

**TENTATIVE AGREEMENT**

**POLK COUNTY SCHOOL DISTRICT AND AFSCME  
2020-2021 and 2021-2022 NEGOTIATIONS**

**PCPS SALARY PROPOSAL FOR THE THREE AFSCME  
COLLECTIVE BARGAINING AGREEMENTS  
BUS DRIVERS AND BUS ATTENDANTS  
CUSTODIAL/EERS/MAINTENANCE/VEHICLE SERVICES/WAREHOUSE  
SCHOOL NUTRITION ASSISTANTS**

**AUGUST 3, 2021 AS ORIGINALLY PROPOSED JULY 30, 2021**

**AGREEMENT TO SETTLE 2020-2021, 2021-2022 AND 2022-2023**

**APPLICABLE TO ALL AFSCME GROUPS EXCEPT BUS DRIVERS**

- \$11 minimum starting salary retroactive to July 1, 2021
- One (1) salary level movement for eligible employees (ONLY in SY2021-22 beginning July 1, 2021). Eligible employees must have worked one (1) day over one half of their 2020-21 contract year.
- \$.75 increase per hour (in addition to one (1) salary level movement above) for 2021-22 and in 2022-23 (effective July 1, 2022)
- Employees at top of their respective salary schedules will receive an additional 0.10 (10 cents) per hour only in SY2021-22
- In the event there is a fluctuation in the total funding per student received from FEFP for Polk County Public Schools greater than or equal to 2% in either direction, positive or negative, or, if the assigned/unassigned general fund balance is projected to fall below 3% in accordance with state statute, the parties agree to renegotiate automatic salary advancement. This provision supersedes any other language in the three AFSCME collective bargaining agreements regarding financial urgency.

8/3/2021

Laura McCole

Jessy Burke  
Jim Conner  
Dan [unclear]  
[unclear]

## TENTATIVE AGREEMENT



### BUS DRIVER PROPOSAL

2019-2020 and 2020-2021 Salary Level	2019-2020 and 2020-2021 Hourly Rate	<u>New</u> <u>2021-2022</u> <u>Salary</u> <u>Level</u>	<u>New</u> <u>2021-2022</u> <u>Hourly</u> <u>Rate</u>
1	\$13.40	<u>1</u>	<b>\$14.50</b> (8.21% increase)
2	\$14.17	<u>2</u>	<b>\$15.00</b> (5.86% increase)
3	\$15.46	<u>3</u>	<b>\$16.21</b> (4.85% increase)
4	\$17.52	<u>4</u>	<b>\$18.27</b> (4.28% increase)
5	\$17.98	<u>5</u>	<b>\$18.99</b> (4.11% increase)
6	\$18.24	<u>6</u>	<b>\$19.08</b> (4.09% increase)

**\*\*Please note the following regarding the UPDATED proposal:**

- All new hires will be placed at level 1 prior to a review of their verifiable years of experience.
- NEW hires will only be given credit for a maximum of 10 years of outside non-PCPS experience.
- All PCPS current drivers with 2-5 years of verifiable POLK experience will move to level 2
- All PCPS current bus drivers with 6-10 years of verifiable POLK experience will move to level 3
- All PCPS current bus drivers with 11-15 years of verifiable POLK experience will move to level 4

8/3/2021

J McCabe  
  
 Lisa Burke  
  
 Jan 11

The parties agree to negotiate a Memorandum of Understanding regarding alternate non-route activity duties for drivers to assist schools with pandemic-related duties for SY21-22 and for SY22-23. This is for additional work to help the schools (tutoring, custodial, food service). These services will be performed by the bus drivers at \$13 per hour, not to exceed approximately \$2.6 million including benefits from ESSR II Funding over two years. This offer is pending approval of the ESSR II grant application.


**2022 Health Plan**


The parties agree to jointly negotiate the 2022 Self-Funded Employee Health Plan year (January 1-December 31, 2022) with the Polk Education Association.

**TENTATIVE AGREEMENT**

**AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES  
LOCAL 2227 (AFL-CIO)**

**POLK COUNTY PUBLIC SCHOOLS**

By:   
**Lisa Burke  
President  
AFSCME Local 2227**

By:   
**Frederick R. Heid  
Superintendent  
Polk County Public Schools**

8/3/21  
Date

8/3/21  
Date

  
**Joe Cabe**