761 -	111,852	114,761 -	111,852
Established Assistant Principal	120,895 -	124,984	120,895 -	124,984
Advanced Assistant Principal		124,984		124,984

A Compensation Ordinance for the Providence School Department for the fiscal year ending June 30, 2026, and Repealing Ordinance Chapter 2025-200, Number 200

Chapter2026-200

Number100

	2024-2025 Final		2025-2026 Proposed	
<b>CERTIFIED ADMINISTRATORS¹</b>				
Superintendent		206,000		206,000
Senior Advisor to the Superintendent	148,324 -	179,653	148,324 -	179,653
Chief of Staff	148,324 -	179,653	148,324 -	179,653
Deputy Superintendent of Academics			148,324 -	179,653
Chief Academic Officer	148,324 -	179,653	0 -	0
Chief of Student Support Services	148,324 -	168,550	148,324 -	168,550
Chief of Equity	148,324 -	168,550	148,324 -	168,550
Chief of Family & Community Engagement	148,324 -	168,550	148,324 -	168,550
Chief of School Improvement & Innovation	148,324 -	168,550	148,324 -	168,550
Transformation Officer	148,324 -	158,481	148,324 -	158,481
Senior Executive Director of MLL			148,324 -	153,402
Executive Director of CTE	138,165 -	148,324	138,165 -	148,324
Executive Director of Curriculum & Instruction	138,165 -	148,324	138,165 -	148,324
Executive Director of Instruction & Coaching	138,165 -	148,324	0 -	0
Executive Director of MLL	138,165 -	148,324	138,165 -	148,324
Executive Director of Specialized Instruction	138,165 -	148,324	0 -	0
Executive Director of Student Support Academy	138,165 -	148,324	0 -	0
Executive Director of Student Supports	138,165 -	148,324	138,165 -	148,324
Senior Director of School Counseling	133,086 -	143,657	133,086 -	143,657
Director of Advanced Academics	120,894 -	129,075	120,894 -	129,075
Director of Data & Accountability			120,894 -	129,075
Director of Early Childhood			120,894 -	129,075
Director of Extended Learning Opportunities	120,894 -	129,075	120,894 -	129,075
Director of MTSS			120,894 -	129,075
Director of Multi-Lingual Learners	120,894 -	129,075	120,894 -	129,075
Director of Nursing	120,894 -	129,075	120,894 -	129,075
Director of PE & Health	120,894 -	129,075	120,894 -	129,075
Director of PK-12 Fine & Performing Arts	120,894 -	129,075	120,894 -	129,075
Director of PK-12 Literacy	120,894 -	129,075	120,894 -	129,075
Director of PK-12 Math	120,894 -	129,075	120,894 -	129,075
Director of Science & STEM	120,894 -	129,075	120,894 -	129,075
Director of Social Studies & Civic Engagement	120,894 -	129,075	120,894 -	129,075
Director of Special Education	120,894 -	129,075	120,894 -	129,075
Director of Special Projects for School Improvement			120,894 -	129,075
Director of Student Attendance	120,894 -	129,075	120,894 -	129,075
Director for Teacher Development & Professional Growth	120,894 -	129,075	0 -	0
Manager of Early Childhood & Wellness	112,716 -	120,894	112,716 -	120,894
Manager of Multi-Lingual Learners	112,716 -	120,894	112,716 -	120,894
Manager of Restorative Practices			112,716 -	120,894
Manager of Specialized Instruction & Services	112,716 -	120,894	112,716 -	120,894
