

BOARD PROPOSAL
October 11, 2023
ADDENDUM E
Job Titles and Salary Schedules 2023-2024

SRP Placement Guidelines 2023 - 2024

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	Current Pay Grade	Current MPL ¹	Current Experience Credit ²	Current Minimum Hourly	Current Maximum Hiring Rate	Eligible Supplements/Notes ³
Administrative Assistant	6112 6114 6103 6116 6119	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Air Conditioning Chiller Mechanic	5197	PG11	15	1 for 1	\$ 19.20	\$ 22.07	
Air Conditioning Specialist	5005	PG05	15	1 for 1	\$ 16.56	\$ 19.03	
Behavior Assistant	4015 4017 4026	PG02	15	1 for 1	\$ 15.38	\$ 17.67	
Benefits Associate	6327	PG01	15	1 for 1	\$ 15.00	\$ 17.24	
Benefits Representative	6326	PG02	15	1 for 1	\$ 15.38	\$ 17.67	
Bookkeeper Secretary	6200 6201 6204	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Bus Driver	5008	PG02	10	1 for 2	\$ 15.38	\$ 16.82	Extracurricular trip rate: \$16.00/hr. \$20.00/hr. Driver Trainer rate: \$19.39/hr. Bus Driver Trainee \$15.00/hr.
Bus Parts Specialist	5010	PG02	15	1 for 1	\$ 15.38	\$ 17.67	
Classroom Assistant	4016	PG01	1	Level 1	\$ 15.00	\$ 15.00	
Clinic Assistant	5021 5210	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Clinic Assistant (LPN)	5209	PG07	10	1 for 2	\$ 17.40	\$ 19.03	
Construction Finance Assistant	6310	PG01	15	1 for 1	\$ 15.00	\$ 17.24	
Courier	5024	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Culinary Assistant	4023	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Custodian	5026	PG01	10	1 for 2	\$ 15.00	\$ 16.41	\$0.20/hour for certified custodian certification or \$0.40/hour for master custodian certification
Data Entry Operator	6303	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Department of Juvenile Justice Program Specialist	5027	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Distribution and Materials Handler 245	5028	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Early Childhood Programs Health Assistant	5137	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Early Head Start Caregiver 230/245	5038 5201	PG02	10	1 for 1	\$ 15.38	\$ 16.82	
Extended Learning Tutor	4115	PG01	1	Level 1	\$ 15.00	\$ 15.00	
Facility Service Worker	5045	PG02	15	1 for 1	\$ 15.38	\$ 17.67	\$0.20/hour for certified custodian certification or \$0.40/hour for master custodian certification
Family Services Worker	5046	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Finance Assistant	6305	PG01	15	1 for 1	\$ 15.00	\$ 17.24	
Financial Aid Assistant	6312	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Food and Nutrition Services Assistant	5051 5052 5303	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Food and Nutrition Services Assistant, Relief	5303	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Food and Nutrition Services Associate	5131	PG02	15	1 for 1	\$ 15.38	\$ 17.67	
Food and Nutrition Services Production Assistant	5058	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Food and Nutrition Services Production Assistant, Relief	5304	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Food and Nutrition Services Production Coordinator	5323	PG04	15	1 for 1	\$ 16.15	\$ 18.57	
Food and Nutrition Services Vending Technician	5196	PG04	15	1 for 1	\$ 16.15	\$ 18.57	
Group Leader	5145 5221 5325 5326	PG02	1-10	Level 1-1 for 2	\$ 15.38	\$ 16.82	
Help Desk Technician	5064	PG03	15	1 for 1	\$ 15.76	\$ 18.11	
Home Services Worker	5040 5311	PG02	15	1 for 1	\$ 15.38	\$ 17.67	
Human Capital Associate	6325	PG01	15	1 for 1	\$ 15.00	\$ 17.24	
HVAC Systems Control Technician	5004	PG11	15	1 for 1	\$ 19.20	\$ 22.07	
Instructional Assistant: Basic Education Programs & Federal and State Programs	4000 4210	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Instructional Assistant/Bus Driver	4001	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Instructional Assistant: Deaf/Hard of Hearing (DHH) (Exceptional Student Education)	4003	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Instructional Assistant: Department of Juvenile Justice (DJJ)	4004	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Instructional Assistant: English for Speakers of Other Languages (ESOL)/Bilingual	4006	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Instructional Assistant: Exceptional Student Education (ESE)	4005 4014	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Instructional Assistant: Instructional Learning Systems (ILS)	4007 4019 4022	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Instructional Assistant: Kindergarten	4024	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Instructional Assistant: Paraprofessional Physical Education (PE)	4021	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Instructional Assistant: Pre-Kindergarten	4008	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Instructional Assistant: Special Adult Education Programs	4011	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Instructional Assistant: Student Discipline	4009 4020 4028	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Interpreter for the Deaf and Hard of Hearing	4201	PG10	10	1 for 2	\$ 18.73	\$ 20.49	
Interpreter for the Deaf and Hard of Hearing (EIPA 3.3 or greater)	4201	PG10	10	1 for 2	\$ 18.73	\$ 20.49	\$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	PG01	15	1 for 1	\$ 15.00	\$ 17.24	
Licensed Practical Nurse	4010 5125	PG07	10	1 for 2	\$ 17.40	\$ 19.03	
Lunchroom Monitor	5069	PG01	1	Level 1	\$ 15.00	\$ 15.00	
Maintenance Technician	5212	PG02	15	1 for 1	\$ 15.38	\$ 17.67	
Network Technician	5087	PG03	15	1 for 1	\$ 15.76	\$ 18.11	
Occupational Therapy Assistant	4202	PG14	15	1 for 1	\$ 20.68	\$ 23.77	
Office Assistant	6120 6121 6122 6123	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Onboarding Representative	6324	PG02	15	1 for 1	\$ 15.38	\$ 17.67	

