

**NON REPRESENTED CONFIDENTIAL, PROFESSIONAL AND
MANAGEMENT ASSOCIATED CLASSIFICATION TITLES AND
PAYGRADES**

(alpha order)

CLASSIFICATION TITLE	PAY GRADE
Accountant/Analyst	25
Applications Developer I	27
Applications Developer II	32
Applications Developer III	37
Asset Management Technician	17
Assistant Director - Nutrition Services	40
Associate Human Resources Analyst	23
Associate Legal Counsel	43
Board of Education Operations Manager	37
Budget Analyst	25
Business Operations Analyst I	25
Business Operations Analyst II	29
Business Programs Operations Specialist	22
Buyer	17
Communications & Public Affairs Manager	32
Communications Officer	40
Communications Photojournalist	13
Communications Staff Writer	22
Community Relations & Public Affairs Representative	28
Confidential Executive Assistant	19
Confidential Executive Assistant to the Superintendent	22
Construction & Maintenance Programs Senior Manager	37
Construction & Maintenance Programs Manager	27
Construction/Maintenance Project Manager I	25
Construction/Maintenance Project Manager II	36
Construction/Maintenance Project Manager III	41
Construction/Maintenance Shop and Crew Supervisor	31
Contract Analyst	25
Custodial Services Field Operations Supervisor	24
Department Technology Data Analyst I	15
Department Technology Data Analyst II	23
Department Technology Functional Lead	32
Director - Construction and Maintenance Programs	45
Director - Governmental Relations	45
Director - IT Systems & Services	48
Director - Security Operations	44
Director - Student Success Programs	43
Director - Human Resources Services	43
District Family & Parent Ombudsman	34
District Paralegal	29
Enterprise Solutions Administrator I	27
Enterprise Solutions Administrator II	32
Enterprise Solutions Administrator III	37
Equity, Diversity & Inclusion Training Consultant	32

Facilities, Construction, Maintenance & Operations Training Consultant	22
FAM Operations Manager	38
Financial Operations Manager	36
Financial Operations Manager II	39
Financial Operations Manager III	42
Financial Services Auditor	29
Financial Services Director	45
Fine Arts Music Accompanist	11
Fine Arts Production Assistant	11
Fiscal Services Associate I	7
Fiscal Services Associate II	15
Fiscal Services Associate III	19
Fleet Maintenance Manager	27
GIS Specialist	22
GIS Technician	13
Grantwriter	25
High School Business Manager	32
HR Employee Relations Senior Consultant - Academic Professionals	40
Human Resources Analyst	28
Human Resources Associate I	13
Human Resources Associate II	22
Human Resources Associate III	27
Human Resources Manager	34
Human Resources Specialist	13
Human Resources Training Coordinator	22
Infrastructure Administrator I	27
Infrastructure Administrator II	32
Infrastructure Administrator III	37
IT Business Systems Analyst I	29
IT Business Systems Analyst II	34
IT Business Systems Analyst III	39
IT Project Manager I	31
IT Project Manager II	36
IT Project Manager III	41
IT Systems & Services Manager	43
IT Systems & Services Supervisor	38
IT Technical Support Representative I	15
IT Technical Support Representative II	20
IT Technical Support Representative III	25
IT Training Consultant	22
Nutrition Services Field Operations Supervisor	20
Nutrition Services Program Manager	32
Principal Analytics and Evaluation Analyst	42
Public Information Officer	40
Records Manager/Archivist	29
Risk Management Associate I	13
Risk Management Associate II	22
Risk Management Associate III	27
Security Operations Manager	32
Security Services Field Operations Supervisor	24
Senior Accountant/Analyst	33
Senior Analytics and Evaluation Analyst	34

Senior Budget Analyst	34
Senior Contract Analyst	33
Senior Grantwriter	33
Senior Human Resources Analyst	33
Senior Human Resources Manager	37
SIS Support Representative I	15
SIS Support Representative II	20
SIS Support Representative III	25
SPP Data Analyst I	19
SPP Data Analyst II	25
SPP Data Analyst III	33
SPP Evaluator I	19
SPP Evaluator II	25
SPP Evaluator III	33
SPP Manager	43
SPP Testing Coordinator	22
Strategic Partnerships Outreach & Development Manager	32
Student Success Advocate	18
Student Success Programs Manager	32
Student Success Programs Supervisor	24
Translation & Interpretation Services Supervisor	27
Transportation Services Field Operations Supervisor	24
Transportation Services Operations Manager	32
Web & Graphic Design Developer	21

