

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

# **PARAEDUCATOR**

**COLLECTIVE**

**BARGAINING**

**AGREEMENT**

**2010-2012**

**APPENDIX C  
PARAEDUCATOR PAY GRADES**

<b>Pay Grade</b>	<b>Prior Pay Grade</b>	<b>Days/Year</b>	<b>Hours/Day</b>	<b>Hrs/Year</b>	<b>Job Titles</b>
PA01	A	186	7.5	1395	Basic, ESOL, Hearing Screener, Title I, <b>Title I Parent Involvement</b>
PA02	B	186	7.5	1395	Computer Lab Manager, Culinary Para, ESE Basic (non self-contained), ESE Cluster, Health Clinic, Media I (with teacher), Physical Education
PA03	C,G	186	7.5	1395	Credentialed Child Development Associate (CDA), ESE Pre-K, ESE Self-contained, Pre-K Basic, Learning Center, Media II (without teacher), SPELL, READ, <b>PAT</b> Para, <b>ESE Student Specific</b>
<b>PA03-8</b>		<b>247</b>	<b>8</b>	<b>1976</b>	<b>Family Services Advocate - Head Start</b>
PA04	D	186	7.5	1395	Vocational Trainers
PA05	E	186	7.5	1395	Cosmetologist Massage Therapist
PA06	F	194	8	1552	Adjudicated Youth <b>Assistant</b> (AYA)
<b>PA07-7.5</b>		<b>186</b>	<b>7.5</b>	<b>1395</b>	<b>Outreach Facilitator</b>
PA07-8	L	196	8	1568	Child Development Associate Teacher
PA08-10	E	186	7.5	1395	Network Manager <b>(10-month)</b>
<b>PA08-11</b>		<b>216</b>	<b>7.5</b>	<b>1620</b>	<b>Network Manager (11-month)</b>
PA09	K	186	7.5	1395	LPN
<b>SL00</b>		<b>186</b>	<b>7.5</b>	<b>1395</b>	<b>Educational Sign Language Interpreter – Entry Level</b>
SL01		186	7.5	1395	Educational Sign Language Interpreter – <b>Pre-Apprentice</b>
SL02	H	186	7.5	1395	Educational Sign Language Interpreter – Apprentice
SL03	I	186	7.5	1395	Educational Sign Language Interpreter – Provisional
SL04	J	186	7.5	1395	Educational Sign Language Interpreter – Provisional Plus
SL05		186	7.5	1395	Educational Sign Language Interpreter – Proficient

**APPENDIX C  
PARAEDUCATOR PAY GRADES (cont.)**

\*Definitions provided for informational purposes only.

**Educational Sign Language Interpreter Levels:**

- **Entry Level (SL00)** – No level, or certification
- **Pre-Apprentice (SL01)** – 0-5 hours of college credit and one of the following credentials: Level 1, 2, or 3 FRID QA, or FRID EIE, or Level 1 or 2 EIPA, or National Certification (RID).
- **Apprentice (SL02)** – 6-11 hours of college credit and one of the following credentials: Level 1, 2 or 3 FRID QA, or FRID EIE, or Level 3, 4, or 5 EIPA, or National Certification (RID)
- **Provisional (SL03)** – 12-35 hours of college credit and one of the following credentials: Level 2 or 3 FRID QA, or FRID EIE, or Level 4 or 5 EIPA, or National Certification (RID)
- **Provisional Plus (SL04)** – 36-59 hours of college credit and one of the following credentials: Level 3 FRID QA, or FRID EIE, or Level 4 or 5 EIPA, or National Certification (RID)
- **Proficient (SL05)** – Minimum of an Associate of Arts or Associate of Science degree, or equivalent number of college hours (60 or more) and National Certification (RID).

