

BOARD PROPOSAL
December 13, 2018
ADDENDUM E
Job Titles and Salary Schedules 2018-2019

SRP Placement Guidelines

2018-2019

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.

Job Title	Pay Grade	Non-Pay Grade	MIN ¹	Experience (Credit)	Additional Requirements/Notes
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: \$13.87/hr Driver Trainer rate: \$17.37/hr Bus Driver Trainee \$12.23/hr
Bus Parts Specialist	S10		15	1 for 1	
Child Care Assistant	S04	S02	1	Level 1	
Classroom Assistant	S04	S02	1	Level 1	
Clinic Assistant	S06		5	1 for 2	
Clinic Assistant (LPN)	S12		5	1 for 2	
Computer Operator	S08		15	1 for 1	
Conservation and Recycling Operations	S04		5	1 for 2	
Construction Finance Assistant	S09		15	1 for 1	
Courier	S04		5	1 for 2	
Custodian	S02		5	1 for 2	\$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	S07		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	S02		5	1 for 2	
Early Head Start Caregiver	S09	S10	7	1 for 1	
Early Head Start Lead Caregiver	S10	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	S02	S03	5	1 for 2	
Food and Nutrition Services Associate	S06		15	1 for 1	
Food and Nutrition Services Production Assistant	S05	S06	5	1 for 2	
Food and Nutrition Services Vending Technician	S13		15	1 for 1	
Help Desk Technician	S08		15	1 for 1	
Home Services Worker	S08		15	1 for 1	
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)	S04		5	1 for 2	
Instructional Assistant (Basic Education Programs & Federal and State Programs)	S04		5	1 for 2	
Instructional Assistant (Deaf/Hard of Hearing) (Exceptional Student Education)	S04		5	1 for 2	
Instructional Assistant (Department of Juvenile Justice)	S05		5	1 for 2	

Job Titles and Salary Schedules 2018-2019

Title	Pay Grade	Pay Units	Min	Max	Exemptions	Special Supplemental Pay
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)	S04		5	1 for 2		
Instructional Assistant (Exceptional Student Education)	S05		5	1 for 2		
Instructional Assistant (Exceptional Student Education)	S05		5	1 for 2		
Instructional Assistant (Instructional Learning Systems)	S04		5	1 for 2		
Instructional Assistant (Pre-Kindergarten)	S04		5	1 for 2		\$0.53 per hour for a Child Development Associate (CDA) or equivalent
Instructional Assistant (Special Adult Education Programs)	S04		5	1 for 2		
Instructional Assistant (Student Discipline)	S06		5	1 for 2		
Instructional Assistant/Bus Driver	S09		5	1 for 2		
Instructional Assistant/Paraprofessional Physical Education	S04		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)
Interpreter for the Deaf and Hard of Hearing (EIPA 4 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 Specialist-Assistant	S08		15	1 for 1		
Licensed Practical Nurse	S12		5	1 for 2		
Licensed Practical Nurse	S12		5	1 for 2		
Licensed Practical Nurse 245	S12		5	1 for 2		
Lunchroom Monitor	S01	S02	1	Level 1		
Maintenance Worker Technician	S10		15	1 for 1		
Maintenance IAA	S11		15	1 for 1		
Maintenance IAA (Air Conditioning Shop)	S16		15	1 for 1		
Mechanic I	S15		15	1 for 1		Transportation Mechanic I Tool Allowance - \$500/yr
Multimedia Production Assistant	S06		15	1 for 1		
Network Technician	S12		15	1 for 1		
Occupational Therapy Assistant	S17		15	1 for 1		
Onboarding Representative	S11		15	1 for 1		
Paraprofessional (Cysis)	S03		5	1 for 2		\$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)	S08		5	1 for 2		
Paraprofessional (Social Services)	S03		5	1 for 2		
Paraprofessional (Transition Assistant)	S04		10	1 for 1		
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		

Job Titles and Salary Schedules 2018-2019

Job Title	Pay Grade	Next Pay Grade	MPL ¹	Experience Credit	Available Supplement/Notes
Physical Education Field Technician	S08		15	1 for 1	
Physical Therapy Assistant	S17		15	1 for 1	
Property Control Assistant	S08		15	1 for 1	
Purchasing Associate	S06		15	1 for 1	
Records Management Assistant	S04		5	1 for 2	
Registrar	S02	S03	5	1 for 2	
Registrar 245	S02	S03	5	1 for 2	
Relief Bus Driver	S09		5	1 for 2	Relief Bus Driver \$1.00/hr Extracurricular trip rate: \$13.60/hr Driver Trainer rate: \$17.03/hr
Resource Management Associate	S06		5	1 for 2	
Secretary II	S05		5	1 for 2	
Secretary III	S03		5	1 for 2	
Senior Child Care Assistant	S04		5	1 for 2	
Senior Finance Assistant	S11		15	1 for 1	
Senior Food and Nutrition Services Associate	S11		15	1 for 1	
Senior Testing Assistant	S08		15	1 for 1	
Social Educator	S09		5	1 for 2	
Student System Data Entry Operator	S07		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	S02		5	1 for 2	
Transportation Communications Technician	S12		15	1 for 1	Transportation Mechanic I Tool Allowance - \$500/yr
Transportation Maintenance Assistant	S05		5	1 for 2	
Water and Sewer Plant Operator	S08		15	1 for 1	

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

Additional Considerations:

Bus Drivers/Relief Bus Drivers:

- (a) Bus Drivers and Relief Bus Drivers selected to function as *Bus Driver Trainers* will be paid \$17.37/hr, exclusive of supplements.
- (b) Bus Drivers and Relief Bus Drivers will be paid \$13.87/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.

