



**POLK COUNTY  
PUBLIC SCHOOLS**

STUDENTS FIRST

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

and the



**AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES  
LOCAL 2227 (COUNCIL 79)**

**SCHOOL NUTRITION ASSISTANT  
COLLECTIVE BARGAINING  
AGREEMENT**

**2021 – 2024**

**School Board Approved August 24, 2021**

**Ratified August 21, 2021**

**APPENDIX B  
SCHOOL NUTRITION ASSISTANT SALARY SCHEDULE**

**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 top Salary Level 15 in 2020-2021 will receive an additional \$.10 (10 cents) per hour (See salary level 15A).
- 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 increase per hour effective July 1, 2022.

SALARY LEVEL	2019-2020 and 2020-2021 HOURLY RATE	NEW 2021-2022 HOURLY RATE	Percent Increase from 2020-2021 Salary Level
1	\$10.30	<b>\$11.05</b>	7.28%
2	\$10.56	<b>\$11.31</b>	7.10%
3	\$10.83	<b>\$11.58</b>	6.93%
4	\$11.09	<b>\$11.84</b>	6.76%
5	\$11.38	<b>\$12.13</b>	6.59%
6	\$11.66	<b>\$12.41</b>	6.43%
7	\$11.95	<b>\$12.70</b>	6.28%
8	\$12.25	<b>\$13.00</b>	6.12%
9	\$12.56	<b>\$13.31</b>	5.97%
10	\$12.87	<b>\$13.62</b>	5.83%
11	\$13.18	<b>\$13.93</b>	5.69%
12	\$13.52	<b>\$14.27</b>	5.55%
13	\$13.75	<b>\$14.50</b>	5.45%
14	\$14.01	<b>\$14.76</b>	5.35%
15	\$14.08	<b>\$14.83</b>	5.33%
	<b>15A</b>	<b>\$14.93</b>	<b>6.04%</b>

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.