

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the**

**AFSCME**

**COLLECTIVE BARGAINING**

**AGREEMENT**

**School Nutrition Assistants**

**2014 - 2016**

**Amended October 6, 2015**

**APPENDIX B**  
**School Board Approved October 6, 2015**

**SCHOOL NUTRITION ASSISTANT SALARY SCHEDULE**  
**2015-2016**

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 (\$10.25 per hour) will move to the new 2015-2016 Salary Level 4 (\$10.77 per hour).

| <b>2015-2016<br/>SALARY LEVEL</b> | <b>2015-2016<br/>HOURLY RATE</b> | <b>2014-2015<br/>HOURLY<br/>RATE</b> | <b>2014-2015<br/>SALARY<br/>STEP</b> |
|-----------------------------------|----------------------------------|--------------------------------------|--------------------------------------|
| <b>1</b>                          | <b>\$10.00</b>                   | \$8.05                               | 0                                    |
|                                   |                                  | \$8.20                               | 1                                    |
|                                   |                                  | \$8.41                               | 2                                    |
|                                   |                                  | \$8.62                               | 3                                    |
|                                   |                                  | \$8.84                               | 4                                    |
|                                   |                                  | \$9.06                               | 5                                    |
|                                   |                                  | \$9.29                               | 6                                    |
|                                   |                                  | \$9.52                               | 7                                    |
| <b>2</b>                          | <b>\$10.25</b>                   | \$9.76                               | 8                                    |
| <b>3</b>                          | <b>\$10.51</b>                   | \$10.00                              | 9                                    |
| <b>4</b>                          | <b>\$10.77</b>                   | \$10.25                              | 10                                   |
| <b>5</b>                          | <b>\$11.04</b>                   | \$10.51                              | 11                                   |
| <b>6</b>                          | <b>\$11.32</b>                   | \$10.77                              | 12                                   |
| <b>7</b>                          | <b>\$11.60</b>                   | \$11.04                              | 13                                   |
| <b>8</b>                          | <b>\$11.89</b>                   | \$11.32                              | 14                                   |
| <b>9</b>                          | <b>\$12.19</b>                   | \$11.60                              | 15                                   |
| <b>10</b>                         | <b>\$12.49</b>                   | \$11.89                              | 16                                   |
| <b>11</b>                         | <b>\$12.80</b>                   | \$12.19                              | 17                                   |
| <b>12</b>                         | <b>\$13.12</b>                   | \$12.49                              | 18                                   |
| <b>13</b>                         | <b>\$13.35</b>                   | \$12.80                              | 19                                   |
| <b>14</b>                         | <b>\$13.60</b>                   | \$13.12                              | 20                                   |

If an employee has perfect attendance during the contract year, the employee will receive a one-time \$100.00 bonus to be payable no later than the July paycheck.