

BOARD PROPOSAL
April 28, 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	S10	5	1 for 2	\$ 14.07	\$ 14.93	
Air Conditioning Chiller Mechanic	5197	S15	15	1 for 1	\$ 17.96	\$ 22.12	
Air Conditioning Specialist	5005	S13	15	1 for 1	\$ 16.29	\$ 20.06	
Behavior Assistant	4015 4026	S07	15	1 for 1	\$ 12.16	\$ 14.97	
Benefits Associate	6327	S06	15	1 for 1	\$ 11.58	\$ 14.26	
Benefits Representative	6326	S11	15	1 for 1	\$ 14.77	\$ 18.20	
Bookkeeper Secretary	6200	S08	5	1 for 2	\$ 12.76	\$ 13.55	
Bus Driver	5008	S09	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	S10	15	1 for 1	\$ 14.07	\$ 17.33	
Classroom Assistant	4016	S03	1	Level 1	\$ 10.00	\$ 10.00	
Clinic Assistant	5021	S06	5	1 for 2	\$ 11.58	\$ 12.29	
Clinic Assistant (LPN)	5209	S14	5	1 for 2	\$ 17.10	\$ 18.15	
Computer Operator	5022	S08	15	1 for 1	\$ 12.76	\$ 15.72	
Conservation and Recycling Ops Asst	6301	S04	5	1 for 2	\$ 10.50	\$ 11.14	
Construction Finance Assistant	6310	S09	15	1 for 1	\$ 13.40	\$ 16.51	
Courier	5024	S04	5	1 for 2	\$ 10.50	\$ 11.14	
Custodian	5026 *	S03	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	S08	5	1 for 2	\$ 12.76	\$ 13.55	
Department of Juvenile Justice Program	5027	S06	5	1 for 2	\$ 11.58	\$ 12.29	
Distribution and Materials Handler	5029 5028	S09	5	1 for 2	\$ 13.40	\$ 14.22	
Early Childhood Programs Health Assistant	5317	S03	5	1 for 2	\$ 10.00	\$ 10.61	
Early Head Start Caregiver	5037 5038 5201	S10	7	1 for 1	\$ 14.07	\$ 15.39	
Early Head Start Lead Caregiver	6323 6330	S11	7	1 for 1	\$ 14.77	\$ 16.16	
Facility Service Worker	5045	S06	15	1 for 1	\$ 11.58	\$ 14.26	
Family Services Worker	5046	S04	5	1 for 2	\$ 10.50	\$ 11.14	
Finance Assistant	6305	S09	15	1 for 1	\$ 13.40	\$ 16.51	
Financial Aid Assistant	6312	S04	5	1 for 2	\$ 10.50	\$ 11.14	
Food and Nutrition Services Assistant	5051 5052	S03	5	1 for 2	\$ 10.00	\$ 10.61	
Food and Nutrition Services Associate	5131	S06	15	1 for 1	\$ 11.58	\$ 14.26	
Food and Nutrition Services Production	5058	S06	5	1 for 2	\$ 11.58	\$ 12.29	
Food and Nutrition Services Vending	5196	S13	15	1 for 1	\$ 16.29	\$ 20.06	
Group Leader	5145	S03	1	Level 1	\$ 10.00	\$ 10.00	
Help Desk Technician	5064	S08	15	1 for 1	\$ 12.76	\$ 15.72	
Home Services Worker	5040	S08	15	1 for 1	\$ 12.76	\$ 15.72	
Home Visitor	5222	S03	1	Level 1	\$ 10.00	\$ 10.00	
Human Capital Associate	6325	S06	15	1 for 1	\$ 11.58	\$ 14.26	
HVAC Systems Control Technician	5004	S15	15	1 for 1	\$ 17.96	\$ 22.12	
Instructional Assistant (Basic Education Programs & Federal and State Programs)	4000	S05	5	1 for 2	\$ 11.03	\$ 11.70	
Instructional Assistant/Bus Driver	4001	S09	5	1 for 2	\$ 13.40	\$ 14.22	
Instructional Assistant (Deaf/Hard of Hearing) (Exceptional Student Education)	4003	S05	5	1 for 2	\$ 11.03	\$ 11.70	
Instructional Assistant (Department of Juvenile Justice)	4004	S06	5	1 for 2	\$ 11.58	\$ 12.29	

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Job Title	Job Code	Pay Grade	MPL	Experience Credit	Minimum Hourly	Maximum Hourly	Eligible Supplemental Duties
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 Code	Pay Grade	MPL	Experience Credit	Minimum Hourly	Maximum Hourly	Eligible Supplement(s) (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	RANGE															Pay Grade	Annual Rate	Biweekly Rate
	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			
SR3	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	SR3	2079	3218
SR7	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	SR7	1980	2970
SR13	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	SR13	1886	2878
SR15	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	SR15	1796	2694
SR17	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	SR17	1710	2566
SR19	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	SR19	1629	2443
SR21	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	SR21	1551	2372
SR23	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	SR23	1477	2216
SR25	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	SR25	1407	2111
SR27	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	SR27	1340	2010
SR29	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	SR29	1276	1914
SR31	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	SR31	1216	1823
SR33	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	SR33	1158	1736
SR35	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	SR35	1103	1654
SR37	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	SR37	1050	1575
SR39	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	SR39	1000	1500

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