Manager of Specialized Instruction & Services	112,716 -	120,894	112,716 -	120,894
Supervisor of Dual Language Programs & Services	112,716 -	120,894	112,716 -	120,894
Supervisor of Principal Support	112,716 -	120,894	112,716 -	120,894
Supervisor of Project-Based Learning	112,716 -	120,894	0 -	0
Instructional Support Leader	109,211 -	114,847	109,211 -	114,847
Director of Arts & Development	100,726 -	114,714	100,726 -	114,714
<b>NON-CERTIFIED ADMINISTRATORS¹</b>				
Deputy Superintendent of Operations	148,324 -	179,652	148,324 -	179,652
Chief Communications Officer	148,324 -	172,661	148,324 -	172,661
Chief Operating Officer	148,324 -	168,550	148,324 -	168,550
Chief Talent Officer	148,324 -	168,550	148,324 -	168,550
Executive Director of Facilities & Capital Planning	132,144 -	148,324	132,144 -	148,324
Executive Director of Family and Community Engagement	132,144 -	148,324	132,144 -	148,324
Executive Director of Finance	132,144 -	148,324	132,144 -	148,324
Executive Director of Labor Relations & Employee Services	132,144 -	148,324	132,144 -	148,324
Executive Director of Recruitment & Staffing	132,144 -	148,324	132,144 -	148,324
Executive Director of Student Information Systems	132,144 -	148,324	132,144 -	148,324
Executive Director of Technology	132,144 -	148,324	132,144 -	148,324
School Controller	120,894 -	129,075	120,894 -	129,075
Senior Budget Director	120,894 -	129,075	120,894 -	129,075
Senior Director of Intergovernmental Affairs	120,894 -	129,075	0 -	0
Senior Director of School Operations and Student Support	120,894 -	129,075	120,894 -	129,075
Senior Director of Operations - Student Support	120,894 -	129,075	120,894 -	129,075
Senior Director of Data & Strategy	120,894 -	129,075	120,894 -	129,075
Senior Director of Purchasing & Asset Management	120,894 -	129,075	120,894 -	129,075
Senior Director of Recruitment & Pipelines	120,894 -	129,075	0 -	0
Director of Grant Funding	95,327 -	120,894	95,327 -	120,894
Director of Assessment & Accountability	100,726 -	114,714	0 -	0
Director of Communications	100,726 -	114,714	100,726 -	114,714
Director of Intergovernmental Affairs			100,726 -	114,714
Director of Payroll	100,726 -	114,714	100,726 -	114,714
Director of School Operations	100,726 -	114,714	100,726 -	114,714
Director of Special Projects	100,726 -	114,714	100,726 -	114,714
Director of Special Projects for School Improvement	100,726 -	114,714	0 -	0
Director of Strategic Partnerships	100,726 -	114,714	100,726 -	114,714
Director of Student Information	100,726 -	114,714	100,726 -	114,714
Director of Student Placement	100,726 -	114,714	100,726 -	114,714
Director of Transportation	100,726 -	114,714	100,726 -	114,714
Senior Human Resources Partner for Employee Performance Management & Supports	100,726 -	114,714	100,726 -	114,714
Senior Human Resources Partner for Information Systems			100,726 -	114,714
Senior Human Resources Partner for Pipelines & Placement			100,726 -	114,714
Senior Human Resources Staffing Partner of Central Office	100,726 -	114,714	0 -	0

