



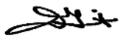
State of Rhode Island and Providence Plantations
DEPARTMENT OF EDUCATION
Shepard Building
255 Westminster Street
Providence, Rhode Island 02903-3400

Enclosure 7b
September 8, 2014

Deborah A. Gist
Commissioner

September 8, 2014

TO: Members of the Council on Elementary and Secondary Education

FROM: Deborah A. Gist, Commissioner 

SUBJECT: Personnel Action- Executive Pay Plans and Organizational Chart

The following adjustments and updates have been made with regard to the Executive Pay Plans and Organizational Chart.

- Executive Pay Plan
 - FY2015
 - Ranges extended to align with COLA of October 2014.
 - FY2014
 - Ranges extended to align with COLA of April 2014.
 - FY2013 & FY2012
 - Presented to reflect titles and ranges during that time period.
- Organizational Chart
 - Revised to reflect current structure.

As a result of the items outlined above, the Executive Pay Plans and the Organizational Chart as contained in Attachments I, II, III, IV and V have been updated.

RECOMMENDATION: That, the Council on Elementary and Secondary Education approves the attached Executive Pay Plan for FY 2012, FY 2013, FY 2014, FY 2015 and the Organizational Chart.

Attachments

COUNCIL ON ELEMENTARY & SECONDARY EDUCATION

EXECUTIVE PAY PLAN FISCAL YEAR 2015

TITLE	PAY GRADE	2015 RANGE	
<u>EXEMPT POSITIONS</u>			
DEPUTY COMMISSIONER	25	154,582	221,972
CHIEF LEGAL COUNSEL	21	119,467	166,665
CHIEF OF STAFF/POLICY DIRECTOR	21	119,467	166,665
CHIEF OF FISCAL INTEGRITY & EFFICIENCIES	21	119,467	166,665
CHIEF OF ACCELERATING SCH. PERF.	21	119,467	166,665
CHIEF OF EDUCATOR EXC. & INSTR. EFFECT. DIRECTOR	21 19	119,467 105,500	166,665 144,944
ASSOCIATE DIRECTOR	17	93,487	126,416
LEGAL COUNSEL/HEARING OFFICER	17	93,487	126,416
EXECUTIVE ASSISTANT	17	93,487	126,416
HUMAN RESOURCE MANAGER	17	93,487	126,416
SPECIAL ASSISTANT	16	88,125	118,201
<u>NON EXEMPT POSITIONS</u>			
EXECUTIVE STAFF ASSISTANT	8	57,096	71,498
LEGAL STAFF ASSISTANT	6	51,844	63,782
HUMAN RESOURCE ASSISTANT	6	51,844	63,782

**BOARD OF EDUCATION FOR
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**EXECUTIVE PAY PLAN
FISCAL YEAR 2014**

TITLE	PAY GRADE	2014 RANGE	
<u>EXEMPT POSITIONS</u>			
DEPUTY COMMISSIONER	25	150,230	217,620
CHIEF LEGAL COUNSEL	21	116,199	163,397
CHIEF OF STAFF/POLICY DIRECTOR	21	116,199	163,397
CHIEF OF FISCAL INTEGRITY & EFFICIENCIES	21	116,199	163,397
CHIEF OF ACCELERATING SCH. PERF.	21	116,199	163,397
CHIEF OF EDUCATOR EX. & INSTR. EFFECT.	21	116,199	163,397
DIRECTOR	19	102,658	142,102
ASSOCIATE DIRECTOR	17	91,008	123,937
LEGAL COUNSEL/HEARING OFFICER	17	91,008	123,937
EXECUTIVE ASSISTANT	17	91,008	123,937
HUMAN RESOURCE MANAGER	17	91,008	123,937
PERFORMANCE MANAGEMENT EXECUTIVE	17	91,008	123,937
SPECIAL ASSISTANT	16	85,807	115,883
<u>NON EXEMPT POSITIONS</u>			
EXECUTIVE STAFF ASSISTANT	8	55,694	70,096
LEGAL STAFF ASSISTANT	6	50,594	62,532
HUMAN RESOURCE ASSISTANT	6	50,594	62,532

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**EXECUTIVE PAY PLAN
FISCAL YEAR 2013**

TITLE	PAY GRADE	2013 RANGE	
<u>EXEMPT POSITIONS</u>			
DEPUTY COMMISSIONER	25	145,963	213,353
CHIEF LEGAL COUNSEL	21	112,995	160,193
CHIEF OF STAFF/POLICY DIRECTOR	21	112,995	160,193
CHIEF OF FISCAL INTEGRITY & EFFICIENCIES	21	112,995	160,193
CHIEF OF ACCELERATING SCH PERF.	21	112,995	160,193
CHIEF OF EDUCATOR EXC. & INSTR. EFFECT.	21	112,995	160,193
CHIEF TRANSFORMATION OFFICER	20	106,187	149,338
DIRECTOR	19	99,872	139,316
ASSOCIATE DIRECTOR	17	88,578	121,507
LEGAL COUNSEL/HEARING OFFICER	17	88,578	121,507
EXECUTIVE ASSISTANT	17	88,578	121,507
HUMAN RESOURCE MANAGER	17	88,578	121,507
PERFORMANCE MANAGEMENT EXECUTIVE	17	88,578	121,507
SPECIAL ASSISTANT	16	83,535	113,611
STRATEGIC RELATIONS PLANNER	13	70,413	92,649
<u>NON EXEMPT POSITIONS</u>			
EXECUTIVE STAFF ASSISTANT	8	54,319	68,721
LEGAL STAFF ASSISTANT	6	49,368	61,306
HUMAN RESOURCE ASSISTANT	6	49,368	61,306

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**EXECUTIVE PAY PLAN
FISCAL YEAR 2012**

TITLE	PAY GRADE	2012 RANGE	
<u>EXEMPT POSITIONS</u>			
DEPUTY COMMISSIONER	25	145,963	213,353
CHIEF LEGAL COUNSEL	21	112,995	160,193
CHIEF OF STAFF/POLICY DIRECTOR	21	112,995	160,193
CHIEF OF FISCAL INTEGRITY & EFFICIENCIES	21	112,995	160,193
CHIEF OF ACCELERATING SCH. PERF.	21	112,995	160,193
CHIEF OF EDUCATOR EXC. & INSTR. EFFECT	21	112,995	160,193
CHIEF TRANSFORMATION OFFICER	20	106,187	149,338
DIRECTOR	19	99,872	139,316
ASSOCIATE DIRECTOR	17	88,578	121,507
LEGAL COUNSEL/HEARING OFFICER	17	88,578	121,507
KNOWLEDGE OFFICER	17	88,578	121,507
EXECUTIVE ASSISTANT	17	88,578	121,507
HUMAN RESOURCE MANAGER	17	88,578	121,507
PERFORMANCE MANAGEMENT EXECUTIVE	17	88,578	121,507
SPECIAL ASSISTANT	16	83,535	113,611
STRATEGIC RELATIONS PLANNER	13	70,413	92,649
<u>NON EXEMPT POSITIONS</u>			
EXECUTIVE STAFF ASSISTANT	8	54,319	68,721
LEGAL STAFF ASSISTANT	4	44,394	54,983
HUMAN RESOURCE ASSISTANT	4	44,394	54,983

RHODE ISLAND DEPARTMENT OF EDUCATION ORGANIZATIONAL CHART

