

**BOARD PROPOSAL**  
**January 11, 2021**  
**ADDENDUM E**  
**Job Titles and Salary Schedules 2020-2021**

## SRP Placement Guidelines 2020-2021

Credit for related applicable experience will be granted according to the rules outlined below. In order to receive credit, all experience must be verified in writing by former employer(s) and submitted to the Office for Human Resources and Educator Quality. If the aggregate of verified outside experience results in a fractional part of a year greater than one-half (1/2), it will be counted as a year of outside experience.

Title	Pay Grade	New Pay Grade	MPL <sup>1</sup>	Experience Credit <sup>2</sup>	Eligible Supplements/Notes <sup>3</sup>
Administrative Assistant	S10		5	1 for 2	
Air Conditioning Chiller Mechanic	S15		15	1 for 1	
Air Conditioning Specialist	S13		15	1 for 1	
Behavior Assistant	S07		15	1 for 1	
Benefits Associate	S06		15	1 for 1	
Benefits Representative	S11		15	1 for 1	
Bookkeeper Secretary	S08		5	1 for 2	
Bus Driver	S09		5	1 for 2	Extracurricular trip rate: <del>\$14.32/hr</del> \$14.75 Driver Trainer rate: <del>\$17.93/hr</del> \$18.47 Bus Driver Trainee \$12.23/hr
Bus Parts Specialist	S10		15	1 for 1	
Classroom Assistant	<del>S02</del>	<del>S03</del>	1	Level 1	
Clinic Assistant	S06		5	1 for 2	
Clinic Assistant (LPN)	S14		5	1 for 2	
Computer Operator	S08		15	1 for 1	
Conservation and Recycling Ops Asst	S04		5	1 for 2	
Construction Finance Assistant	S09		15	1 for 1	
Courier	S04		5	1 for 2	
Custodian	<del>S02</del>	<del>S03</del>	5	1 for 2	\$0.20/hour for <b>certified custodian</b> certification or \$0.40/hour for <b>master custodian</b> certification; \$1.50/hour for those designated as <b>relief custodians</b>
Data Entry Operator	S08		5	1 for 2	
Department of Juvenile Justice Program Specialist	S06		5	1 for 2	
Distribution and Materials Handler	S09		5	1 for 2	
Early Childhood Programs Health Assistant	<del>S02</del>	<del>S03</del>	5	1 for 2	
Early Head Start Caregiver	S10		7	1 for 1	
Early Head Start Lead Caregiver	S11		7	1 for 1	
Facility Service Worker	S06		15	1 for 1	
Family Services Worker	S04		5	1 for 2	
Finance Assistant	S09		15	1 for 1	
Financial Aid Assistant	S04		5	1 for 2	
Food and Nutrition Services Assistant	S03		5	1 for 2	
Food and Nutrition Services Associate	S06		15	1 for 1	
Food and Nutrition Services Production Assistant	S06		5	1 for 2	
Food and Nutrition Services Vending Technician	S13		15	1 for 1	
Group Leader	<del>S02</del>	<del>S03</del>	1	Level 1	
Help Desk Technician	S08		15	1 for 1	
Home Services Worker	S08		15	1 for 1	



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Home Visitor	S03		1	Level 1	
Human Capital Associate	S06		15	1 for 1	
HVAC Systems Control Technician	S15		15	1 for 1	
Instructional Assistant (Basic Education Programs & Federal and State Programs)	S05		5	1 for 2	
Instructional Assistant (Bus Driver)	S09		5	1 for 2	
Instructional Assistant (Deaf/Hard of Hearing) (Exceptional Student Education)	S05		5	1 for 2	
Instructional Assistant (Department of Juvenile Justice)	S06		5	1 for 2	
Instructional Assistant (Eligible for Florida Educator's Certificate)	S08		5	1 for 2	Instructional Assistants or Paraprofessionals eligible for a state issued Florida Educator's Certificate at the Bachelor's level or higher will be paid according to Pay Grade S08 effective beginning the next pay period after submission of evidence of eligibility and review and approval by the Office for Human Resources and Educator Quality. All individuals who previously applied for a certificate and possess a statement of eligibility will no longer need to reapply for this statement once it expires.
Instructional Assistant (ESOL/Bilingual)	S05		5	1 for 2	
Instructional Assistant (Exceptional Student Education)	S06		5	1 for 2	
Instructional Assistant (Instructional Learning Systems)	S05		5	1 for 2	
Instructional Assistant/Paraprofessional Physical Education	S05		5	1 for 2	
Instructional Assistant (Pre-Kindergarten)	S05		5	1 for 2	\$0.53 per hour for a <b>Child Development Associate (CDA)</b> or equivalent
Instructional Assistant (Special Adult Education Programs)	S05		5	1 for 2	
Instructional Assistant (Student Discipline)	S06		5	1 for 2	
Interpreter for the Deaf and Hard of Hearing	S07		5	1 for 2	
Interpreter for the Deaf and Hard of Hearing (EIPA 3.3 or greater)	S16		5	1 for 2	\$7.00 per hour for attaining a score of 4 or greater on the Educational Interpreter Performance Assessment (EIPA) or obtaining national interpreter certification (NIC) by the National Registry of Interpreters for the Deaf (NRID) \$45.00/hour Additional Duty outside of regular work duties
Inventory Records Assistant	S08		15	1 for 1	
Licensed Practical Nurse	S14		5	1 for 2	
Licensed Practical Nurse 245	S14		5	1 for 2	
Lunchroom Monitor	<del>S02</del>	<del>S03</del>	1	Level 1	