A Compensation Ordinance for the Providence School Department for the fiscal year ending June 30, 2026, and Repealing Ordinance Chapter 2025-200, Number 200

Chapter

2026-200

Number

100

	2024-2025 Final		2025-2026 Proposed	
Senior Human Resources Staffing Partner of Elementary Schools	100,726	- 114,714	100,726	- 114,714
<del>Senior Human Resources Staffing Partner of Secondary Schools</del>	<del>100,726</del>	<del>- 114,714</del>	<del>0</del>	<del>- 0</del>
Senior Human Resources Staffing Partner of Secondary Schools & Central Office			100,726	- 114,714
Senior Employee Relations Partner-Elementary	100,726	- 114,714	100,726	- 114,714
Senior Employee Relations Partner-Secondary	100,726	- 114,714	100,726	- 114,714
Senior Employee Services Partner	100,726	- 114,714	100,726	- 114,714
Senior Budget Coordinator	97,330	- 112,943	97,330	- 112,943
Facilities Manager	87,295	- 101,846	87,295	- 101,846
Operations Project Specialist	87,295	- 101,846	87,295	- 101,846
Public Information Officer	87,295	- 101,846	87,295	- 101,846
Recruitment Manager	87,295	- 101,846	87,295	- 101,846
<del>Specialized Instruction &amp; Service Transition Specialist</del>	<del>87,295</del>	<del>- 101,846</del>	<del>0</del>	<del>- 0</del>
Title IX & EEO Officer	87,295	- 101,846	87,295	- 101,846
Transportation Manager			87,295	- 101,846
Coordinator of Behavior Interventionists	84,656	- 86,982	84,656	- 86,982
Coordinator of Career & Industry	84,656	- 86,982	84,656	- 86,982
Coordinator of Early College Access	84,656	- 86,982	84,656	- 86,982
Coordinator of Grant Writing & Special Events			84,656	- 86,982
Coordinator of Interpreting & Translation Services			84,656	- 86,982
Coordinator of MLL	84,656	- 86,982	84,656	- 86,982
<del>Coordinator of Newcomer</del>	<del>84,656</del>	<del>- 86,982</del>	<del>0</del>	<del>- 0</del>
<del>Coordinator of Placements, Internships &amp; Field Experience</del>	<del>84,656</del>	<del>- 86,982</del>	<del>0</del>	<del>- 0</del>
<del>Coordinator of Recruitment</del>	<del>84,656</del>	<del>- 86,982</del>	<del>0</del>	<del>- 0</del>
Integrated Professional Learning Coordinator	84,656	- 86,982	84,656	- 86,982
HR Staffing Partner	84,656	- 86,982	84,656	- 86,982
<del>School-Based &amp; Mental Health Coordinator</del>	<del>84,656</del>	<del>- 86,982</del>	<del>0</del>	<del>- 0</del>
<del>SEL &amp; Mental Health Coordinator</del>	<del>84,656</del>	<del>- 86,982</del>	<del>0</del>	<del>- 0</del>
Budget Coordinator II	83,878	- 95,784	83,878	- 95,784
Expediter of Purchasing and Supplies	83,878	- 95,784	83,878	- 95,784
Administrator of HRIS/Records	81,899	- 95,548	81,899	- 95,548
Plant Maintenance Coordinator	81,436	- 93,413	81,436	- 93,413
<del>Central Records &amp; Volunteer Manager</del>	<del>80,356</del>	<del>- 97,206</del>	<del>0</del>	<del>- 0</del>
Supervisor of Payroll and Personnel Related Records	72,347	- 90,338	72,347	- 90,338
Supervisor of Central Supply	73,064	- 85,884	73,064	- 85,884
<del>Supervisor of Transportation</del>	<del>71,282</del>	<del>- 85,884</del>	<del>0</del>	<del>- 0</del>
Board Certified Behavior Analyst			68,376	- 70,258
Budget Officer	68,396	- 82,800	68,396	- 82,800
Supervisor of Food Services	83,559	- 95,871	83,559	- 95,871
Career and Technical Education Program Coordinator	49,345	- 58,687	49,345	- 58,687

A Compensation Ordinance for the Providence School Department for the fiscal year ending June 30, 2026, and Repealing Ordinance Chapter 2025-200, Number 200

