

**SCHOOL BOARD OF POLK COUNTY, FL  
 PARAEDUCATOR COLLECTIVE BARGAINING AGREEMENT  
 APPENDIX C Paraeducator Pay Grades  
 Last Amended August 28, 2007**

Pay Grade	Prior Pay Grade	Days/Year	Hours/Day	Hrs/Year	Job Titles
PA01	A	186	7.5	1395	Basic Basic Clerical ESOL Hearing Screener SIC-I (with teacher) Title I
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 SIC-II (without teacher)
PA03	C,G	186	7.5	1395	Credentialed CDA ESE Pre-K, ESE Self-contained, Pre-K Basic Learning Center, Media II (without teacher) Parent Educator SPELL, PAT, READ Para Student Specific
PA04	D	186	7.5	1395	Vocational Trainers
PA05	E	86	7.5	1395	Cosmetologist Massage Therapist
PA06	F	194	8	1552	Adjudicated Youth (AYA)
PA07	L	196	8	1568	CDAT
PA08	E	186	7.5	1395	Network Manager
PA09	K	186	7.5	1395	LPN
SL01		186	7.5	1395	Educational Sign Language Interpreter – Entry Level
SL02	H	186	7.5	1395	Educational Sign Language Interpreter – Apprentice (Deaf Ed I)
SL03	I	186	7.5	1395	Educational Sign Language Interpreter – Provisional (Deaf Ed II)
SL04	J	186	7.5	1395	Educational Sign Language Interpreter – Provisional Plus (Deaf Ed III)
SL05		186	7.5	1395	Educational Sign Language Interpreter – Proficient (RID)

\*Definitions provided for informational purposes only.

Educational Sign Language Interpreter Levels: (Correlated with DOE Educational Interpreter Standards Policy)

- Entry – No level, Level 1, 2 or 3 QA/EIE or National Cert. with 0-5 hours of college credit.
- Apprentice – Level 1, 2 or 3 QA/EIE or National Cert. with at least 6 hours of college credit.
- Provisional – Level 2 or 3 QA/EIE or National Cert. with at least 12 hours of college credit.
- Provisional Plus – Level 3 QA/EIE or National Cert. with at least 36 hours of college credit.
- Proficient – Nationally Certified with at least AA or AS degree or equivalent number of college hours.

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

**PARAEDUCATOR COLLECTIVE BARGAINING AGREEMENT APPENDIX D**

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.

**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.

<b>Years of Experience 2007-2008</b>	<b>Years of Experience 2008-2009</b>	<b>Basic Pay Step 2008-2009</b>	<b>PA01</b>	<b>PA02</b>	<b>PA03</b>	<b>PA03 -8</b>	<b>PA04</b>	<b>PA05</b>
0	0, 1	0	\$11,893	\$12,219	\$12,556	16,937	\$12,902	\$13,256
1	2	1	\$12,250	\$12,586	\$12,933	17,445	\$13,289	\$13,654
2	3	2	\$12,617	\$12,964	\$13,321	17,969	\$13,688	\$14,063
3	4	3	\$12,996	\$13,353	\$13,720	18,507	\$14,098	\$14,485
4	5	4	\$13,386	\$13,753	\$14,132	19,062	\$14,521	\$14,919
5	6	5	\$13,787	\$14,166	\$14,556	19,635	\$14,956	\$15,367
6	7	6	\$14,200	\$14,591	\$14,993	20,224	\$15,404	\$15,828
7	8	7	\$14,626	\$15,029	\$15,443	20,831	\$15,866	\$16,303
8	9	8	\$15,065	\$15,480	\$15,906	21,455	\$16,342	\$16,792
9	10	9	\$15,517	\$15,944	\$16,383	22,098	\$16,833	\$17,295
10	11	10	\$15,983	\$16,423	\$16,874	22,761	\$17,338	\$17,814
11	12	11	\$16,462	\$16,915	\$17,380	23,444	\$17,859	\$18,349
12	13	12	\$16,956	\$17,422	\$17,901	24,146	\$18,394	\$18,900
13	14	13	\$17,465	\$17,945	\$18,438	24,870	\$18,945	\$19,467
14	15	14	\$17,989	\$18,483	\$18,991	25,617	\$19,514	\$20,051
15	16	15	\$18,528	\$19,037	\$19,561	26,385	\$20,100	\$20,652
16	17	16	\$19,084	\$19,609	\$20,148	27,177	\$20,703	\$21,272
17	18	17	\$19,657	\$20,198	\$20,753	27,993	\$21,324	\$21,910
18	19	18	\$20,246	\$20,804	\$21,375	28,832	\$21,963	\$22,567
19	20	19	\$20,854	\$21,428	\$22,016	29,697	\$22,621	\$23,244
20	21	20	\$21,479	\$22,070	\$22,677	30,588	\$23,300	\$23,941
21	22	21	\$22,123	\$22,732	\$23,357	31,505	\$24,000	\$24,659
22	23	22	\$22,787	\$23,414	\$24,058	32,451	\$24,720	\$25,399
23+	24+	23	\$23,471	\$24,117	\$24,779	33,423	\$25,462	\$26,161

