

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

# **PARAEDUCATOR**

**COLLECTIVE**

**BARGAINING**

**AGREEMENT**

**2016-2019**

**AMENDED JANUARY 23, 2018  
*(Salary Schedules Excerpt)***

**PARAEDUCATOR COLLECTIVE BARGAINING AGREEMENT (Excerpt)  
School Board of Polk County, FL Amended January 23, 2018**

**APPENDIX C – PARAEDUCATOR PAY GRADES**

Pay Grade	Prior Pay Grade	Days/Year	Hours/Day	Hrs/Year	Job Titles
PA01	A	186	7.5	1395	Basic, ESOL, Title I, Title I Parent Involvement
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, Media II (without teacher), SPELL, READ, PAT Para, ESE Student Specific
PA03-8		247	8	1976	Family Services Advocate - Head Start
PA04	D	186	7.5	1395	Specialized ESE Unit Paraeducator, Paraeducators assigned to four (4) ESE Learning Centers: Doris A. Sanders Learning Center, ESE Countywide, Jean O'Dell Learning Center, and Karen M. Siegel Academy, Vocational Trainer, Hearing Screener
PA05	E	186	7.5	1395	Cosmetologist, Massage Therapist
PA 05-8		247	8	1976	Media II (Books Bridge Mobile Library)
PA06	F	194	8	1552	Adjudicated Youth Assistant (AYA)
PA07-7.5		186	7.5	1395	Outreach Facilitator, Virtual Education Facilitator
PA07-8	L	196	8	1568	Child Development Associate Teacher
PA07-12		247	8	1976	Head Start Outreach Facilitator
PA08-10	E	186	7.5	1395	Network Manager (10-month)
PA08-11		216	7.5	1620	Network Manager (11-month)
PA09	K	186	7.5	1395	LPN
PA10		194	8	1552	Occupational Therapy Assistant, Physical Therapist Assistant
SL00		186	7.5	1395	Educational Sign Language Interpreter – Entry Level
SL01		186	7.5	1395	Educational Sign Language Interpreter – Pre-Apprentice
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

**PARAEDUCATOR COLLECTIVE BARGAINING AGREEMENT (Excerpt)**  
**School Board of Polk County, FL Amended January 23, 2018**

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

\*Definitions provided for informational purposes only.

**Educational Sign Language Interpreter Levels:**

FRID – Florida Registry of Interpreters for the Deaf  
QA – Quality Assurance (No longer valid after 2016)  
EIE – Educational Interpreter Evaluation (No longer valid after 2016)  
EIPA – Educational Interpreter Performance Assessment  
RID – Registry of Interpreters for the Deaf

- Entry Level (SL00) – No level or certification, or EIPA Level 1.0 - 1.9
- 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 2.0 – 5.0 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 2.5 – 5.0 EIPA, or National Certification (RID)
- Provisional (SL03) – 12-35 hours of college credit and one of the following credentials: Level 1, 2 or 3 FRID QA, or FRID EIE, or Level 3.0 – 5.0 EIPA, or National Certification (RID)
- Provisional Plus (SL04) – 36-59 hours of college credit and one of the following credentials: Level 1, 2, or 3 FRID QA, or FRID EIE, or Level 3.5 – 5.0 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).

**PARAEDUCATOR COLLECTIVE BARGAINING AGREEMENT (Excerpt)  
School Board of Polk County, FL Amended January 23, 2018**

**APPENDIX D  
PARAEDUCATOR SALARY SCHEDULE**

(For Job Titles refer to Appendix C – Paraeducator Pay Grades)

In the **2017-2018** school year all eligible employees will advance to the correct years of experience in the salary schedule. This will be reflected on the salary schedule as a single step for salary purposes.

<b>Years of Experience Prior to 2017-2018</b>	<b>PA01</b>	<b>PA02</b>	<b>PA03</b>	<b>PA03-8</b>	<b>PA04</b>	<b>PA05</b>	<b>PA05-8</b>
0	\$12,434	\$12,774	\$13,127	\$17,707	\$13,490	\$13,859	\$18,694
1	\$12,807	\$13,159	\$13,521	\$18,239	\$13,893	\$14,275	\$19,256
2	\$13,191	\$13,554	\$13,927	\$18,786	\$14,311	\$14,703	\$19,833
3	\$13,587	\$13,961	\$14,344	\$19,349	\$14,739	\$15,144	\$20,428
4	\$13,995	\$14,379	\$14,775	\$19,930	\$15,182	\$15,598	\$21,040
5	\$14,415	\$14,810	\$15,218	\$20,529	\$15,637	\$16,066	\$21,671
6	\$14,846	\$15,255	\$15,675	\$21,145	\$16,105	\$16,548	\$22,322
7, 8	\$15,292	\$15,713	\$16,146	\$21,779	\$16,588	\$17,045	\$22,991
9, 10	\$15,751	\$16,184	\$16,630	\$22,431	\$17,086	\$17,556	\$23,681
11	\$16,223	\$16,670	\$17,129	\$23,103	\$17,599	\$18,082	\$24,390
12	\$16,711	\$17,171	\$17,642	\$23,797	\$18,126	\$18,624	\$25,121
13	\$17,211	\$17,685	\$18,171	\$24,511	\$18,671	\$19,184	\$25,877
14	\$17,728	\$18,215	\$18,716	\$25,245	\$19,231	\$19,760	\$26,654
15	\$18,260	\$18,762	\$19,277	\$26,002	\$19,807	\$20,353	\$27,454
16	\$18,808	\$19,324	\$19,855	\$26,782	\$20,402	\$20,963	\$28,276
17	\$19,371	\$19,903	\$20,451	\$27,586	\$21,015	\$21,591	\$29,123
18	\$19,952	\$20,501	\$21,065	\$28,413	\$21,645	\$22,240	\$29,999
19	\$20,551	\$21,117	\$21,697	\$29,267	\$22,294	\$22,907	\$30,898
20	\$21,167	\$21,750	\$22,347	\$30,144	\$22,962	\$23,594	\$31,824
21	\$21,803	\$22,403	\$23,017	\$31,048	\$23,651	\$24,302	\$32,780
22	\$22,456	\$23,074	\$23,709	\$31,980	\$24,361	\$25,031	\$33,764
23	\$23,130	\$23,766	\$24,420	\$32,939	\$25,092	\$25,781	\$34,775
24	\$23,824	\$24,479	\$25,152	\$33,927	\$25,845	\$26,555	\$35,819
25	\$25,841	\$26,522	\$27,222	\$36,349	\$27,943	\$28,681	\$38,686
26	\$26,363	\$27,045	\$27,744	\$36,872	\$28,466	\$29,204	\$39,392
27	\$26,863	\$27,545	\$28,244	\$37,372	\$28,966	\$29,704	\$39,892