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Title	Pay Grade	New Pay Grade	MPL <sup>1</sup>	Experience Credit <sup>2</sup>	Eligible Supplements/Notes <sup>3</sup>
Maintenance Technician	S10		15	1 for 1	
Multimedia Production Assistant	S06		15	1 for 1	
Network Technician	S12		15	1 for 1	
Occupational Therapy Assistant	S18		15	1 for 1	
Onboarding Representative	S11		15	1 for 1	
Paraprofessional (Basic)	S03		5	1 for 2	
Paraprofessional (Cyesis)	S03		5	1 for 2	\$0.53 per hour for a <b>Child Development Associate (CDA)</b> or equivalent (which will be considered in the calculation of the Educational Supplemental Pay Plan ceiling). CDA issued and credit received through Pasco County Schools Adult Education Program does not qualify for this supplement.
Paraprofessional (Social Services)	S03		5	1 for 2	
Paraprofessional (Transition Assistant)	S04		10	1 for 1	
Parent Involvement Assistant	S05		5	1 for 2	
Parent Involvement Assistant 245	S05		5	1 for 2	
Physical Education Field Technician	S08		15	1 for 1	
Physical Therapy Assistant	S18		15	1 for 1	
Property Control Assistant	S08		15	1 for 1	
Public Records Specialist	S14		15	1 for 1	
Purchasing Associate	S06		15	1 for 1	
Records Management Assistant	S04		5	1 for 2	
Registrar	S03		5	1 for 2	
Registrar 245	S03		5	1 for 2	
Relief Bus Driver	S09		5	1 for 2	Extracurricular trip rate: <del>\$14.32/hr</del> \$14.75 Driver Trainer rate: <del>\$17.93/hr</del> \$18.47 Relief Bus Driver \$1.00/hr
Resource Management Associate	S06		5	1 for 2	
Secretary II	S05		5	1 for 2	
Secretary III	S03		5	1 for 2	
Senior Finance Assistant	S11		15	1 for 1	
Senior Food and Nutrition Services Associate	S11		15	1 for 1	
Senior Group Leader	S04		5	1 for 2	
Senior Testing Assistant	S08		15	1 for 1	
Social Educator	S09		5	1 for 2	
Student System Data Entry Operator	S08		5	1 for 2	
Technology Services Technician	S12		15	1 for 1	Tech Services Certification: \$1.00/hr for those who are certified to complete warranty repair work for which the company and the District have a warranty program agreement
Testing Assistant	S04		5	1 for 2	
Transportation Assistant	<del>S02</del>	<del>S03</del>	5	1 for 2	
Transportation Communications Technician	S12		15	1 for 1	
Transportation Maintenance Assistant	S05		5	1 for 2	



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Vehicle Technician	S15		15	1 for 1	Vehicle Technician Tool Allowance - \$500/yr
Water and Sewer Plant Operator	S08		15	1 for 1	

<sup>1</sup> **MPL (Maximum Placement Level)** - Credit for related experience shall not exceed the level (MPL) indicated

<sup>2</sup> **Experience Credit** - Credit for related experience will be granted on the basis of: (a) 1 level for every 1 year of related experience (**1 for 1**); (b) 1 level for every 2 years of related experience (**1 for 2**); or (c) at level 1 for all employees (**Level 1**)

<sup>3</sup> For payment of supplements for certifications and/or licenses, proof of certification or license must be submitted to the Office for Human Resources and Educator Quality (HREQ) along with the appropriate form. Payment will begin at the start of the pay period following submission of evidence of certification/license and review and approval by HREQ.

### Additional Considerations:

#### Bus Drivers/Relief Bus Drivers:

- (a) Bus Drivers and Relief Bus Drivers selected to function as **Bus Driver Trainers** will be paid \$18.47/hr, exclusive of supplements.
- (b) Bus Drivers and Relief Bus Drivers will be paid \$14.75/hr for **extra-curricular trips**, exclusive of supplements.

## SRP Placement Guidelines 2020-2021

### Additional Considerations:

#### Instructional Assistants/Paraprofessionals:

The Director of Student Support Programs and Services may determine that certain programs require an Instructional Assistant or Paraprofessional to be a Licensed Practical Nurse because of the nature of the students being served. When this occurs, the Instructional Assistant or Paraprofessional will be paid from salary schedule S08.

#### Interpreter for the DHH

Interpreters for the Deaf and Hard of Hearing who have obtained national interpreter certification (NIC) by the National Registry of Interpreters for the Deaf (NRID) or earned a 4.0 or higher on the Educational Interpreter Performance Assessment (EIPA) shall receive \$45.00 per hour, or time and a half, whichever is greater, for any additional duty outside of their normal work duties, that they accept.