**APPENDIX D  
PARAEDUCATOR 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.**

Years of Experience In 2009-2010	PA01	PA02	PA03	PA03-8	PA04	PA05
0	\$11,893	\$12,219	\$12,556	\$16,937	\$12,902	\$13,256
1, 2	\$12,250	\$12,586	\$12,933	\$17,445	\$13,289	\$13,654
3	\$12,617	\$12,964	\$13,321	\$17,969	\$13,688	\$14,063
4	\$12,996	\$13,353	\$13,720	\$18,507	\$14,098	\$14,485
5	\$13,386	\$13,753	\$14,132	\$19,062	\$14,521	\$14,919
6	\$13,787	\$14,166	\$14,556	\$19,635	\$14,956	\$15,367
7	\$14,200	\$14,591	\$14,993	\$20,224	\$15,404	\$15,828
8	\$14,626	\$15,029	\$15,443	\$20,831	\$15,866	\$16,303
9	\$15,065	\$15,480	\$15,906	\$21,455	\$16,342	\$16,792
10	\$15,517	\$15,944	\$16,383	\$22,098	\$16,833	\$17,295
11	\$15,983	\$16,423	\$16,874	\$22,761	\$17,338	\$17,814
12	\$16,462	\$16,915	\$17,380	\$23,444	\$17,859	\$18,349
13	\$16,956	\$17,422	\$17,901	\$24,146	\$18,394	\$18,900
14	\$17,465	\$17,945	\$18,438	\$24,870	\$18,945	\$19,467
15	\$17,989	\$18,483	\$18,991	\$25,617	\$19,514	\$20,051
16	\$18,528	\$19,037	\$19,561	\$26,385	\$20,100	\$20,652
17	\$19,084	\$19,609	\$20,148	\$27,177	\$20,703	\$21,272
18	\$19,657	\$20,198	\$20,753	\$27,993	\$21,324	\$21,910
19	\$20,246	\$20,804	\$21,375	\$28,832	\$21,963	\$22,567
20	\$20,854	\$21,428	\$22,016	\$29,697	\$22,621	\$23,244
21	\$21,479	\$22,070	\$22,677	\$30,588	\$23,300	\$23,941
22	\$22,123	\$22,732	\$23,357	\$31,505	\$24,000	\$24,659
23	\$22,787	\$23,414	\$24,058	\$32,451	\$24,720	\$25,399
24+	\$23,971	\$24,617	\$25,279	\$33,923	\$25,962	\$26,661

**APPENDIX D  
PARAEDUCATOR SALARY SCHEDULE (cont.)**

<b>Years of Experience In 2009-2010</b>	<b>PA06</b>	<b>PA07-7.5</b>	<b>PA07-8</b>	<b>SL00</b>	<b>SL01</b>	<b>SL02</b>	<b>SL03</b>	<b>SL04</b>	<b>SL05</b>
0	\$19,359	\$17,400	\$19,558	\$13,613	\$15,790	\$18,316	\$21,247	\$24,646	\$28,589
1, 2	\$19,939	\$17,922	\$20,145	\$14,020	\$16,263	\$18,865	\$21,884	\$25,385	\$29,447
3	\$20,538	\$18,461	\$20,750	\$14,441	\$16,751	\$19,431	\$22,540	\$26,147	\$30,330
4	\$21,155	\$19,014	\$21,372	\$14,874	\$17,253	\$20,014	\$23,217	\$26,931	\$31,240
5	\$21,789	\$19,584	\$22,013	\$15,320	\$17,771	\$20,615	\$23,914	\$27,740	\$32,177
6	\$22,442	\$20,172	\$22,674	\$15,780	\$18,304	\$21,234	\$24,631	\$28,572	\$33,143
7	\$23,115	\$20,777	\$23,354	\$16,254	\$18,854	\$21,871	\$25,369	\$29,429	\$34,137
8	\$23,809	\$21,400	\$24,054	\$16,742	\$19,420	\$22,527	\$26,130	\$30,312	\$35,161
9	\$24,524	\$22,042	\$24,776	\$17,244	\$20,002	\$23,202	\$26,915	\$31,221	\$36,216
10	\$25,259	\$22,703	\$25,519	\$17,761	\$20,602	\$23,898	\$27,722	\$32,158	\$37,303
11+	\$26,517	\$23,885	\$26,785	\$18,795	\$21,721	\$25,115	\$29,053	\$33,622	\$38,921

<b>Years of Experience In 2009-2010</b>	<b>PA08-10</b>	<b>PA08-11</b>	<b>PA09</b>
0	\$14,702	\$17,073	\$18,943
1, 2	\$15,143	\$17,585	\$19,511
3	\$15,598	\$18,114	\$20,097
4	\$16,066	\$18,657	\$20,700
5	\$16,548	\$19,217	\$21,321
6	\$17,044	\$19,793	\$21,960
7	\$17,555	\$20,386	\$22,619
8	\$18,081	\$20,997	\$23,297
9	\$18,623	\$21,627	\$23,997
10	\$19,182	\$22,276	\$24,717
11	\$19,757	\$22,944	\$25,459
12	\$20,350	\$23,632	\$26,222
13	\$20,961	\$24,342	\$27,008
14	\$21,590	\$25,072	\$27,819
15	\$22,238	\$25,825	\$28,653
16	\$22,905	\$26,599	\$29,512
17	\$23,592	\$27,397	\$30,398
18+	\$24,800	\$28,719	\$31,810

All employees are to be paid in twelve (12) equal payments.

Longevity supplement of \$37.00 per month beginning upon completion of 15 years of creditable service and in 5 year increments thereafter.