PORTLAND PUBLIC SCHOOLS

SENIOR LEADERSHIP SALARY SCHEDULE - Proposed

Pay Grade	Associated Job Titles	Pay Range Minimum	Pay Range Maximum
SL200	Assistant Superintendent Chief General Counsel	\$ 136,275	\$ 177,150
SL100	Deputy Chief Senior Director Senior Legal Counsel	\$ 118,500	\$ 154,050

PORTLAND PUBLIC SCHOOLS
 LICENSED ADMINISTRATOR SALARY SCHEDULE
Proposed Effective January 1, 2017

Job Title	Work Days	Level 1	Level 2	Level 3	Level 4
HIGH SCHOOL PRINCIPAL	233	\$125,733	\$128,877	\$132,098	\$135,401
MS/K-8 PRINCIPAL [^]	233	\$116,685	\$119,601	\$122,591	\$125,657
K-5 PRINCIPAL	233	\$112,511	\$115,323	\$118,206	\$121,161
VICE PRINCIPAL [^]	233	\$109,540	\$112,278	\$115,086	\$117,964
ASSISTANT PRINCIPAL [^]	233	\$102,860	\$105,436	\$108,071	\$110,773
DIRECTOR - ACADEMIC PROGRAMS	260	\$121,209	\$124,239	\$127,344	\$130,528
ASSISTANT DIRECTOR - ACADEMIC PROGRAMS	260	\$114,598	\$117,463	\$120,398	\$123,409
ACADEMIC PROGRAMS ADMINISTRATOR	260	\$111,026	\$113,802	\$116,646	\$119,563
ACADEMIC PROGRAMS ASSOCIATE	260	\$106,201	\$108,858	\$111,580	\$114,369

- Level 1 = 0 - 3 years of experience
- Level 2 = Beginning 4 years - 6 years of experience
- Level 3 = Beginning 7 years - 9 years of experience
- Level 4 = Beginning 10 + years of experience

Experience is based on years of experience in the job title you are working in; e.g., experience as a Principal or AP and/or VP.

Relevant / related experience will be considered in initial salary placement, up to, but not exceeding, a maximum of one (1) level in the appropriate pay grade.

[^] includes Special Programs Principal, AP,VP

PROPOSED 2016 - 2017 NON-REPRESENTED CONFIDENTIAL, PROFESSIONAL AND MANAGEMENT EMPLOYEES SALARY SCHEDULE

(48 Pay Grades; 7 steps; 2.5% between grades; 3% between steps; 19.40% spread from range min/max)

