

BOARD PROPOSAL
April 14, 2022
ADDENDUM E
Job Titles and Salary Schedules 2021 - 2022

SRP Placement Guidelines

2021 - 2022

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 | Job Class | Pay Grade | MPL ¹ | Experience Credit ² | Minimum Hourly | Maximum Hiring Rate | Eligible Supplements/Notes ³ |
|---|---------------------|-----------|------------------|--------------------------------|----------------|---------------------|--|
| Administrative Assistant | 6114 6112 6103 6116 | \$10 | 5 | 1 for 2 | \$ 14.07 | \$ 14.93 | |
| Air Conditioning Chiller Mechanic | 5197 | \$15 | 15 | 1 for 1 | \$ 17.96 | \$ 22.12 | |
| Air Conditioning Specialist | 5005 | \$13 | 15 | 1 for 1 | \$ 16.29 | \$ 20.06 | |
| Behavior Assistant | 4015 4026 | \$07 | 15 | 1 for 1 | \$ 12.16 | \$ 14.97 | |
| Benefits Associate | 6327 | \$06 | 15 | 1 for 1 | \$ 11.58 | \$ 14.26 | |
| Benefits Representative | 6326 | \$11 | 15 | 1 for 1 | \$ 14.77 | \$ 18.20 | |
| Bookkeeper Secretary | 6200 | \$08 | 5 | 1 for 2 | \$ 12.76 | \$ 13.55 | |
| Bus Driver | 5008 | \$09 | 5 | 1 for 2 | \$ 13.40 | \$ 14.22 | Extracurricular trip rate: \$14.75/hr. Driver Trainer rate: \$18.47/hr. Bus Driver Trainee \$12.23/hr. |
| Bus Parts Specialist | 5010 | \$10 | 15 | 1 for 1 | \$ 14.07 | \$ 17.33 | |
| Classroom Assistant | 4016 | \$03 | 1 | Level 1 | \$ 10.00 | \$ 10.00 | |
| Clinic Assistant | 5021 | \$06 | 5 | 1 for 2 | \$ 11.58 | \$ 12.29 | |
| Clinic Assistant (LPN) | 5209 | \$14 | 5 | 1 for 2 | \$ 17.10 | \$ 18.15 | |
| Computer Operator | 5022 | \$08 | 15 | 1 for 1 | \$ 12.76 | \$ 15.72 | |
| Conservation and Recycling Ops Asst | 6301 | \$04 | 5 | 1 for 2 | \$ 10.50 | \$ 11.14 | |
| Construction Finance Assistant | 6310 | \$09 | 15 | 1 for 1 | \$ 13.40 | \$ 16.51 | |
| Courier | 5024 | \$04 | 5 | 1 for 2 | \$ 10.50 | \$ 11.14 | |
| Custodian | 5026 | \$03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | \$0.20/hour for certified custodian certification or \$0.40/hour for master custodian certification; \$1.50/hour for those designated as relief custodians |
| Data Entry Operator | 6303 | \$08 | 5 | 1 for 2 | \$ 12.76 | \$ 13.55 | |
| Department of Juvenile Justice Program | 5027 | \$06 | 5 | 1 for 2 | \$ 11.58 | \$ 12.29 | |
| Distribution and Materials Handler | 5029 5028 | \$09 | 5 | 1 for 2 | \$ 13.40 | \$ 14.22 | |
| Early Childhood Programs Health Assistant | 5317 | \$03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | |
| Early Head Start Caregiver | 5037 5038 5201 | \$10 | 7 | 1 for 1 | \$ 14.07 | \$ 15.39 | |
| Early Head Start Lead Caregiver | 6323 6330 | \$11 | 7 | 1 for 1 | \$ 14.77 | \$ 16.16 | |
| Facility Service Worker | 5045 | \$06 | 15 | 1 for 1 | \$ 11.58 | \$ 14.26 | |
| Family Services Worker | 5046 | \$04 | 5 | 1 for 2 | \$ 10.50 | \$ 11.14 | |
| Finance Assistant | 6305 | \$09 | 15 | 1 for 1 | \$ 13.40 | \$ 16.51 | |
| Financial Aid Assistant | 6312 | \$04 | 5 | 1 for 2 | \$ 10.50 | \$ 11.14 | |
| Food and Nutrition Services Assistant | 5051 5052 | \$03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | |
| Food and Nutrition Services Associate | 5131 | \$06 | 15 | 1 for 1 | \$ 11.58 | \$ 14.26 | |
| Food and Nutrition Services Production | 5058 | \$06 | 5 | 1 for 2 | \$ 11.58 | \$ 12.29 | |
| Food and Nutrition Services Vending | 5196 | \$13 | 15 | 1 for 1 | \$ 16.29 | \$ 20.06 | |
| Group Leader | 5145 | \$03 | 1 | Level 1 | \$ 10.00 | \$ 10.00 | |
| Help Desk Technician | 5064 | \$08 | 15 | 1 for 1 | \$ 12.76 | \$ 15.72 | |
| Home Services Worker | 5040 | \$08 | 15 | 1 for 1 | \$ 12.76 | \$ 15.72 | |
| Home Visitor | 5222 | \$03 | 1 | Level 1 | \$ 10.00 | \$ 10.00 | |
| Human Capital Associate | 6325 | \$06 | 15 | 1 for 1 | \$ 11.58 | \$ 14.26 | |
| HVAC Systems Control Technician | 5004 | \$15 | 15 | 1 for 1 | \$ 17.96 | \$ 22.12 | |
| Instructional Assistant (Basic Education Programs & Federal and State Programs) | 4000 | \$05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | |
| Instructional Assistant/Bus Driver | 4001 | \$09 | 5 | 1 for 2 | \$ 13.40 | \$ 14.22 | |
| Instructional Assistant (Deaf/Hard of Hearing) (Exceptional Student Education) | 4003 | \$05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | |
| Instructional Assistant (Department of Juvenile Justice) | 4004 | \$06 | 5 | 1 for 2 | \$ 11.58 | \$ 12.29 | |

