



**The School Board of Polk County, Florida
and the
American Federation of State, County and Municipal Employees,
Local 2227 (Council 79)**



**Bus Driver and Attendant
COLLECTIVE BARGAINING
AGREEMENT
2021 – 2024**

**Board Approved August 24, 2021
Ratified August 21, 2021**

SALARY SCHEDULES EXCERPT



APPENDIX B

**BUS DRIVER SALARY SCHEDULE
180 DAYS (BASED ON SIX (6)-HOUR DAY)**

The Appendix B and C salary levels no longer equate to years of experience
(see Article IX).

2021-2022 (Effective July 1, 2021)

- All PCPS current drivers with 2-5 years of verifiable PCPS experience as of June 30, 2021 will move to new salary level 2.
- All PCPS current bus drivers with 6-10 years of verifiable PCPS experience as of June 30, 2021 will move to new salary level 3.
- All PCPS current bus drivers with 11-15 years of verifiable PCPS experience as of June 30, 2021 will move to new salary level 4.

2022-2023

- \$.75 (75 cents) increase per hour effective July 1, 2022.

2019-2020 and 2020-2021 Salary Level	2019-2020 and 2020-2021 Hourly Rate	NEW 2021-2022 SALARY LEVEL	NEW 2021-2022 HOURLY RATE	Percent Increase from 2020-2021 Salary Level
1	\$13.40	1	<u>\$14.50</u>	8.21%
2	\$14.17	2	<u>\$15.00</u>	5.86%
3	\$15.46	3	<u>\$16.21</u>	4.85%
4	\$17.52	4	<u>\$18.27</u>	4.28%
5	\$17.98	5	<u>\$18.99</u>	5.62%
6	\$18.24	<u>6</u>	<u>\$19.08</u>	4.61%
7	\$18.33	<u>6</u>	<u>\$19.08</u>	4.09%

NOTE: EXPERIENCE DOES NOT INCLUDE ANY TIME SERVED AS A SUBSTITUTE DRIVER.
The Appendix B and C salary levels no longer equate to years of experience (see Article IX).

APPENDIX B (cont.)

BUS DRIVER INITIAL PLACEMENT SCHEDULE

Effective July 1, 2021

**Initial Salary Level Placement for Newly Hired and
Rehired Bus Drivers following a Break in Service
Based on Verified Years of Related Experience**

2021-2022 Bus Driver Initial Salary Level Placement	2021-2022 Bus Driver Hourly Rate	Bus Driver Years of Related Experience as of June 30, 2021
1	\$14.50	0 to 1 Year
2	\$15.00	2 to 5 Years
3	\$16.21	6 to 10 Years*
4	\$18.27	11 to 15 Years
5	\$18.99	16 to 20 Years
6	\$19.08	21 to 30+ Years

***Note: All new hires will be placed at salary level 1 prior to a review of their verifiable years of related experience. New hires will be given credit for a maximum of ten (10) years of non-Polk County Public Schools driving experience (See Article IV, Section B).**

**APPENDIX C
BUS ATTENDANT SALARY SCHEDULE
180 DAYS (BASED ON SIX (6)-HOUR DAY)**

2021-2022

- New \$11 minimum starting hourly rate retroactive to July 1, 2021
- One (1) salary level movement for eligible employees retroactive to July 1, 2021. Eligible employees must have worked one (1) day over one half of the 2020-2021 contract year.
- \$.75 (75 cents) increase per hour (in addition to one (1) eligible salary level movement above).
- Employees already at the top salary level for 2020-2021 will receive an additional \$.10 (10 cents) per hour (See level 7A).
- 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.

2022-2023

- \$.75 (75 cents) increase per hour effective July 1, 2022.

2019-2020 and 2020-2021 Salary Level	2019-2020 and 2020-2021 Hourly Rate	NEW 2021-2022 SALARY LEVEL	NEW 2021-2022 HOURLY RATE	Percent Increase from 2020-2021 Salary Level
1	\$9.28	<u>1</u>	<u>\$11.00</u>	18.53%
2	\$9.77	<u>1</u>	<u>\$11.00</u>	12.59%
3	\$10.60	<u>2</u>	<u>\$11.35</u>	7.08%
4	\$11.69	<u>3</u>	<u>\$12.44</u>	6.42%
5	\$12.14	<u>4</u>	<u>\$12.89</u>	6.18%
6	\$12.36	<u>5</u>	<u>\$13.11</u>	6.07%
7	\$12.62	<u>6</u>	<u>\$13.37</u>	5.94%
8	\$12.68	<u>7</u>	<u>\$13.43</u>	5.91%
		<u>7A</u>	<u>\$13.53</u>	6.70%

NOTE: EXPERIENCE DOES NOT INCLUDE ANY TIME SERVED AS A SUBSTITUTE.
The Appendix B and C salary levels no longer equate to years of experience (see Article IX).

APPENDIX C (cont.)

BUS ATTENDANT INITIAL PLACEMENT SCHEDULE

**Effective July 1, 2021
Initial Salary Level Placement for Newly Hired and
Rehired Bus Attendants following a Break in Service
Based on Verified Years of Related Experience**

2021-2022 Bus Attendant Initial Salary Level Placement	2021-2022 Bus Attendant Hourly Rate	Bus Attendant Years of Related Experience as of June 30, 2021
1	\$11.00	0 to 1 Year
2	\$11.35	2 to 5 Years
3	\$12.44	6 to 10 Years*
4	\$12.89	11 to 15 Years
5	\$13.11	16 to 20 Years
6	\$13.37	21 to 30+ Years

***Note: All new hires will be placed at salary level 1 prior to a review of their verifiable years of related experience. New hires will be given credit for a maximum of ten (10) years of non-Polk County Public Schools experience (See Article IV, Section C).**