**February 10, 2009 School Board Action  
PARAEDUCATOR APPENDIX D (cont.)**

<b>Years of Experience 2007-2008</b>	<b>Years of Experience 2008-2009</b>	<b>Basic Pay Step 2008-2009</b>	<b>PA06</b>	<b>PA07</b>	<b>SL00</b>	<b>SL01</b>	<b>SL02</b>	<b>SL03</b>	<b>SL04</b>	<b>SL05</b>
0	0, 1	0	\$19,359	\$19,558	\$13,613	\$15,790	\$18,316	\$21,247	\$24,646	\$28,589
1	2	1	\$19,939	\$20,145	\$14,020	\$16,263	\$18,865	\$21,884	\$25,385	\$29,447
2	3	2	\$20,538	\$20,750	\$14,441	\$16,751	\$19,431	\$22,540	\$26,147	\$30,330
3	4	3	\$21,155	\$21,372	\$14,874	\$17,253	\$20,014	\$23,217	\$26,931	\$31,240
4	5	4	\$21,789	\$22,013	\$15,320	\$17,771	\$20,615	\$23,914	\$27,740	\$32,177
5	6	5	\$22,442	\$22,674	\$15,780	\$18,304	\$21,234	\$24,631	\$28,572	\$33,143
6	7	6	\$23,115	\$23,354	\$16,254	\$18,854	\$21,871	\$25,369	\$29,429	\$34,137
7	8	7	\$23,809	\$24,054	\$16,742	\$19,420	\$22,527	\$26,130	\$30,312	\$35,161
8	9	8	\$24,524	\$24,776	\$17,244	\$20,002	\$23,202	\$26,915	\$31,221	\$36,216
9	10	9	\$25,259	\$25,519	\$17,761	\$20,602	\$23,898	\$27,722	\$32,158	\$37,303
10+	11+	10	\$26,017	\$26,285	\$18,295	\$21,221	\$24,615	\$28,553	\$33,122	\$38,421

<b>Years of Experience 2007-2008</b>	<b>Years of Experience 2008-2009</b>	<b>Basic Pay Step 2008-2009</b>	<b>PA08</b>	<b>PA09</b>
0	0, 1	0	\$14,702	\$18,943
1	2	1	\$15,143	\$19,511
2	3	2	\$15,598	\$20,097
3	4	3	\$16,066	\$20,700
4	5	4	\$16,548	\$21,321
5	6	5	\$17,044	\$21,960
6	7	6	\$17,555	\$22,619
7	8	7	\$18,081	\$23,297
8	9	8	\$18,623	\$23,997
9	10	9	\$19,182	\$24,717
10	11	10	\$19,757	\$25,459
11	12	11	\$20,350	\$26,222
12	13	12	\$20,961	\$27,008
13	14	13	\$21,590	\$27,819
14	15	14	\$22,238	\$28,653
15	16	15	\$22,905	\$29,512
16	17	16	\$23,592	\$30,398
17+	18+	17	\$24,300	\$31,310

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.