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| Title | Job Class | Pay Grade | MPL ¹ | Experience Credit ² | Minimum Hourly | Maximum Hiring Rate | Eligible Supplements/Notes ³ |
|---|---|-----------|------------------|--------------------------------|----------------|---------------------|---|
| Instructional Assistant (Eligible for Florida Educator's Certificate) | 4000 4003 4004 4005 4006 4007 4008 4009 40114014 4021 | S08 | 5 | 1 for 2 | \$ 12.76 | \$ 13.55 | 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) | 4006 | S05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | |
| Instructional Assistant (Exceptional Student Education) | 4005 | S06 | 5 | 1 for 2 | \$ 11.58 | \$ 12.29 | |
| Instructional Assistant (Exceptional Student Education - ASEP) | 4025 | S06 | 5 | 1 for 2 | \$ 11.58 | \$ 12.29 | |
| Instructional Assistant (Instructional Learning Systems) | 4007 | S05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | |
| Instructional Assistant (Kindergarten) | 4024 | S05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | |
| Instructional Assistant/Paraprofessional Physical Education | 4021 | S05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | |
| Instructional Assistant (Pre-Kindergarten) | 4008 | S05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | \$0.53 per hour for a Child Development Associate (CDA) or equivalent |
| Instructional Assistant (Special Adult Education Programs) | 4011 | S05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | |
| Instructional Assistant (Student Discipline) | 4009 | S06 | 5 | 1 for 2 | \$ 11.58 | \$ 12.29 | |
| Interpreter for the Deaf and Hard of | 4201 | S07 | 5 | 1 for 2 | \$ 12.16 | \$ 12.90 | |
| Interpreter for the Deaf and Hard of Hearing (EIPA 3.3 or greater) | 4201 | S16 | 5 | 1 for 2 | \$ 18.86 | \$ 20.01 | \$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 | 5063 | S08 | 15 | 1 for 1 | \$ 12.76 | \$ 15.72 | |
| Licensed Practical Nurse | 4010 | S14 | 5 | 1 for 2 | \$ 17.10 | \$ 18.15 | |
| Licensed Practical Nurse 245 | 5125 | S14 | 5 | 1 for 2 | \$ 17.10 | \$ 18.15 | |
| Lunchroom Monitor | 5069 | S03 | 1 | Level 1 | \$ 10.00 | \$ 10.00 | |
| Maintenance Technician | 5212 | S10 | 15 | 1 for 1 | \$ 14.07 | \$ 17.33 | |
| Multimedia Production Assistant | 5158 | S06 | 15 | 1 for 1 | \$ 11.58 | \$ 14.26 | |
| Network Technician | 5087 | S12 | 15 | 1 for 1 | \$ 15.51 | \$ 19.11 | |
| Occupational Therapy Assistant | 4203 4204 | S18 | 15 | 1 for 1 | \$ 20.79 | \$ 25.61 | |
| Onboarding Representative | 6324 | S11 | 15 | 1 for 1 | \$ 14.77 | \$ 18.20 | |
| Paraprofessional (Basic) | 4111 4112 | S03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | |
| Paraprofessional (Cyesis) | 4101 | S03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | \$0.53 per hour for a Child Development Associate (CDA) 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 (Eligible for Florida Educator's Certificate) | 4101 4102 4103 4104 4109 | S08 | 5 | 1 for 2 | \$ 12.76 | \$ 13.55 | |
| Paraprofessional (Float) | 4113 | S03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | |
| Paraprofessional (Kindergarten) | 4114 | S03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | |
| Paraprofessional (Social Services) | 4103 | S03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | |
| Paraprofessional (Transition Assistant) | 4104 | S04 | 10 | 1 for 1 | \$ 10.50 | \$ 12.01 | |
| Parent Involvement Assistant | 4205 | S05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | |
| Parent Involvement Assistant 245 | 4212 | S05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | |

