



THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the

**AFSCME
COLLECTIVE BARGAINING
AGREEMENT**

Bus Drivers and Attendants

2014 - 2016

Amended October 6, 2015

APPENDIX B
School Board Approved October 6, 2015
2015-2016 BUS DRIVER SALARY SCHEDULE
180 DAYS (BASED ON FIVE (5) HOUR DAY)

For the 2015-2016 school year, all active employees deemed eligible will move to the appropriate level on the new 2015-2016 salary schedule. The new 2015-2016 salary levels will no longer equate to years of experience. For example, an employee on 2014-2015 Salary Step 10 (\$12.25 per hour) will move to the new 2015-2016 Salary Level 4 (\$13.00 per hour).

2015-2016 Salary Level	2015-2016 Hourly Rate	2014-2015 Hourly Rate	2014-2015 Salary Step	2014-2015 TERM (As of July 1, 2011 and ending June 30, 2015)
1	\$12.00	\$11.24	1	Appointed Date to completion of 1 st year
		\$11.67	2	
2	\$12.25	\$11.67	3	Beginning 2 nd year to completion of 4 th year
		\$11.67	4	
3	\$12.50	\$11.93	5	Beginning 5 th year to completion of 7 th year
		\$11.93	6	
		\$11.93	7	
4	\$13.00	\$12.25	8	Beginning 8 th year to completion of 11 th year
		\$12.25	9	
		\$12.25	10	
		\$12.25	11	
5	\$13.75	\$12.78	12	Beginning 12 th year to completion of 15 th year
		\$12.78	13	
		\$12.78	14	
		\$12.78	15	
6	\$15.00	\$13.47	16	Beginning 16 th year to completion of 20 th year
		\$13.47	17	
		\$13.47	18	
		\$13.47	19	
		\$13.47	20	
7	\$17.00	\$14.58	21	Beginning 21 st year to completion of 25 th year
		\$14.58	22	
		\$14.58	23	
		\$14.58	24	
		\$14.58	25	
8	\$17.45	\$16.82	26	Beginning 26 th year to completion of 26 th year
9	\$17.70	\$17.25	27	Beginning 27 th year and up

NOTE: EXPERIENCE DOES NOT INCLUDE ANY TIME SERVED AS A SUBSTITUTE DRIVER.

APPENDIX C
School Board Approved October 6, 2015

2015-2016 BUS ATTENDANT SALARY SCHEDULE
180 DAYS (BASED ON FIVE (5) HOUR DAY)

For the 2015-2016 school year, all active employees deemed eligible will move to the appropriate level on the new 2015-2016 salary schedule. The new 2015-2016 salary levels will no longer equate to years of experience. For example, an employee on 2014-2015 Salary Step 12 (\$9.49 per hour) will move to the new 2015-2016 Salary Level 4 (\$11.35 per hour).

2015-2016 Salary Level	2015-2016 Hourly Rate	2014-2015 Hourly Rate	2014-2015 Salary Step	2014-2015 TERM (As of July 1, 2011 and ending June 30, 2015)
1	\$9.00	\$8.06	1	Appointed Date to completion of 1 st year
		\$8.59	2	Beginning 2 nd year to completion of 3 rd year
		\$8.59	3	
2	\$9.49	\$8.74	4	Beginning 4 th year to completion of 6 th year
		\$8.74	5	
		\$8.74	6	
3	\$10.29	\$8.96	7	Beginning 7 th year to completion of 10 th year
		\$8.96	8	
		\$8.96	9	
		\$8.96	10	
4	\$11.35	\$9.49	11	Beginning 11 th year to completion of 17 th year
		\$9.49	12	
		\$9.49	13	
		\$9.49	14	
		\$9.49	15	
		\$9.49	16	
		\$9.49	17	
5	\$11.78	\$10.29	18	Beginning 18 th year to completion of 20 th year
		\$10.29	19	
		\$10.29	20	
6	\$12.00	\$11.35	21	Beginning 21 st year to completion of 21 st year
7	\$12.25	\$11.78	22	Beginning 22 nd year and up

NOTE: EXPERIENCE DOES NOT INCLUDE ANY TIME SERVED AS A SUBSTITUTE.