## SRP Placement Schedule 2020-2021

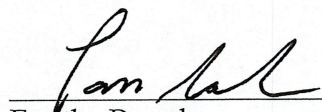
The levels below do not represent steps or years of service. Please refer to the **SRP Placement Guidelines** for maximum hiring levels and rules regarding credit for previous work experience. Maximum hiring levels and credit for previous experience vary depending on the position.

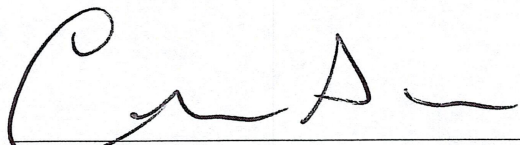
Pay Grade	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15	Pay Grade	RANGE	
																	Minimum	Maximum
<b>S18</b>	20.79	21.10	21.42	21.74	22.06	22.40	22.73	23.07	23.42	23.77	24.13	24.49	24.86	25.23	25.61	<b>S18</b>	20.79	31.18
<b>S17</b>	19.80	20.10	20.40	20.70	21.01	21.33	21.65	21.97	22.30	22.64	22.98	23.32	23.67	24.03	24.39	<b>S17</b>	19.80	29.70
<b>S16</b>	18.86	19.14	19.43	19.72	20.01	20.31	20.62	20.93	21.24	21.56	21.88	22.21	22.55	22.88	23.23	<b>S16</b>	18.86	28.28
<b>S15</b>	17.96	18.23	18.50	18.78	19.06	19.35	19.64	19.93	20.23	20.53	20.84	21.15	21.47	21.79	22.12	<b>S15</b>	17.96	26.94
<b>S14</b>	17.10	17.36	17.62	17.88	18.15	18.43	18.70	18.98	19.27	19.56	19.85	20.15	20.45	20.76	21.07	<b>S14</b>	17.10	25.66
<b>S13</b>	16.29	16.53	16.78	17.03	17.29	17.55	17.81	18.08	18.35	18.62	18.90	19.19	19.48	19.77	20.06	<b>S13</b>	16.29	24.43
<b>S12</b>	15.51	15.75	15.98	16.22	16.47	16.71	16.96	17.22	17.48	17.74	18.00	18.27	18.55	18.83	19.11	<b>S12</b>	15.51	23.27
<b>S11</b>	14.77	15.00	15.22	15.45	15.68	15.92	16.16	16.40	16.64	16.89	17.15	17.40	17.66	17.93	18.20	<b>S11</b>	14.77	22.16
<b>S10</b>	14.07	14.28	14.50	14.71	14.93	15.16	15.39	15.62	15.85	16.09	16.33	16.57	16.82	17.08	17.33	<b>S10</b>	14.07	21.11
<b>S09</b>	13.40	13.60	13.81	14.01	14.22	14.44	14.65	14.87	15.10	15.32	15.55	15.79	16.02	16.26	16.51	<b>S09</b>	13.40	20.10
<b>S08</b>	12.76	12.95	13.15	13.35	13.55	13.75	13.96	14.16	14.38	14.59	14.81	15.03	15.26	15.49	15.72	<b>S08</b>	12.76	19.14
<b>S07</b>	12.16	12.34	12.52	12.71	12.90	13.09	13.29	13.49	13.69	13.90	14.11	14.32	14.53	14.75	14.97	<b>S07</b>	12.16	18.23
<b>S06</b>	11.58	11.75	11.93	12.11	12.29	12.47	12.66	12.85	13.04	13.24	13.43	13.64	13.84	14.05	14.26	<b>S06</b>	11.58	17.36
<b>S05</b>	11.03	11.19	11.36	11.53	11.70	11.88	12.06	12.24	12.42	12.61	12.79	12.99	13.18	13.38	13.58	<b>S05</b>	11.03	16.54
<b>S04</b>	10.50	10.66	10.82	10.98	11.14	11.31	11.48	11.65	11.83	12.01	12.19	12.37	12.55	12.74	12.93	<b>S04</b>	10.50	15.75
<b>S03</b>	10.00	10.15	10.30	10.46	10.61	10.77	10.93	11.10	11.26	11.43	11.61	11.78	11.96	12.14	12.32	<b>S03</b>	10.00	15.00

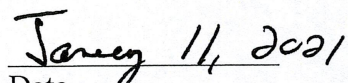
*Note: Approximate annual rates may be calculated by multiplying the hourly rate above times the number of contract days times the number of hours worked per day. Due to the pay equalization process that pro-rates total annual amounts over the course of the year, biweekly amounts typically may not be calculated by multiplying your hourly rate times the number of hours per pay period. You may view your biweekly amount in ESS by choosing the Paycheck Simulator or by viewing a recent paystub.*

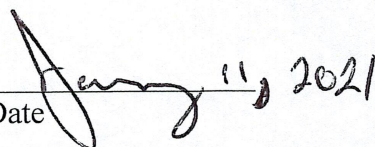


**END OF ADDENDUM E**

  
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For the Board

  
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For the Union

  
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Date