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Title	Job Class	Current Pay Grade	Current MPL ¹	Current Experience Credit ²	Current Minimum Hourly	Current Maximum Hiring Rate	Eligible Supplements/Notes ³
Paraprofessional (Basic)	4111 4112	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Paraprofessional (ESE)	4107	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Paraprofessional (Kindergarten)	4114	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Paraprofessional (Cyesis)	4101	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Paraprofessional (Social Services)	4103	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Paraprofessional (Transition Assistant)	4104 4109 4110	PG01	10	1 for 1	\$ 15.00	\$ 16.41	
Parent Involvement Assistant	4205 4212	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Payroll Representative	6332	PG02	15	1 for 1	\$ 15.38	\$ 17.67	
Physical Education Field Technician	5091	PG02	15	1 for 1	\$ 15.38	\$ 17.67	
Physical Therapy Assistant	4206	PG14	15	1 for 1	\$ 20.68	\$ 23.77	
Property Control Assistant	5173	PG01	15	1 for 1	\$ 15.00	\$ 17.24	
Public Records Specialist	5245	PG07	15	1 for 1	\$ 17.40	\$ 20.00	
Records Management Assistant	5084	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Registrar	6309 6329	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Relief Bus Driver	5095	PG03	10	1 for 2	\$ 15.76	\$ 17.24	Extracurricular trip rate: \$16.00/hr \$20.00/hr. Driver Trainer rate: \$19.39/hr
Relief Custodian	5314	PG02	10	1 for 2	\$ 15.38	\$ 16.82	\$0.20/hour for certified custodian certification or \$0.40/hour for master custodian certification
Resource Management Associate	4211	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Secretary-II	6102 6104 6115	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Secretary-III	6107 6108 6109 6110 6113	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Senior Finance Assistant	6320	PG02	15	1 for 1	\$ 15.38	\$ 17.67	
Senior Food and Nutrition Services Associate	5130	PG02-PG04	15	1 for 1	\$ 15.38 16.15	\$ 17.67 18.57	
Senior Group Leader	5146 5220	PG03	10	1 for 2	\$ 15.38	\$ 16.82	
Senior Testing Assistant	6328	PG01	15	1 for 1	\$ 15.00	\$ 17.24	
Social Educator 198/245	5097 6322 5224	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Student System Data Entry Operator	6302	PG02	10	1 for 2	\$ 15.38	\$ 16.82	
Technology Services Technician	5107	PG03	15	1 for 1	\$ 15.76	\$ 18.11	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	5111	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Transportation Assistant	5113	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Transportation Communications Technician	5171	PG02	15	1 for 1	\$ 15.38	\$ 17.67	Transportation Mechanic I Tool Allowance: \$500/yr.
Transportation Customer Svcs Rep	6334	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Vehicle Technician Assistant	5114	PG01	10	1 for 2	\$ 15.00	\$ 16.41	
Vehicle Technician	5077	PG08	15	1 for 1	\$ 17.83	\$ 20.50	Transportation Vehicle Tech Tool Allowance: \$500/yr.