ANNUAL RATES								HOURLY RATES							
Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
48	\$112,242	\$115,610	\$119,078	\$122,650	\$126,330	\$130,120	\$134,023	48	\$53.96	\$55.58	\$57.25	\$58.97	\$60.74	\$62.56	\$64.43
47	\$109,505	\$112,790	\$116,174	\$119,659	\$123,249	\$126,946	\$130,754	47	\$52.65	\$54.23	\$55.85	\$57.53	\$59.25	\$61.03	\$62.86
46	\$106,834	\$110,039	\$113,340	\$116,740	\$120,243	\$123,850	\$127,565	46	\$51.36	\$52.90	\$54.49	\$56.13	\$57.81	\$59.54	\$61.33
45	\$104,228	\$107,355	\$110,576	\$113,893	\$117,310	\$120,829	\$124,454	45	\$50.11	\$51.61	\$53.16	\$54.76	\$56.40	\$58.09	\$59.83
44	\$101,686	\$104,737	\$107,879	\$111,115	\$114,449	\$117,882	\$121,419	44	\$48.89	\$50.35	\$51.86	\$53.42	\$55.02	\$56.67	\$58.37
43	\$99,206	\$102,182	\$105,248	\$108,405	\$111,657	\$115,007	\$118,457	43	\$47.70	\$49.13	\$50.60	\$52.12	\$53.68	\$55.29	\$56.95
42	\$96,786	\$99,679	\$102,670	\$105,750	\$108,922	\$112,190	\$115,556	42	\$46.53	\$47.92	\$49.36	\$50.84	\$52.37	\$53.94	\$55.56
41	\$94,426	\$97,258	\$100,176	\$103,181	\$106,277	\$109,465	\$112,749	41	\$45.40	\$46.76	\$48.16	\$49.61	\$51.09	\$52.63	\$54.21
40	\$92,123	\$94,886	\$97,733	\$100,665	\$103,685	\$106,795	\$109,999	40	\$44.29	\$45.62	\$46.99	\$48.40	\$49.85	\$51.34	\$52.88
39	\$89,876	\$92,572	\$95,349	\$98,210	\$101,156	\$104,191	\$107,316	39	\$43.21	\$44.51	\$45.84	\$47.22	\$48.63	\$50.09	\$51.59
38	\$87,684	\$90,314	\$93,024	\$95,814	\$98,689	\$101,649	\$104,699	38	\$42.16	\$43.42	\$44.72	\$46.06	\$47.45	\$48.87	\$50.34
37	\$85,545	\$88,111	\$90,755	\$93,477	\$96,282	\$99,170	\$102,145	37	\$41.13	\$42.36	\$43.63	\$44.94	\$46.29	\$47.68	\$49.11
36	\$83,459	\$85,962	\$88,541	\$91,197	\$93,933	\$96,751	\$99,654	36	\$40.12	\$41.33	\$42.57	\$43.84	\$45.16	\$46.52	\$47.91
35	\$81,423	\$83,866	\$86,382	\$88,973	\$91,642	\$94,392	\$97,223	35	\$39.15	\$40.32	\$41.53	\$42.78	\$44.06	\$45.38	\$46.74
34	\$79,437	\$81,820	\$84,275	\$86,803	\$89,407	\$92,089	\$94,852	34	\$38.19	\$39.34	\$40.52	\$41.73	\$42.98	\$44.27	\$45.60
33	\$77,500	\$79,825	\$82,219	\$84,686	\$87,226	\$89,843	\$92,538	33	\$37.26	\$38.38	\$39.53	\$40.71	\$41.94	\$43.19	\$44.49
32	\$75,609	\$77,878	\$80,214	\$82,620	\$85,099	\$87,652	\$90,281	32	\$36.35	\$37.44	\$38.56	\$39.72	\$40.91	\$42.14	\$43.40
31	\$73,765	\$75,978	\$78,257	\$80,605	\$83,023	\$85,514	\$88,079	31	\$35.46	\$36.53	\$37.62	\$38.75	\$39.92	\$41.11	\$42.35
30	\$71,966	\$74,125	\$76,349	\$78,639	\$80,998	\$83,428	\$85,931	30	\$34.60	\$35.64	\$36.71	\$37.81	\$38.94	\$40.11	\$41.31
29	\$70,211	\$72,317	\$74,487	\$76,721	\$79,023	\$81,393	\$83,835	29	\$33.76	\$34.77	\$35.81	\$36.89	\$37.99	\$39.13	\$40.31
28	\$68,498	\$70,553	\$72,670	\$74,850	\$77,095	\$79,408	\$81,791	28	\$32.93	\$33.92	\$34.94	\$35.99	\$37.07	\$38.18	\$39.32
27	\$66,828	\$68,832	\$70,897	\$73,024	\$75,215	\$77,472	\$79,796	27	\$32.13	\$33.09	\$34.09	\$35.11	\$36.16	\$37.25	\$38.36
26	\$65,198	\$67,154	\$69,168	\$71,243	\$73,381	\$75,582	\$77,849	26	\$31.35	\$32.29	\$33.25	\$34.25	\$35.28	\$36.34	\$37.43
25	\$63,607	\$65,516	\$67,481	\$69,506	\$71,591	\$73,738	\$75,951	25	\$30.58	\$31.50	\$32.44	\$33.42	\$34.42	\$35.45	\$36.51