Maintenance Worker Technician, Maintenance IAA:

If deemed necessary, the Director of Facilities and Maintenance Services may recommend placement beyond the maximum level indicated but at a rate no higher than any current employees with similar experience and credentials.

SRP Placement Schedule 2018-2019

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
\$17	19.23	19.47	19.71	19.96	20.21	20.46	20.72	20.98	21.24	21.50	21.77	22.05	22.32	22.60	22.88	\$17	19.23	22.88
\$16	18.31	18.54	18.78	19.01	19.25	19.49	19.73	19.98	20.23	20.48	20.74	21.00	21.26	21.52	21.79	\$16	18.31	21.79
\$15	17.44	17.66	17.88	18.10	18.33	18.56	18.79	19.03	19.26	19.51	19.75	20.00	20.25	20.50	20.76	\$15	17.44	20.76
\$14	16.61	16.82	17.03	17.24	17.46	17.68	17.90	18.12	18.35	18.58	18.81	19.04	19.28	19.52	19.77	\$14	16.61	19.77
\$13	15.82	16.02	16.22	16.42	16.63	16.83	17.04	17.26	17.47	17.69	17.91	18.14	18.36	18.59	18.83	\$13	15.82	18.83
\$12	15.07	15.26	15.45	15.64	15.83	16.03	16.23	16.44	16.64	16.85	17.06	17.27	17.49	17.71	17.93	\$12	15.07	17.93
\$11	14.35	14.53	14.71	14.89	15.08	15.27	15.46	15.65	15.85	16.05	16.25	16.45	16.66	16.86	17.08	\$11	14.35	17.08
\$10	13.67	13.84	14.01	14.19	14.36	14.54	14.72	14.91	15.09	15.28	15.47	15.67	15.86	16.06	16.26	\$10	13.67	16.26
\$09	13.02	13.18	13.34	13.51	13.68	13.85	14.02	14.20	14.38	14.56	14.74	14.92	15.11	15.30	15.49	\$09	13.02	15.49
\$08	12.40	12.55	12.71	12.87	13.03	13.19	13.36	13.52	13.69	13.86	14.04	14.21	14.39	14.57	14.75	\$08	12.40	14.75
\$07	11.81	11.95	12.10	12.25	12.41	12.56	12.72	12.88	13.04	13.20	13.37	13.53	13.70	13.87	14.05	\$07	11.81	14.05
\$06	11.24	11.38	11.53	11.67	11.82	11.96	12.11	12.26	12.42	12.57	12.73	12.89	13.05	13.21	13.38	\$06	11.24	13.38
\$05	10.71	10.84	10.98	11.11	11.25	11.39	11.54	11.68	11.83	11.97	12.12	12.28	12.43	12.58	12.74	\$05	10.71	12.74
\$04	10.20	10.33	10.45	10.59	10.72	10.85	10.99	11.12	11.26	11.40	11.55	11.69	11.84	11.99	12.14	\$04	10.20	12.14
\$03	9.71	9.83	9.96	10.08	10.21	10.33	10.46	10.59	10.73	10.86	11.00	11.13	11.27	11.41	11.56	\$03	9.71	11.56
\$02	9.25	9.37	9.48	9.60	9.72	9.84	9.97	10.09	10.22	10.34	10.47	10.60	10.74	10.87	11.01	\$02	9.25	11.01
\$01	9.00	9.11	9.23	9.34	9.46	9.58	9.70	9.82	9.94	10.06	10.19	10.32	10.45	10.58	10.71	\$01	9.00	10.71

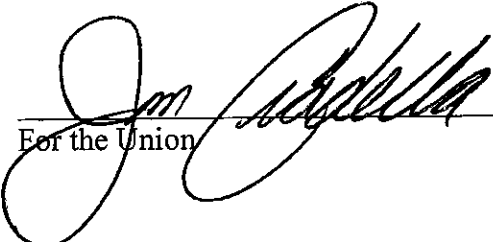
Note: Approximate annual rates may be calculated by multiplying the hourly rate above times the number of contract days times the number of hours worked per day. Due to the pay equalization process that pro-rates total annual amounts over the course of the year, biweekly amounts typically may not be 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

January 17, 2019
Date



For the Union

1/17/2019
Date