

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the  
POLK EDUCATION ASSOCIATION, INC.**

**EDUCATIONAL**

**SUPPORT**

**PERSONNEL**

**COLLECTIVE**

**BARGAINING**

**AGREEMENT**

**2010 – 2012**

**APPENDIX A  
CLASSIFICATIONS**

<b>Pay Grade</b>	<b>Days/Year</b>	<b>Hrs/Day</b>	<b>Hrs/Year</b>	<b>Job Titles</b>
PG01	247	8	1976	Accounting Clerk, Clerk General, Media Assistant, Secretary II, Assistant PBAX Operator, Input/Output Coordinator, Purchasing Clerk
PG02	247	8	1976	Clerk Specialist, Office Systems Specialist, Senior Accounting Clerk, Purchasing Clerk Specialist, SEMS Operator, Student Assignment Data Entry Clerk, Wellness Clerk Specialist, <b>Student Intake Specialist</b>
PG03	247	8	1976	Accounting Clerk Specialist, Secretary III
PG04	247	8	1976	Senior PBAX Operator, Office Systems Supervisor, Personnel Assistant I, Accounting Specialist I, Payroll Assistant I
PG05	247	8	1976	<b>Professional</b> Development Specialist, Planning and Assessment Specialist, Payroll Assistant II, <b>Child Care Services Specialist</b>
PG06	247	8	1976	Payroll Accounting Specialist, Property Inventory Auditor, Accounting Specialist II, Personnel Assistant II, <b>ERSEA Specialist – Head Start</b>
SB11-7.5	216	7.5	1620	School-Based Secretary <b>(11-month 7.5-hr day)</b>
SB11	216	8	1728	School-Based Secretary <b>(11-month 8-hr day)</b>
SB12	247	8	1976	School-Based Secretary <b>(12-month 8-hr day)</b>
MHSL	206	7.5	1545	Migrant Home/School Liaison, <b>Homeless Hearth Grant Liaison Assistant</b>
MSO	216	8	1728	Migrant Records System Operator
PRS11	216	8	1728	Secretary to the Principal <b>(11-month)</b>
PRS12	247	8	1976	Secretary to the Principal <b>(12-month)</b>
PRINT	247	8	1976	Printing Specialist, Graphic Artist

**APPENDIX B  
EDUCATIONAL SUPPORT PERSONNEL SALARY SCHEDULE**

For the 2009-2010 school year, employees deemed eligible will advance one year of experience on the salary schedule beginning January 1, 2010. Pay will only be retroactive back to January 1, 2010 and salaries will be adjusted to pay the increased rate for only the remaining partial school year.

<b>Years of Experience In 2009-2010</b>	<b>PG 01</b>	<b>PG 02</b>	<b>PG 03</b>	<b>PG 04</b>	<b>PG 05</b>	<b>PG 06</b>
0	\$15,916	\$16,513	\$17,133	\$17,776	\$18,441	\$19,133
1, 2	\$16,394	\$17,009	\$17,647	\$18,309	\$18,995	\$19,707
3	\$16,886	\$17,519	\$18,176	\$18,858	\$19,564	\$20,298
4	\$17,392	\$18,045	\$18,721	\$19,424	\$20,151	\$20,907
5	\$17,914	\$18,586	\$19,283	\$20,006	\$20,756	\$21,535
6	\$18,451	\$19,143	\$19,861	\$20,606	\$21,379	\$22,182
7	\$19,005	\$19,718	\$20,457	\$21,224	\$22,020	\$22,847
8	\$19,575	\$20,309	\$21,071	\$21,860	\$22,680	\$23,532
9	\$20,163	\$20,918	\$21,703	\$22,516	\$23,361	\$24,237
10	\$20,768	\$21,546	\$22,354	\$23,192	\$24,062	\$24,964
11	\$21,391	\$22,193	\$23,025	\$23,888	\$24,784	\$25,713
12	\$22,032	\$22,858	\$23,715	\$24,605	\$25,528	\$26,484
13	\$22,692	\$23,544	\$24,427	\$25,343	\$26,293	\$27,279
14	\$23,373	\$24,250	\$25,159	\$26,103	\$27,082	\$28,097
15	\$24,075	\$24,978	\$25,915	\$26,886	\$27,895	\$28,941
16	\$24,797	\$25,728	\$26,692	\$27,693	\$28,731	\$29,808
17	\$25,541	\$26,499	\$27,492	\$28,523	\$29,593	\$30,703
18	\$26,307	\$27,294	\$28,318	\$29,379	\$30,482	\$31,624
19	\$27,096	\$28,113	\$29,167	\$30,261	\$31,396	\$32,573
20	\$27,909	\$28,956	\$30,043	\$31,169	\$32,338	\$33,550
21	\$28,747	\$29,824	\$30,943	\$32,104	\$33,307	\$34,556
22	\$29,608	\$30,719	\$31,871	\$33,067	\$34,307	\$35,593
23	\$30,497	\$31,642	\$32,828	\$34,058	\$35,336	\$36,662
24+	\$31,912	\$33,091	\$34,313	\$35,580	\$36,896	\$38,261

