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

Enclosure 6e
August 21, 2018

Ken Wagner, Ph.D.
Commissioner

Aug 21, 2018

TO: Members of the Council on Elementary and Secondary Education

FROM: Ken Wagner, Ph.D., Commissioner

RE: **Approval of RIDE's Table of Organization and Executive Pay Plan and Salary Pay Ranges**

I present for your consideration recommended changes for the RIDE's Table of Organization and Executive Pay Plan and Salary Pay Ranges.

Key changes to RIDE's Table of Organization will help enhance cross-agency collaboration to accomplish the strategies set forth in RIDE's Every Student Succeeds Act (ESSA) plan and strategic plan. These key changes to the current organization include:

- Establishing the Office of School Improvement by reassigning staff from the Office of College and Career Readiness and adding an Associate Director of School Improvement position. The Office of School Improvement will report directly to the Deputy Commissioner for Teaching and Learning to facilitate the cross-agency work of school improvement.
- Establishing the Charter School Office by reassigning staff from the Office of College and Career Readiness. Staff in the Charter School Office will report directly to the Chief for Innovation.
- Establishing the Chief Executive Officer of the School Building Authority position, and reassigning the staff of the School Building Authority from within the Office of State Efficiencies to directly report to the Chief Executive Officer.
- Consolidating the Office of State Efficiencies into the Office of Finance, and renaming it the Office of Finance and Statewide Efficiencies. An Associate Director of Statewide Efficiencies will be hired (formerly the Director of Statewide Efficiencies) and report directly to the Director of Finance and State Efficiencies (formerly the Director of Finance).
- Reassigning the Office of Human Resources, formerly under the Chief of Staff, to be within the Division of Finance & Operations.
- Memorializing RIDE's commitment to supporting teams of staff and leadership to promote Equity as a core value and foundation of the work of the agency.

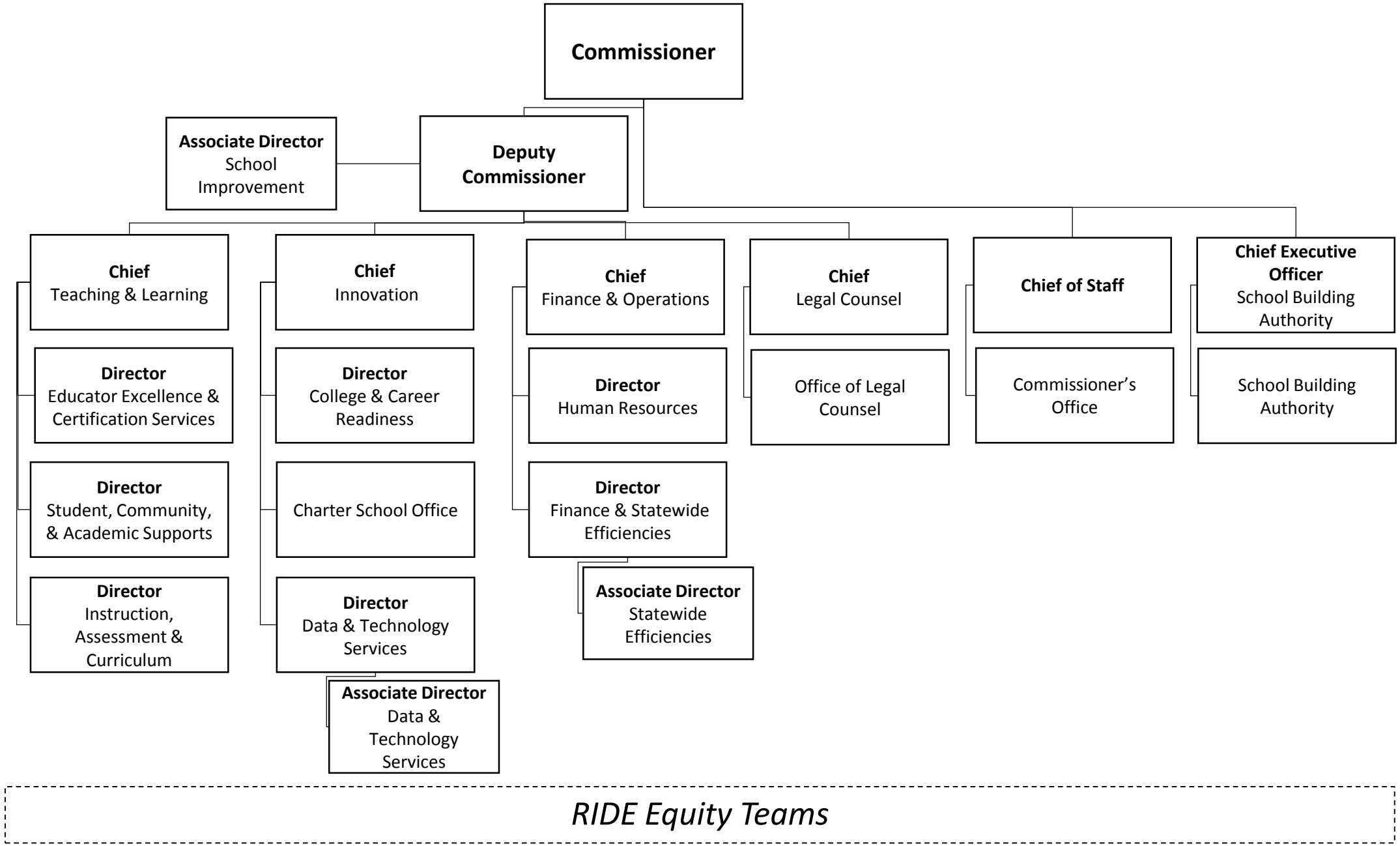
- Clarifying the title of the Deputy Commissioner as Deputy Commissioner (formerly Deputy Commissioner for Teaching and Learning).

