

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

PARAEDUCATOR

COLLECTIVE

BARGAINING

AGREEMENT

2019-2022

Board Approved January 28, 2020

Ratified December 17, 2019

(2019-2020 SALARIES EXCERPT)

APPENDIX B – PARAEducATOR PAY GRADES

Pay Grade	Days/Year	Hours/Day	Hrs/Year	Job Titles
PA01	186	7.5	1395	Basic, ESOL, Title I, Title I Parent Involvement
PA02	186	7.5	1395	Computer Lab Manager, Culinary Para, ESE Basic (non self-contained), ESE Cluster, Health Clinic, Library Media I (with teacher), Physical Education
PA03	186	7.5	1395	Credentialed Child Development Associate (CDA), ESE Pre-K, ESE Self-contained, Pre-K Basic, Library Media II (without teacher), SPELL, READ, PAT Para, ESE Student Specific
PA03-8	247	8	1976	Family Services Advocate - Head Start
PA04	186	7.5	1395	Specialized ESE Unit Paraeducator, Paraeducators assigned to ESE Learning Centers: Doris A. Sanders Learning Center, Jean O'Dell Learning Center, and Karen M. Siegel Academy, Vocational Trainer, Hearing Screener
PA05	186	7.5	1395	Cosmetologist, Massage Therapist
PA06	194	8	1552	Adjudicated Youth Assistant (AYA)
PA07-7.5	186	7.5	1395	Title I Family Liaison , Virtual Education Facilitator
PA07-8	196	8	1568	Child Development Associate Teacher
PA07-12	247	8	1976	Head Start Parent Outreach Facilitator, Books Bridge Outreach Facilitator
PA08-10	186	7.5	1395	Network Manager (10-month)
PA08-11	216	7.5	1620	Network Manager (11-month)
PA09	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	186	7.5	1395	Educational Sign Language Interpreter – Apprentice
SL03	186	7.5	1395	Educational Sign Language Interpreter – Provisional
SL04	186	7.5	1395	Educational Sign Language Interpreter – Provisional Plus
SL05	186	7.5	1395	Educational Sign Language Interpreter – Proficient

APPENDIX B

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QA – Quality Assurance (No longer valid after 2016)

EIE – Educational Interpreter Evaluation (No longer valid after 2016)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) **Level 4.0 – 5.0 EIPA with a passing score on the EIPA Knowledge Exam or National Certification (RID).**

APPENDIX C

PARAEDUCATOR SALARY SCHEDULE

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

For the 2019-2020 school year employees will continue to be paid the same salary as 2018-2019 with no salary level advancement due to budgetary constraints. The intent of the language is to freeze salaries for the 2019-2020 school year.

Years of Experience Prior to 2019-2020	PA01	PA02	PA03	PA03-8	PA04	PA05	PA05-8
0	\$12,734	\$13,074	\$13,427	\$18,007	\$13,790	\$14,159	\$18,994
1	\$13,116	\$13,466	\$13,830	\$18,547	\$14,204	\$14,584	\$19,564
2	\$13,510	\$13,870	\$14,245	\$19,104	\$14,630	\$15,021	\$20,151
3	\$13,915	\$14,286	\$14,672	\$19,677	\$15,069	\$15,472	\$20,755
4	\$14,332	\$14,715	\$15,112	\$20,267	\$15,521	\$15,936	\$21,378
5	\$14,762	\$15,156	\$15,566	\$20,875	\$15,986	\$16,414	\$22,019
6	\$15,205	\$15,611	\$16,033	\$21,501	\$16,466	\$16,907	\$22,680
7	\$15,661	\$16,079	\$16,514	\$22,146	\$16,960	\$17,414	\$23,360
8	\$16,131	\$16,562	\$17,009	\$22,811	\$17,469	\$17,936	\$24,061
9	\$16,131	\$16,562	\$17,009	\$22,811	\$17,469	\$17,936	\$24,061
10	\$16,615	\$17,059	\$17,519	\$23,495	\$17,993	\$18,474	\$24,783
11	\$16,615	\$17,059	\$17,519	\$23,495	\$17,993	\$18,474	\$24,783
12	\$17,113	\$17,570	\$18,045	\$24,200	\$18,533	\$19,029	\$25,526
13	\$17,627	\$18,097	\$18,586	\$24,926	\$19,089	\$19,599	\$26,292
14	\$18,156	\$18,640	\$19,144	\$25,674	\$19,661	\$20,187	\$27,081
15	\$18,700	\$19,200	\$19,718	\$26,444	\$20,251	\$20,793	\$27,893
16	\$19,261	\$19,776	\$20,310	\$27,237	\$20,859	\$21,417	\$28,730
17	\$19,839	\$20,369	\$20,919	\$28,054	\$21,484	\$22,059	\$29,592
18	\$20,434	\$20,980	\$21,546	\$28,896	\$22,129	\$22,721	\$30,480
19	\$21,047	\$21,609	\$22,193	\$29,763	\$22,793	\$23,403	\$31,394
20	\$21,679	\$22,258	\$22,859	\$30,656	\$23,477	\$24,105	\$32,336
21	\$22,329	\$22,925	\$23,544	\$31,575	\$24,181	\$24,828	\$33,306
22	\$22,999	\$23,613	\$24,251	\$32,523	\$24,906	\$25,573	\$34,305
23	\$23,689	\$24,321	\$24,978	\$33,498	\$25,653	\$26,340	\$35,334
24	\$24,400	\$25,051	\$25,728	\$34,503	\$26,423	\$27,130	\$36,394
25	\$25,376	\$26,053	\$26,757	\$35,883	\$27,480	\$28,215	\$37,850
26	\$26,391	\$27,095	\$27,827	\$37,319	\$28,579	\$29,344	\$39,364
27+	\$27,182	\$27,908	\$28,662	\$38,438	\$29,437	\$30,224	\$40,545