24	\$62,056	\$63,918	\$65,835	\$67,810	\$69,845	\$71,940	\$74,098	24	\$29.83	\$30.73	\$31.65	\$32.60	\$33.58	\$34.59	\$35.62
23	\$60,543	\$62,359	\$64,230	\$66,156	\$68,141	\$70,185	\$72,291	23	\$29.11	\$29.98	\$30.88	\$31.81	\$32.76	\$33.74	\$34.76
22	\$59,066	\$60,838	\$62,663	\$64,543	\$66,479	\$68,474	\$70,528	22	\$28.40	\$29.25	\$30.13	\$31.03	\$31.96	\$32.92	\$33.91
21	\$57,625	\$59,354	\$61,135	\$62,969	\$64,858	\$66,803	\$68,808	21	\$27.70	\$28.54	\$29.39	\$30.27	\$31.18	\$32.12	\$33.08
20	\$56,220	\$57,906	\$59,644	\$61,433	\$63,276	\$65,174	\$67,129	20	\$27.03	\$27.84	\$28.67	\$29.54	\$30.42	\$31.33	\$32.27
19	\$54,849	\$56,494	\$58,189	\$59,934	\$61,732	\$63,584	\$65,492	19	\$26.37	\$27.16	\$27.98	\$28.81	\$29.68	\$30.57	\$31.49
18	\$53,511	\$55,116	\$56,770	\$58,473	\$60,227	\$62,034	\$63,895	18	\$25.73	\$26.50	\$27.29	\$28.11	\$28.96	\$29.82	\$30.72
17	\$52,206	\$53,772	\$55,385	\$57,046	\$58,758	\$60,521	\$62,336	17	\$25.10	\$25.85	\$26.63	\$27.43	\$28.25	\$29.10	\$29.97
16	\$50,932	\$52,460	\$54,034	\$55,655	\$57,325	\$59,045	\$60,816	16	\$24.49	\$25.22	\$25.98	\$26.76	\$27.56	\$28.39	\$29.24
15	\$49,690	\$51,181	\$52,716	\$54,298	\$55,927	\$57,604	\$59,333	15	\$23.89	\$24.61	\$25.34	\$26.10	\$26.89	\$27.69	\$28.53
14	\$48,478	\$49,932	\$51,430	\$52,973	\$54,563	\$56,199	\$57,885	14	\$23.31	\$24.01	\$24.73	\$25.47	\$26.23	\$27.02	\$27.83
13	\$47,296	\$48,715	\$50,176	\$51,681	\$53,232	\$54,829	\$56,474	13	\$22.74	\$23.42	\$24.12	\$24.85	\$25.59	\$26.36	\$27.15
12	\$46,142	\$47,526	\$48,952	\$50,421	\$51,933	\$53,491	\$55,096	12	\$22.18	\$22.85	\$23.53	\$24.24	\$24.97	\$25.72	\$26.49
11	\$45,017	\$46,367	\$47,758	\$49,191	\$50,667	\$52,187	\$53,752	11	\$21.64	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09	\$25.84
10	\$43,919	\$45,236	\$46,593	\$47,991	\$49,431	\$50,914	\$52,441	10	\$21.11	\$21.75	\$22.40	\$23.07	\$23.76	\$24.48	\$25.21
9	\$42,848	\$44,133	\$45,457	\$46,821	\$48,225	\$49,672	\$51,162	9	\$20.60	\$21.22	\$21.85	\$22.51	\$23.19	\$23.88	\$24.60
8	\$41,803	\$43,057	\$44,348	\$45,679	\$47,049	\$48,461	\$49,914	8	\$20.10	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	\$24.00
7	\$40,783	\$42,006	\$43,267	\$44,565	\$45,902	\$47,279	\$48,697	7	\$19.61	\$20.20	\$20.80	\$21.43	\$22.07	\$22.73	\$23.41
6	\$39,788	\$40,982	\$42,211	\$43,478	\$44,782	\$46,125	\$47,509	6	\$19.13	\$19.70	\$20.29	\$20.90	\$21.53	\$22.18	\$22.84
5	\$38,818	\$39,982	\$41,182	\$42,417	\$43,690	\$45,000	\$46,350	5	\$18.66	\$19.22	\$19.80	\$20.39	\$21.00	\$21.63	\$22.28
4	\$37,871	\$39,007	\$40,177	\$41,383	\$42,624	\$43,903	\$45,220	4	\$18.21	\$18.75	\$19.32	\$19.90	\$20.49	\$21.11	\$21.74
3	\$36,947	\$38,056	\$39,197	\$40,373	\$41,585	\$42,832	\$44,117	3	\$17.76	\$18.30	\$18.84	\$19.41	\$19.99	\$20.59	\$21.21
2	\$36,046	\$37,128	\$38,241	\$39,389	\$40,570	\$41,787	\$43,041	2	\$17.33	\$17.85	\$18.39	\$18.94	\$19.50	\$20.09	\$20.69
1	\$35,167	\$36,222	\$37,309	\$38,428	\$39,581	\$40,768	\$41,991	1	\$16.91	\$17.41	\$17.94	\$18.47	\$19.03	\$19.60	\$20.19
Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7

(3% BETWEEN STEPS; 2.5% BETWEEN GRADES; 19.40 % RANGE FROM MINIMUM TO MAXIMUM)

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