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| Title | Job Class | Pay Grade | MPL | Experience Credit | Minimum Hourly | Maximum Hiring Rate | Eligible Supplements/Notes |
|--|--------------------------|-----------|-----|-------------------|----------------|---------------------|--|
| Payroll Representative | 6332 | S11 | 15 | 1 for 1 | \$ 14.77 | \$ 18.20 | |
| Physical Education Field Technician | 5091 | S08 | 15 | 1 for 1 | \$ 12.76 | \$ 15.72 | |
| Physical Therapy Assistant | 4206 | S18 | 15 | 1 for 1 | \$ 20.79 | \$ 25.61 | |
| Property Control Assistant | 5173 | S08 | 15 | 1 for 1 | \$ 12.76 | \$ 15.72 | |
| Public Records Specialist | 5245 | S14 | 15 | 1 for 1 | \$ 17.10 | \$ 21.07 | |
| Purchasing Associate | 5180 | S06 | 15 | 1 for 1 | \$ 11.58 | \$ 14.26 | |
| Records Management Assistant | 5084 | S04 | 5 | 1 for 2 | \$ 10.50 | \$ 11.14 | |
| Registrar | 6309 | S03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | |
| Registrar 245 | 6329 | S03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | Relief Bus Driver \$1.00/hr Extracurricular trip rate: \$14.75/hr Driver Trainer rate: \$18.47/hr |
| Relief Bus Driver | 5095 | S09 | 5 | 1 for 2 | \$ 13.40 | \$ 14.22 | |
| Resource Management Associate | 4211 | S06 | 5 | 1 for 2 | \$ 11.58 | \$ 12.29 | |
| Secretary II | 6115 6104 6102 | S05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | |
| Secretary III | 6108 6109 6110 6107 6113 | S03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | |
| Senior Finance Assistant | 6320 | S11-S12 | 15 | 1 for 1 | \$ 14.77 | \$ 18.20 | |
| Senior Food and Nutrition Services Associate | 5130 | S11 | 15 | 1 for 1 | \$ 14.77 | \$ 18.20 | |
| Senior Group Leader | 5146 | S04 | 5 | 1 for 2 | \$ 10.50 | \$ 11.14 | |
| Senior Testing Assistant | 6328 | S08 | 15 | 1 for 1 | \$ 12.76 | \$ 15.72 | |
| Social Educator | 6322 | S09 | 5 | 1 for 2 | \$ 13.40 | \$ 14.22 | |
| Student System Data Entry Operator | 6302 | S08 | 5 | 1 for 2 | \$ 12.76 | \$ 13.55 | 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 |
| Technology Services Technician | 5107 | S12 | 15 | 1 for 1 | \$ 15.51 | \$ 19.11 | |
| Testing Assistant | 5111 | S04 | 5 | 1 for 2 | \$ 10.50 | \$ 11.14 | |
| Transportation Assistant | 5113 | S03 | 5 | 1 for 2 | \$ 10.00 | \$ 10.61 | Transportation Mechanic I Tool Allowance - \$500/yr |
| Transportation Communications Technician | 5171 | S12 | 15 | 1 for 1 | \$ 15.51 | \$ 19.11 | |
| Transportation Maintenance Assistant | 5114 | S05 | 5 | 1 for 2 | \$ 11.03 | \$ 11.70 | Transportation Vehicle Tech Tool Allowance - \$500/yr |
| Vehicle Technician | 5077 | S15 | 15 | 1 for 1 | \$ 17.96 | \$ 22.12 | |
| Water and Sewer Plant Operator | 5116 | S08 | 15 | 1 for 1 | \$ 12.76 | \$ 15.72 | |

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

² **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**)

³ 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.

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 2021-2022

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 | | | | | | | | | | | | | | | | Pay Grade | RANGE | |
|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|-----------|---------|---------|
| | 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 | | Minimum | Maximum |
| SS6 | 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 | SS6 | 20.79 | 25.61 |
| SS7 | 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 | SS7 | 19.80 | 24.39 |
| SS8 | 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 | SS8 | 18.86 | 23.23 |
| SS9 | 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 | SS9 | 17.96 | 22.12 |
| SS10 | 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 | SS10 | 17.10 | 21.07 |
| SS11 | 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 | SS11 | 16.29 | 20.06 |
| SS12 | 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 | SS12 | 15.51 | 19.11 |
| SS13 | 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 | SS13 | 14.77 | 18.20 |
| SS14 | 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 | SS14 | 14.07 | 17.33 |
| SS15 | 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 | SS15 | 13.40 | 16.51 |
| SS16 | 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 | SS16 | 12.76 | 15.72 |
| SS17 | 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 | SS17 | 12.16 | 14.97 |
| SS18 | 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 | SS18 | 11.58 | 14.26 |
| SS19 | 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 | SS19 | 11.03 | 13.58 |
| SS20 | 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 | SS20 | 10.50 | 12.93 |
| SS21 | 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 | SS21 | 10.00 | 12.32 |

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

For the Board

Date

For the Union

Date