In addition, changes to RIDE's Executive Pay Plan and Salary Pay Ranges include:

- The addition of the Associate Chief of Staff and Communications Director positions. These positions will be within the Commissioner's Office. In practice, these roles will be shifts of titles for existing staff members rather than adding new staff members.
- Consistent with past practice, across-the-board increases of salary pay ranges commensurate with the sequential pay range increases identified in the statewide salary and healthcare adjustment package.

RECOMMENDATION: THAT, the Council on Elementary and Secondary Education approves the R. I. Department of Elementary and Secondary Table of Organization and Fiscal Year 2019 Executive Pay Plan and Salary Ranges, as presented.

RHODE ISLAND DEPARTMENT OF EDUCATION - ORGANIZATIONAL CHART



COUNCIL ON ELEMENTARY AND SECONDARY EDUCATION
EXECUTIVE PAY PLAN

August 2018

Consistent with past practices, the below Executive Pay Plan contains sequential across-the-board increases of salary pay ranges. These increases are commensurate with the sequential pay range increases identified in the statewide salary and healthcare adjustment package.

	Fiscal Year(s)	FY18 & FY19		FY19		FY19		FY20	
	Effective Date	12/24/2017 (retroactive)		12/23/2018		6/23/2019		12/22/2019	
EXEMPT POSITIONS	Pay Grade	Min	Max	Min	Max	Min	Max	Min	Max
DEPUTY COMMISSIONER	25	163,550	230,940	169,324	236,714	174,058	241,448	176,472	243,862
CHIEF LEGAL COUNSEL	21	126,200	173,398	130,535	177,733	134,090	181,288	135,903	183,101
CHIEF OF STAFF/POLICY DIRECTOR	21	126,200	173,398	130,535	177,733	134,090	181,288	135,903	183,101
CHIEF	21	126,200	173,398	130,535	177,733	134,090	181,288	135,903	183,101
DIRECTOR	19	111,356	150,800	115,126	154,570	118,217	157,661	119,794	159,238
ASSOCIATE DIRECTOR	17	98,594	131,523	101,882	134,811	104,578	137,507	105,953	138,882
ASSOCIATE CHIEF OF STAFF*	17	98,594	131,523	101,882	134,811	104,578	137,507	105,953	138,882
COMMUNICATIONS DIRECTOR*	17	98,594	131,523	101,882	134,811	104,578	137,507	105,953	138,882
LEGAL COUNSEL/HEARING OFFICER	17	98,594	131,523	101,882	134,811	104,578	137,507	105,953	138,882
EXECUTIVE ASSISTANT	17	98,594	131,523	101,882	134,811	104,578	137,507	105,953	138,882
PERFORMANCE MANAGEMENT EXECUTIVE	16	92,900	122,976	95,974	126,050	98,495	128,571	99,781	129,857
SPECIAL ASSISTANT	16	92,900	122,976	95,974	126,050	98,495	128,571	99,781	129,857
NON EXEMPT POSITIONS	Pay Grade	Min	Max	Min	Max	Min	Max	Min	Max
EXECUTIVE STAFF ASSISTANT	8	59,984	74,386	61,844	76,246	63,369	77,771	64,147	78,549
STAFF ASSISTANT	5	51,705	62,800	53,275	64,370	54,562	65,657	55,219	66,314

**Associate Chief of Staff and Communications Director become effective upon approval of the updated Executive Pay Plan and Salary Ranges from the Council on Elementary and Secondary Education*