

**SCHOOL BOARD OF POLK COUNTY, FL
EDUCATIONAL SUPPORT PERSONNEL COLLECTIVE BARGAINING AGREEMENT**

**APPENDIX A
CLASSIFICATIONS**

| Pay Grade | Days/Year | Hours/Day | Hrs/Year | Job Titles |
|-----------|-----------|-----------|----------|---|
| PG01 | 247 | 8 | 1976 | Accounting Clerk, Clerk General, Film Library Assistant, Media Assistant, Secretary II, PABX Operator, Assistant PABX Operator, I/O 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 |
| PG03 | 247 | 8 | 1976 | Accounting Clerk Specialist Secretary III |
| PG04 | 247 | 8 | 1976 | Senior PABX Operator, Office Systems Supervisor, Personnel Assistant I - Accounting Specialist I, Research and Evaluation Technical Assistant, Certification Assistant I, Payroll Assistant I |
| PG05 | 247 | 8 | 1976 | Human Resource Development Specialist, Planning and Assessment Specialist, Payroll Assistant II |
| PG06 | 247 | 8 | 1976 | Payroll Accounting Specialist, Property Inventory Auditor, Accounting Specialist II, Personnel Assistant II |
| SB11-7.5 | 216 | 7.5 | 1620 | School-Based Secretary |
| SB11 | 216 | 8 | 1728 | School-Based Secretary |
| SB12 | 247 | 8 | 1976 | School-Based Secretary |
| MHSL | 206 | 7.5 | 1545 | Migrant Home/School Liaison |
| MSO | 216 | 8 | 1728 | Migrant Records System Operator |
| PRS11 | 216 | 8 | 1728 | Secretary to the Principal |
| PRS12 | 247 | 8 | 1976 | Secretary to the Principal |
| PRINT | 247 | 8 | 1976 | Printing Specialist and Graphic Artist |

**SCHOOL BOARD OF POLK COUNTY, FL
EDUCATIONAL SUPPORT PERSONNEL SALARY SCHEDULE 2008-2009
February 10, 2009 School Board Action**

COLLECTIVE BARGAINING AGREEMENT APPENDIX B

For the 2008-2009 school year, employees deemed eligible will advance one year of experience on the salary schedule, however, they will continue to be paid the same base salary that they were paid in 2007-2008.

Those employees who are not eligible to receive a year of experience on the salary schedule will not advance, but will maintain their 2007-2008 base salary.

| Years of Experience 2007-2008 | Years of Experience 2008-2009 | Basic Pay Step 2008-2009 | PG 01 | PG 02 | PG 03 | PG 04 | PG 05 | PG 06 |
|--|--|-------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 0 | 0, 1 | 0 | \$15,916 | \$16,513 | \$17,133 | \$17,776 | \$18,441 | \$19,133 |
| 1 | 2 | 1 | \$16,394 | \$17,009 | \$17,647 | \$18,309 | \$18,995 | \$19,707 |
| 2 | 3 | 2 | \$16,886 | \$17,519 | \$18,176 | \$18,858 | \$19,564 | \$20,298 |
| 3 | 4 | 3 | \$17,392 | \$18,045 | \$18,721 | \$19,424 | \$20,151 | \$20,907 |
| 4 | 5 | 4 | \$17,914 | \$18,586 | \$19,283 | \$20,006 | \$20,756 | \$21,535 |
| 5 | 6 | 5 | \$18,451 | \$19,143 | \$19,861 | \$20,606 | \$21,379 | \$22,182 |
| 6 | 7 | 6 | \$19,005 | \$19,718 | \$20,457 | \$21,224 | \$22,020 | \$22,847 |
| 7 | 8 | 7 | \$19,575 | \$20,309 | \$21,071 | \$21,860 | \$22,680 | \$23,532 |
| 8 | 9 | 8 | \$20,163 | \$20,918 | \$21,703 | \$22,516 | \$23,361 | \$24,237 |
| 9 | 10 | 9 | \$20,768 | \$21,546 | \$22,354 | \$23,192 | \$24,062 | \$24,964 |
| 10 | 11 | 10 | \$21,391 | \$22,193 | \$23,025 | \$23,888 | \$24,784 | \$25,713 |
| 11 | 12 | 11 | \$22,032 | \$22,858 | \$23,715 | \$24,605 | \$25,528 | \$26,484 |
| 12 | 13 | 12 | \$22,692 | \$23,544 | \$24,427 | \$25,343 | \$26,293 | \$27,279 |
| 13 | 14 | 13 | \$23,373 | \$24,250 | \$25,159 | \$26,103 | \$27,082 | \$28,097 |
| 14 | 15 | 14 | \$24,075 | \$24,978 | \$25,915 | \$26,886 | \$27,895 | \$28,941 |
| 15 | 16 | 15 | \$24,797 | \$25,728 | \$26,692 | \$27,693 | \$28,731 | \$29,808 |
| 16 | 17 | 16 | \$25,541 | \$26,499 | \$27,492 | \$28,523 | \$29,593 | \$30,703 |
| 17 | 18 | 17 | \$26,307 | \$27,294 | \$28,318 | \$29,379 | \$30,482 | \$31,624 |
| 18 | 19 | 18 | \$27,096 | \$28,113 | \$29,167 | \$30,261 | \$31,396 | \$32,573 |
| 19 | 20 | 19 | \$27,909 | \$28,956 | \$30,043 | \$31,169 | \$32,338 | \$33,550 |
| 20 | 21 | 20 | \$28,747 | \$29,824 | \$30,943 | \$32,104 | \$33,307 | \$34,556 |
| 21 | 22 | 21 | \$29,608 | \$30,719 | \$31,871 | \$33,067 | \$34,307 | \$35,593 |
| 22 | 23 | 22 | \$30,497 | \$31,642 | \$32,828 | \$34,058 | \$35,336 | \$36,662 |
| 23+ | 24+ | 23 | \$31,412 | \$32,591 | \$33,813 | \$35,080 | \$36,396 | \$37,761 |

Eligible Employees:

If 0 Year of Experience in 2007-2008, then placed on 0, 1 Year of Experience for 2008-2009.