Chapter2026-200

Number100

	2024-2025 Final		2025-2026 Proposed	
OTHER POSITIONS <sup>1</sup>				
Bus Monitor		19,644		19,644
Certified Occupational Therapy Assistant	35,295 -	59,186	35,295 -	59,186
Child Support Assistants (School Year)	24.68/hr. -	28.25/hr.	24.68/hr. -	28.25/hr.
Translator - Communication Specialist	50,004 -	64,686	50,004 -	64,686
Computer Management Specialist	70,306 -	81,358	70,306 -	81,358
Creative Technology Specialist	55,429 -	63,510	55,429 -	63,510
Crossing Guard		13,096		13,096
Customer Service Supervisor	51,031 -	63,915	0 -	0
Data & Performance Specialist	87,295 -	101,846	0 -	0
Data Support Technician	70,316 -	86,354	70,316 -	86,354
Data & Outcomes, Field Trips & Internships Coordinator			48,000 -	58,000
Data & Testing Coordinator	25,237 -	33,466	25,237 -	33,466
Deputy Controller	100,726 -	114,714	100,726 -	114,714
Deputy Director of Campus Safety	100,726 -	114,714	100,726 -	114,714
Deputy Director of External Affairs	69,947 -	83,939	0 -	0
Educational Technology Specialist	64,625 -	77,548	64,625 -	77,548
Federal Programs Coordinator	88,392 -	102,097	88,392 -	102,097
Fiscal Officer Fixed Asset Management	61,424 -	67,127	61,424 -	67,127
FMLA Coordinator	59,045 -	71,936	0 -	0
Help Desk Analyst	36,034 -	50,443	36,034 -	50,443
Human Resource Generalist			59,045 -	71,936
Job Developer	31,632 -	38,868	31,632 -	38,868
Lab Technician	22,730 -	27,701	22,730 -	27,701
CTE Manager of Computer Science/Information Technology			80,000 -	90,000
CTE Manager of Recruitment & Special Programming			80,000 -	90,000
Manager of Data & Analytics	87,295 -	101,846	87,295 -	101,846
Manager of Recruitment & Professional Growth Systems			87,295 -	101,846
Manager to the Superintendent & School Board	87,295 -	101,846	87,295 -	101,846
Medicaid Specialist	60,506 -	67,763	60,506 -	67,763
Multimedia Specialist	61,021 -	72,118	61,021 -	72,118
Network Data Manager	87,295 -	101,846	87,295 -	101,846
Network Operations Facilitator	87,295 -	101,846	87,295 -	101,846
Non Certified Nurses		62,925		62,925
Occupational Therapist	51,410 -	86,209	51,410 -	86,209
Operations Specialist	44,925 -	50,349	44,925 -	50,349
Parent Coordinator		40,699		40,699
Parent Engagement Specialist	48,375 -	52,034	48,375 -	52,034
Parent Specialist - School Based	43,877 -	46,574	43,877 -	46,574
Physical Therapist	52,438 -	87,934	52,438 -	87,934
Placement Officer	48,376 -	52,033	48,376 -	52,033
Procurement & Inventory Coordinator			48,000 -	58,000
Professional Compliance Specialists	64,961 -	75,196	64,961 -	75,196
Public Engagement Specialist	42,469 -	50,613	42,469 -	50,613
Public School Safety Service Officer		13,096		13,096
Purchasing Agent	45,994 -	49,527	45,994 -	49,527
Registered Behavior Technician	50,518 -	59,705	50,518 -	59,705
ROTC Officer	58,405 -	67,936	58,405 -	67,936
Route Foreman	43,389 -	52,996	43,389 -	52,996
School Board Chairperson		4,500		4,500
School Board Member		3,500		3,500
School Board Services & Policy Coordinator			60,575 -	71,947
School Board Services, Policy, & Grant Development Coordinator	60,575 -	71,947	0 -	0
School Community Specialists	40,326 -	46,322	40,326 -	46,322
School Culture Coordinator	61,021 -	72,118	61,021 -	72,118
School Culture Coordinator	61,021 -	72,118	61,021 -	72,118
School Lunch Aides		15.00/hr.		15.00/hr.
Senior Operations Specialist	57,928 -	66,349	57,928 -	66,349
Senior Placement Officer		47,531		47,531
Senior School Community Specialists	48,849 -	55,483	48,849 -	55,483
Shower Matron	21,189 -	32,033	21,189 -	32,033
Social Coach	48,852 -	58,621	48,852 -	58,621
Specialist of Family & Community Engagement & Strategic Partnerships			51,031 -	63,915
Student Registration and Data Specialist	60,804 -	68,313	60,804 -	68,313
Student Registration and Placement Analyst	56,606 -	65,429	56,606 -	65,429
Supervising Occupational Therapist	74,248 -	95,260	74,248 -	95,260
Technology E-Mail Administrator	81,360 -	92,775	81,360 -	92,775
Technology Service Coordinator	62,223 -	73,904	62,223 -	73,904
Translator	46,262 -	62,849	46,262 -	62,849
Water Safety Instructor	23,409 -	30,008	23,409 -	30,008
Work Based Learning Coordinator	59,825 -	70,703	0 -	0

Notes: 1 Reflects base salary.  
Bold italicized print indicates non-local funding.

Upon the federal monies no longer being available to fund the above positions, said positions will be reconstituted and / or deleted from said ordinance

New Position  
Deleted  
Change