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

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:

Interpreter for the OHH

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.

Proposed SRP Placement Schedule 2023-2024

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
PG15	21.44	21.65	21.87	22.09	22.31	22.53	22.76	22.99	23.22	23.45	23.68	23.92	24.16	24.40	24.64	PG15	21.44	38.59
PG14	20.92	21.13	21.34	21.55	21.77	21.99	22.21	22.43	22.65	22.88	23.11	23.34	23.57	23.81	24.05	PG14	20.92	37.66
PG13	20.41	20.61	20.82	21.03	21.24	21.45	21.66	21.88	22.10	22.32	22.54	22.77	23.00	23.23	23.46	PG13	20.41	36.74
PG12	19.92	20.12	20.32	20.52	20.73	20.94	21.15	21.36	21.57	21.79	22.01	22.23	22.45	22.67	22.90	PG12	19.92	35.86
PG11	19.43	19.62	19.82	20.02	20.22	20.42	20.62	20.83	21.04	21.25	21.46	21.67	21.89	22.11	22.33	PG11	19.43	34.97
PG10	18.95	19.14	19.33	19.52	19.72	19.92	20.12	20.32	20.52	20.73	20.94	21.15	21.36	21.57	21.79	PG10	18.95	34.11
PG09	18.49	18.67	18.86	19.05	19.24	19.43	19.62	19.82	20.02	20.22	20.42	20.62	20.83	21.04	21.25	PG09	18.49	33.28
PG08	18.03	18.21	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.92	20.12	20.32	20.52	20.73	PG08	18.03	32.45
PG07	17.60	17.78	17.96	18.14	18.32	18.50	18.69	18.88	19.07	19.26	19.45	19.64	19.84	20.04	20.24	PG07	17.60	31.68
PG06	17.17	17.34	17.51	17.69	17.87	18.05	18.23	18.41	18.59	18.78	18.97	19.16	19.35	19.54	19.74	PG06	17.17	30.91
PG05	16.76	16.93	17.10	17.27	17.44	17.61	17.79	17.97	18.15	18.33	18.51	18.70	18.89	19.08	19.27	PG05	16.76	30.17
PG04	16.35	16.51	16.68	16.85	17.02	17.19	17.36	17.53	17.71	17.89	18.07	18.25	18.43	18.61	18.80	PG04	16.35	29.43
PG03	15.96	16.12	16.28	16.44	16.60	16.77	16.94	17.11	17.28	17.45	17.62	17.80	17.98	18.16	18.34	PG03	15.96	28.73
PG02	15.57	15.73	15.89	16.05	16.21	16.37	16.53	16.70	16.87	17.04	17.21	17.38	17.55	17.73	17.91	PG02	15.57	28.03
PG01	15.19	15.34	15.49	15.64	15.80	15.96	16.12	16.28	16.44	16.60	16.77	16.94	17.11	17.28	17.45	PG01	15.19	27.34

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.

The SRP salary referendum supplement is determined by Pasco years of service. Annual salary can be calculated by multiplying the hourly amount by the employee's contracted work schedule.

Example: 196 days & 7.5 hours with 5 Pasco years of service; $196 \times 7.5 \times \$1.25 = \$1,837.50$ annually

Pasco Service Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Salary Referendum Supplement	\$0.80	\$0.89	\$0.98	\$1.07	\$1.16	\$1.25	\$1.34	\$1.43	\$1.52	\$1.61	\$1.70	\$1.79	\$1.88	\$1.97	\$2.06	\$2.15	\$2.24	\$2.33	\$2.42	\$2.51	\$2.60	\$2.69	\$2.78	\$2.87	\$2.96	\$3.05	\$3.14	\$3.23	\$3.32	\$3.41	\$3.50

END OF ADDENDUM E

For the Board

Date

For the Union

Date