

**THE SCHOOL BOARD OF POLK COUNTY, FL
AFSCME COLLECTIVE BARGAINING AGREEMENT
Custodial/Maintenance/Vehicle Services 2007-2010
School Board Approved August 26, 2008**

**APPENDIX B
2007-2010 AFSCME CLASSIFICATIONS (Non-Custodial)**

<u>TRADE</u>	<u>CLASSIFICATION</u>			
	I	II	III	IV
A/C Filter Technician	11	12	13	14
A/C Mechanic	17	18	19	20
A/C Specialist				22
Attendant, Service Station	9	10	11	12
Assistant Paint Foreman	17	18	19	20
Boiler Mechanic	17	18	19	20
Cabinet Finisher	15	16	17	18
Cabinetmaker	16	17	18	19
Carpenter	16	17	18	19
Climatic Systems Control Mechanic	17	18	19	20
Computer Support Technician	18	19	20	21
Communications & Fire System Installer	17	18	19	20
Courier	12	13	14	15
Custodial Equipment Repairman	15	16	17	18
Electrician	17	18	19	20
Electronic Technician	17	18	19	20
Equipment & Tool Technician	17	18	19	20
Equipment Operator	16	17	18	19
Fuel Station Specialist	12	13	14	15
Kitchen Equipment Mechanic	17	18	19	20
Lead Custodial Equipment Repairman	17	18	19	20
Locksmith	16	17	18	19
Maintenance Labor	10	11	12	13
Mason	16	17	18	19
Motor Repairman	17	18	19	20
Painter	14	15	16	17
Parts Clerk	12	13	14	15
Pest Control Technician	13	14	15	16
Pest Control Working Foreman	17	18	19	20
Plumber	17	18	19	20
Preventive Maintenance Recording Specialist	13	14	15	16
Project Locksmith	17	18	19	20
Radio Dispatcher	13	14	15	16
Refrigeration Mechanic	17	18	19	20
Roofer	16	17	18	19
Roofer Assistant	12	13	14	15
School Maintenance Mechanic	17	18	19	20
Sheet Metal Mechanic	17	18	19	20
Shop Clerk	12	13	14	15
Technician, Vehicle Services	18	19	20	21
Technician, Vehicle Services Paint & Body	18	19	20	21
Technician, Vehicle Services Radio	18	19	20	21
Technician, Utility Support	9	10	11	12
Telecommunications Technician	17	18	19	20

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**APPENDIX B (cont.)
2007-2010 AFSCME CLASSIFICATIONS (Non-Custodial)**

Tire Technician	12	13	14	15
Tool & Equipment Repairman	16	17	18	19
Utility Mechanic	16	17	18	19
Warranty Specialist	12	13	14	15
Water Treatment Technician	17	18	19	20
Welder	17	18	19	20
<u>A/C Apprentice Program</u>				
Apprentice A - Entry Level				\$1,781.50
Apprentice B - Successful completion of Blocks A & B				1,941.50
Apprentice C - Successful completion of Block C				2,021.50
Apprentice D - Successful completion of Block D				2,207.50

Negotiated step increases will take effect on the date of ratification and the next scheduled step increase will be effective on anniversary date of hire or last upgrade.

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**APPENDIX B (cont.)
2008-2009 AFSCME Salary Schedule (Non-Custodial)**

For the 2008-2009 school year, all employees will be paid on the 2007-2008 salary schedule with no step movement for the 2008-2009 school year.

CLASSIFICATION	MONTHLY SALARY
9	\$ 2,460.42
10	\$ 2,505.94
11	\$ 2,679.86
12	\$ 2,774.16
13	\$ 2,840.06
14	\$ 2,962.89
15	\$ 3,042.38
16	\$ 3,129.88
17	\$ 3,239.10
18	\$ 3,325.40
19	\$ 3,398.22
20	\$ 3,448.22
21	\$ 3,515.21
22 Specialist	\$ 3,643.62