If 1 Year of Experience in 2007-2008, then placed on 2 Years of Experience for 2008-2009.

Advancement repeated for subsequent Years of Experience.

EDUCATIONAL SUPPORT PERSONNEL APPENDIX B (cont.)

| Years of Experience 2007-2008 | Years of Experience 2008-2009 | Basic Pay Step 2008-2009 | PRS11 | PRS12 | Years of Experience 2007-2008 | Years of Experience 2008-2009 | Basic Pay Step 2008-2009 | PRINT |
|--|--|-------------------------------------|--------------|--------------|--|--|-------------------------------------|--------------|
| 0 | 0, 1 | 0 | \$20,754 | \$22,641 | 0 | 0, 1 | 0 | \$27,369 |
| 1 | 2 | 1 | \$21,377 | \$23,321 | 1 | 2 | 1 | \$28,190 |
| 2 | 3 | 2 | \$22,019 | \$24,020 | 2 | 3 | 2 | \$29,035 |
| 3 | 4 | 3 | \$22,679 | \$24,741 | 3 | 4 | 3 | \$29,905 |
| 4 | 5 | 4 | \$23,360 | \$25,482 | 4 | 5 | 4 | \$30,803 |
| 5 | 6 | 5 | \$24,060 | \$26,247 | 5 | 6 | 5 | \$31,728 |
| 6 | 7 | 6 | \$24,782 | \$27,034 | 6 | 7 | 6 | \$32,680 |
| 7 | 8 | 7 | \$25,525 | \$27,846 | 7+ | 8+ | 7 | \$33,660 |
| 8 | 9 | 8 | \$26,291 | \$28,681 | | | | |
| 9 | 10 | 9 | \$27,080 | \$29,542 | | | | |
| 10 | 11 | 10 | \$27,893 | \$30,427 | | | | |
| 11 | 12 | 11 | \$28,729 | \$31,341 | | | | |
| 12 | 13 | 12 | \$29,591 | \$32,280 | | | | |
| 13 | 14 | 13 | \$30,479 | \$33,250 | | | | |
| 14+ | 15+ | 14 | \$31,393 | \$34,247 | | | | |

| Years of Experience 2007-2008 | Years of Experience 2008-2009 | Basic Pay Step 2008-2009 | SB11-7.5 | SB11 | SB12 | MHSL | MSO |
|--|--|-------------------------------------|-----------------|-------------|-------------|-------------|------------|
| 0 | 0, 1 | 0 | \$14,191 | \$15,136 | \$16,513 | \$14,960 | \$15,686 |
| 1 | 2 | 1 | \$14,617 | \$15,590 | \$17,009 | \$15,409 | \$16,156 |
| 2 | 3 | 2 | \$15,056 | \$16,058 | \$17,519 | \$15,871 | \$16,641 |
| 3 | 4 | 3 | \$15,507 | \$16,540 | \$18,045 | \$16,346 | \$17,141 |
| 4 | 5 | 4 | \$15,972 | \$17,037 | \$18,586 | \$16,838 | \$17,655 |
| 5 | 6 | 5 | \$16,451 | \$17,548 | \$19,143 | \$17,343 | \$18,185 |
| 6 | 7 | 6 | \$16,945 | \$18,074 | \$19,718 | \$17,864 | \$18,731 |
| 7 | 8 | 7 | \$17,453 | \$18,617 | \$20,309 | \$18,399 | \$19,293 |
| 8 | 9 | 8 | \$17,977 | \$19,175 | \$20,918 | \$18,951 | \$19,871 |
| 9 | 10 | 9 | \$18,516 | \$19,750 | \$21,546 | \$19,520 | \$20,467 |
| 10 | 11 | 10 | \$19,072 | \$20,343 | \$22,193 | \$20,104 | \$21,081 |
| 11 | 12 | 11 | \$19,644 | \$20,954 | \$22,858 | \$20,707 | \$21,714 |
| 12 | 13 | 12 | \$20,233 | \$21,583 | \$23,544 | \$21,329 | \$22,365 |
| 13 | 14 | 13 | \$20,840 | \$22,230 | \$24,250 | \$21,969 | \$23,035 |
| 14 | 15 | 14 | \$21,466 | \$22,896 | \$24,978 | \$22,628 | \$23,726 |
| 15 | 16 | 15 | \$22,110 | \$23,583 | \$25,728 | \$23,307 | \$24,438 |
| 16 | 17 | 16 | \$22,773 | \$24,290 | \$26,499 | \$24,006 | \$25,171 |
| 17 | 18 | 17 | \$23,456 | \$25,019 | \$27,294 | \$24,726 | \$25,926 |
| 18 | 19 | 18 | \$24,159 | \$25,770 | \$28,113 | \$25,468 | \$26,704 |
| 19 | 20 | 19 | \$24,884 | \$26,544 | \$28,956 | \$26,232 | \$27,506 |
| 20 | 21 | 20 | \$25,630 | \$27,339 | \$29,824 | \$27,019 | \$28,331 |
| 21 | 22 | 21 | \$26,399 | \$28,159 | \$30,719 | \$27,829 | \$29,181 |
| 22 | 23 | 22 | \$27,192 | \$29,004 | \$31,642 | \$28,665 | \$30,057 |
| 23+ | 24+ | 23 | \$28,007 | \$29,875 | \$32,591 | \$29,526 | \$30,958 |