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

Years of Experience Prior to 2019-2020	PA06	PA07-7.5	PA07-8	PA07-12	PA-11	Years of Experience Prior to 2019-2020	PA08-10	PA08-11	PA09
0	\$20,540	\$18,492	\$20,785	\$24,838	\$23,995	0	\$15,671	\$18,150	\$20,105
1	\$21,156	\$19,047	\$21,409	\$25,583	\$24,715	1	\$16,141	\$18,695	\$20,708
2	\$21,791	\$19,618	\$22,051	\$26,351	\$25,456	2	\$16,625	\$18,255	\$21,329
3	\$22,445	\$20,207	\$22,713	\$27,141	\$26,220	3	\$17,124	\$19,833	\$21,969
4	\$23,118	\$20,813	\$23,394	\$27,955	\$27,007	4	\$17,638	\$20,428	\$22,628
5	\$23,811	\$21,437	\$24,096	\$28,794	\$27,817	5	\$18,167	\$21,041	\$23,307
6	\$24,526	\$22,080	\$24,819	\$29,658	\$28,651	6	\$18,712	\$21,672	\$24,006
7	\$25,262	\$22,743	\$25,563	\$30,548	\$29,511	7	\$19,273	\$22,322	\$24,727
8	\$26,019	\$23,425	\$26,330	\$31,464	\$30,396	8	\$19,852	\$22,992	\$25,468
9	\$26,019	\$23,425	\$26,330	\$31,464	\$30,396	9	\$19,852	\$22,992	\$25,468
10	\$26,800	\$24,128	\$27,120	\$32,408	\$31,308	10	\$20,447	\$23,682	\$26,232
11	\$26,800	\$24,128	\$27,120	\$32,408	\$31,308	11	\$20,447	\$23,682	\$26,232
12	\$27,872	\$25,093	\$28,205	\$33,704	\$32,560	12	\$21,061	\$24,392	\$27,019
13	\$28,987	\$26,097	\$29,333	\$35,052	\$33,863	13	\$21,692	\$25,124	\$27,830
14+	\$29,857	\$26,880	\$30,213	\$36,104	\$34,879	14	\$22,343	\$25,878	\$28,665
						15	\$23,013	\$26,654	\$29,525
						16	\$23,704	\$27,454	\$30,411
						17	\$24,415	\$28,277	\$31,323
						18	\$25,147	\$29,125	\$32,263
						19	\$26,153	\$30,290	\$33,553
						20	\$27,199	\$31,502	\$34,895
						21+	\$28,287	\$32,762	\$36,291

Years of Experience Prior to 2019-2020	PA10
0	\$32,022
1	\$32,974
2	\$33,954
3	\$34,964
4	\$36,003
5	\$37,074
6	\$38,178
7	\$39,314
8	\$40,485
9	\$41,690
10	\$42,932
11	\$44,211
12+	\$44,711

Years of Experience Prior to 2019-2020	SL00	SL01	SL02	SL03	SL04	SL05
0	\$14,532	\$16,809	\$19,449	\$22,514	\$26,067	\$30,190
1	\$14,968	\$17,313	\$20,032	\$23,189	\$26,849	\$31,096
2	\$15,417	\$17,833	\$20,633	\$23,885	\$27,654	\$32,029
3	\$15,880	\$18,368	\$21,252	\$24,602	\$28,484	\$32,989
4	\$16,356	\$18,919	\$21,890	\$25,340	\$29,339	\$33,979
5	\$16,847	\$19,486	\$22,547	\$26,100	\$30,219	\$34,998
6	\$17,352	\$20,071	\$23,223	\$26,883	\$31,125	\$36,048
7	\$17,873	\$20,673	\$23,920	\$27,689	\$32,059	\$37,130
8	\$18,409	\$21,293	\$24,637	\$28,520	\$33,021	\$38,244
9	\$18,409	\$21,293	\$24,637	\$28,520	\$33,021	\$38,244
10	\$18,961	\$21,932	\$25,377	\$29,376	\$34,012	\$39,391
11	\$18,961	\$21,932	\$25,377	\$29,376	\$34,012	\$39,391
12	\$19,530	\$22,590	\$26,392	\$30,551	\$35,032	\$40,967
13	\$20,116	\$23,268	\$27,447	\$31,773	\$36,083	\$42,196
14+	\$20,719	\$23,966	\$28,820	\$33,361	\$37,526	\$43,462

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.