<b>Years of Experience In 2009-2010</b>	<b>PRS11</b>	<b>PRS12</b>	<b>Years of Experience In 2009-2010</b>	<b>PRINT</b>
0	\$20,754	\$22,641	0	\$27,369
1, 2	\$21,377	\$23,321	1, 2	\$28,190
3	\$22,019	\$24,020	3	\$29,035
4	\$22,679	\$24,741	4	\$29,905
5	\$23,360	\$25,482	5	\$30,803
6	\$24,060	\$26,247	6	\$31,728
7	\$24,782	\$27,034	7	\$32,680
8	\$25,525	\$27,846	8+	\$34,160
9	\$26,291	\$28,681		
10	\$27,080	\$29,542		
11	\$27,893	\$30,427		
12	\$28,729	\$31,341		
13	\$29,591	\$32,280		
14	\$30,479	\$33,250		
15+	\$31,893	\$34,747		

<b>Years of Experience In 2009-2010</b>	<b>SB11-7.5</b>	<b>SB11</b>	<b>SB12</b>	<b>MHSL</b>	<b>MSO</b>
0	\$14,191	\$15,136	\$16,513	\$14,960	\$15,686
1, 2	\$14,617	\$15,590	\$17,009	\$15,409	\$16,156
3	\$15,056	\$16,058	\$17,519	\$15,871	\$16,641
4	\$15,507	\$16,540	\$18,045	\$16,346	\$17,141
5	\$15,972	\$17,037	\$18,586	\$16,838	\$17,655
6	\$16,451	\$17,548	\$19,143	\$17,343	\$18,185
7	\$16,945	\$18,074	\$19,718	\$17,864	\$18,731
8	\$17,453	\$18,617	\$20,309	\$18,399	\$19,293
9	\$17,977	\$19,175	\$20,918	\$18,951	\$19,871
10	\$18,516	\$19,750	\$21,546	\$19,520	\$20,467
11	\$19,072	\$20,343	\$22,193	\$20,104	\$21,081
12	\$19,644	\$20,954	\$22,858	\$20,707	\$21,714
13	\$20,233	\$21,583	\$23,544	\$21,329	\$22,365
14	\$20,840	\$22,230	\$24,250	\$21,969	\$23,035
15	\$21,466	\$22,896	\$24,978	\$22,628	\$23,726
16	\$22,110	\$23,583	\$25,728	\$23,307	\$24,438
17	\$22,773	\$24,290	\$26,499	\$24,006	\$25,171
18	\$23,456	\$25,019	\$27,294	\$24,726	\$25,926
19	\$24,159	\$25,770	\$28,113	\$25,468	\$26,704
20	\$24,884	\$26,544	\$28,956	\$26,232	\$27,506
21	\$25,630	\$27,339	\$29,824	\$27,019	\$28,331
22	\$26,399	\$28,159	\$30,719	\$27,829	\$29,181
23	\$27,192	\$29,004	\$31,642	\$28,665	\$30,057
24+	\$28,507	\$30,375	\$33,091	\$30,026	\$31,458