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**APPENDIX D – PARAEDUCATOR SALARY SCHEDULE (cont.)  
(For Job Titles refer to Appendix C – Paraeducator Pay Grades)**

Years of Experience Prior to 2017-2018	PA06	PA07-7.5	PA07-8	PA07-12		Years of Experience Prior to 2017-2018	PA08-10	PA08-11	PA09
0	\$20,240	\$18,192	\$20,448	\$24,538		0	\$15,371	\$17,850	\$19,805
1	\$20,846	\$18,737	\$21,062	\$25,274		1	\$15,832	\$18,386	\$20,399
2	\$21,472	\$19,301	\$21,694	\$26,033		2	\$16,308	\$18,938	\$21,011
3	\$22,118	\$19,879	\$22,344	\$26,813		3	\$16,797	\$19,505	\$21,642
4	\$22,781	\$20,475	\$23,014	\$27,618		4	\$17,301	\$20,091	\$22,291
5	\$23,463	\$21,090	\$23,706	\$28,447		5	\$17,819	\$20,694	\$22,959
6	\$24,167	\$21,722	\$24,417	\$29,301		6	\$18,354	\$21,314	\$23,648
7, 8	\$24,892	\$22,374	\$25,148	\$30,179		7, 8	\$18,904	\$21,952	\$24,357
9, 10	\$25,640	\$23,045	\$25,903	\$31,083		9, 10	\$19,471	\$22,611	\$25,089
11	\$26,408	\$23,736	\$26,680	\$32,017		11	\$20,055	\$23,290	\$25,842
12	\$28,519	\$25,750	\$28,812	\$34,574		12	\$20,656	\$23,988	\$26,617
13	\$29,041	\$26,272	\$29,334	\$35,096		13	\$21,276	\$24,707	\$27,416
14	\$29,541	\$26,772	\$29,834	\$35,596		14	\$21,915	\$25,450	\$28,237
						15	\$22,573	\$26,213	\$29,084
						16	\$23,250	\$27,000	\$29,956
						17	\$23,948	\$27,809	\$30,855
						18	\$24,666	\$28,644	\$31,781
						19	\$26,716	\$30,854	\$34,118
						20	\$27,238	\$31,376	\$34,640
						21	\$27,738	\$31,876	\$35,140

Years of Experience Prior to 2017-2018	PA10
0	\$31,722
1	\$32,674
2	\$33,654
3	\$34,664
4	\$35,703
5	\$36,774
6	\$37,878
7	\$39,014
8	\$40,185
9	\$41,390
10	\$42,632
11	\$43,911
12	\$44,411

Years of Experience Prior to 2017-2018	SL00	SL01	SL02	SL03	SL04	SL05
0	\$14,232	\$16,509	\$19,149	\$22,214	\$25,767	\$29,890
1	\$14,658	\$17,003	\$19,724	\$22,880	\$26,540	\$30,787
2	\$15,098	\$17,513	\$20,315	\$23,566	\$27,337	\$31,710
3	\$15,551	\$18,038	\$20,924	\$24,273	\$28,156	\$32,661
4	\$16,017	\$18,579	\$21,553	\$25,002	\$29,003	\$33,641
5	\$16,499	\$19,137	\$22,200	\$25,752	\$29,872	\$34,651
6	\$16,993	\$19,712	\$22,866	\$26,523	\$30,768	\$35,690
7, 8	\$17,504	\$20,304	\$23,552	\$27,319	\$31,691	\$36,761
9, 10	\$18,029	\$20,912	\$24,258	\$28,140	\$32,642	\$37,863
11	\$18,569	\$21,539	\$24,985	\$28,983	\$33,621	\$39,001
12	\$20,375	\$23,464	\$27,048	\$31,207	\$36,032	\$41,626
13	\$20,898	\$23,987	\$27,571	\$31,730	\$36,554	\$42,149
14	\$21,398	\$24,487	\$28,071	\$32,230	\$37,054	\$42,649

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.