**Warehousing Salary
Schedule**

CLASSIFICATION	MONTHLY SALARY
Warehouse Worker I	\$ 2,498.04
Warehouse Worker II	\$ 2,769.66
Warehouse Worker III	\$ 2,935.57
Warehouse Worker IV	\$ 3,042.39
Receiving Order Clerk I	\$ 3,061.78
Receiving Order Clerk II	\$ 3,127.69
Receiving Order Clerk III	\$ 3,154.88
Receiving Order Clerk IV	\$ 3,234.50
Quality Assurance Specialist I	\$ 3,212.90
Quality Assurance Specialist II	\$ 3,268.60
Quality Assurance Specialist III	\$ 3,348.22

THE SCHOOL BOARD OF POLK COUNTY, FL
AFSCME Custodial/Maintenance/Vehicle Services 2007-2010
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Custodial Wages for 2008-2009

For the 2008-2009 school year, all employees will be paid on the 2007-2008 salary schedule with no step movement for the 2008-2009 school year.

Salary Step	C1	C2	C3	C4
Monthly	40 hrs	30 hrs	20 hrs	10 hrs

Day Custodian

1	1363.13	1022.35	681.57	340.78
2	1456.19	1092.14	728.10	364.05
3	1556.71	1167.53	778.36	389.18
4	1664.67	1248.50	832.34	416.17
5	1781.31	1335.98	890.66	445.33
6	1839.65	1379.74	919.83	459.91

Night Custodian (\$35 Shift Differential)

1	1398.13	1048.60	699.07	349.53
2	1491.19	1118.39	745.60	372.80
3	1591.71	1193.78	795.86	397.93
4	1699.67	1274.75	849.84	424.92
5	1816.31	1362.23	908.16	454.08
6	1874.65	1405.99	937.33	468.66

Third Shift (\$50 Shift Differential)

1	1413.13	1059.85	706.57	353.28
2	1506.19	1129.64	753.10	376.55
3	1606.71	1205.03	803.36	401.68
4	1714.67	1286.00	857.34	428.67
5	1831.31	1373.48	915.66	457.83
6	1889.65	1417.24	944.83	472.41

Leadworker (Day – Add \$40 to C1)

1	1403.13
2	1496.19
3	1596.71
4	1704.67
5	1821.31
6	1879.65

Leadworker (Night – Add \$40 to C1N)

1438.13
1531.19
1631.71
1739.67
1856.31
1914.65

Leadworker (Day Custodian): Leadworker is defined as a position with one or more positions in the same classification located in the same work unit, assigned to perform at the same level, similar duties and responsibilities as those of a Night Crew Foreman. A leadworker shall be selected from each qualifying school or facility on the basis of ability and seniority. Appropriate shift differential will be added if employee is on any shift other than day shift. Leadworkers will receive \$40.00 per month added to their base salary.

Night Crew Working Foreman

Foreman 1 (Supervises 4 to 6 units)

1	1939.84
2	2075.88
3	2222.05

Foreman 2 (Supervises 6+ to 10 units)

1	2052.12
2	2196.52
3	2351.68

Foreman 3 (Supervises 10+ units)

1	2169.38
2	2322.50
3	2487.04

Countywide Groundskeepers

1	1475.88
2	1569.13
3	1669.45
4	1777.41
5	1894.06
6	1945.80

Groundskeepers Working Foreman

1	2225.75
2	2378.87
3	2543.42

Foreman 1 (Supervises 4 to 6 units)

- 1 – Entry Level
- 2 – After One Year as a 1
- 3 – After Two Years as a 2

Foreman 2 (Supervises 6+ to 10 units)

- 1 – Entry Level
- 2 – After One Year as a 1
- 3 - After Two Years as a 2

Foreman 3 (Supervises 10+ units)

- 1 – Entry Level
- 2 – After One Year as a 1
- 3 – After Two Years as a 2

Custodial Classifications

- Custodian 1 - Entry Level
- Custodian 2 - Eligible after one year as Custodian 1
- Custodian 3 - Eligible after two years as Custodian 2
- Custodian 4 - Eligible after two years as Custodian 3
- Custodian 5 - Eligible after two years as Custodian 4
- Custodian 6 - Eligible after two years as Custodian 5