

THE SCHOOL BOARD OF POLK COUNTY, FLORIDA

and the

AFSCME

COLLECTIVE BARGAINING

AGREEMENT

Custodial/Maintenance/Vehicle Services

2018 - 2021

Board Approved December 10, 2019

Ratified November 16, 2019

APPENDIX B
AFSCME TRADE CLASSIFICATIONS
(Non-Custodial/Non-Warehouse)

MAINTENANCE TRADE	CLASSIFICATION LEVEL				
	A	B	C	D	E
A/C Filter Technician	12	13	14	15	16
A/C Mechanic	18	19	20	21	22
A/C Specialist	-	-	22	-	-
Attendant, Service Station	10	11	12	13	14
Assistant Paint Foreman	-	-	19	20	21
Boiler Mechanic	18	19	20	21	22
Cabinet Finisher	16	17	18	19	20
Cabinetmaker	17	18	19	20	21
Carpenter	17	18	19	20	21
Climatic Systems Control Mechanic	18	19	20	21	22
Computer Support Technician	19	20	21	22	23
Communications & Fire System Installer	18	19	20	21	22
Courier	13	14	15	16	17
Custodial Equipment Repairman	16	17	18	19	20
Electrician	18	19	20	21	22
Electronic Technician	18	19	20	21	22
Equipment & Tool Technician	18	19	20	21	22
Equipment Operator	17	18	19	20	21
Fuel Station Specialist	14	15	16	17	18
Kitchen Equipment Mechanic	18	19	20	21	22
Lead Custodial Equipment Repairman	18	19	20	21	22
Locksmith	17	18	19	20	21
Maintenance Laborer	11	12	13	14	15
Mason	17	18	19	20	21
Motor Repairman	18	19	20	21	22
Painter	15	16	17	18	19
Parts Clerk	13	14	15	16	17
Pest Control Technician	14	15	16	17	18
Pest Control Working Foreman	18	19	20	21	22
Plumber	18	19	20	21	22
Preventive Maintenance Recording Specialist	14	15	16	17	18
Project Locksmith	18	19	20	21	22
Radio Dispatcher	14	15	16	17	18
Refrigeration Mechanic	18	19	20	21	22
Roofer	17	18	19	20	21
Roofer Assistant	13	14	15	16	17
School Maintenance Mechanic	18	19	20	21	22
Sheet Metal Mechanic	18	19	20	21	22
Shop Clerk	14	15	16	17	18
Technician, Vehicle Services	19	20	21	22	23
Technician, Vehicle Services Paint and Body	19	20	21	22	23

**APPENDIX B (cont.)
AFSCME TRADE CLASSIFICATIONS**

TRADE	CLASSIFICATION LEVEL				
	A	B	C	D	E
Technician, Vehicle Services Radio	19	20	21	22	23
Technician, Utility Support	10	11	12	13	14
Telecommunications Technician	18	19	20	21	22
Tire Technician	13	14	15	16	17
Tool & Equipment Repairman	17	18	19	20	21
Utility Mechanic	17	18	19	20	21
Warranty Specialist	13	14	15	16	17
Water Treatment Technician	18	19	20	21	22
Welder	18	19	20	21	22

A/C Apprentice Program

Apprentice A - Entry Level	\$1,781.50
Apprentice B - Successful completion of Blocks A & B	1,941.50
Apprentice C - Successful completion of Block C	2,021.50
Apprentice D - Successful completion of Block D	2,207.50

**APPENDIX B (cont.)
NON-CUSTODIAL SALARY SCHEDULES**

2019-2020 Non-Custodial/Non-Warehousing Salary Schedule

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

MAINTENANCE TRADE	CLASSIFICATION LEVEL AND SALARY				
	A	B	C	D	E
Attendant, Service Station	10	11	12	13	14
Technician, Utility Support	10	11	12	13	14
Monthly Salary	\$ 2,592	\$ 2,771	\$ 2,868	\$ 2,987	\$ 3,002
Annual Salary	\$ 31,102	\$ 33,251	\$ 34,418	\$ 35,845	\$ 36,021

MAINTENANCE TRADE	CLASSIFICATION LEVEL AND SALARY				
	A	B	C	D	E
Maintenance Laborer	11	12	13	14	15
Monthly Salary	\$ 2,771	\$ 2,868	\$ 2,936	\$ 3,114	\$ 3,129
Annual Salary	\$ 33,251	\$ 34,418	\$ 35,234	\$ 37,362	\$ 37,546
A/C Filter Technician	12	13	14	15	16
Monthly Salary	\$ 2,868	\$ 2,936	\$ 3,063	\$ 3,196	\$ 3,211
Annual Salary	\$ 34,418	\$ 35,234	\$ 36,752	\$ 38,346	\$ 38,535

**APPENDIX B (cont.)
2019-2020 NON-CUSTODIAL SALARY SCHEDULES**

MAINTENANCE TRADE	CLASSIFICATION LEVEL AND SALARY				
	A	B	C	D	E
Courier	13	14	15	16	17
Parts Clerk	13	14	15	16	17
Roofer Assistant	13	14	15	16	17
Tire Technician	13	14	15	16	17
Warranty Specialist	13	14	15	16	17
Monthly Salary	\$ 2,936	\$ 3,063	\$ 3,145	\$ 3,286	\$ 3,302
Annual Salary	\$ 35,234	\$ 36,752	\$ 37,734	\$ 39,427	\$ 39,621
Fuel Station Specialist	14	15	16	17	18
Pest Control Technician	14	15	16	17	18
Preventive Maintenance Recording Specialist	14	15	16	17	18
Radio Dispatcher	14	15	16	17	18
Shop Clerk	14	15	16	17	18
Monthly Salary	\$ 3,063	\$ 3,145	\$ 3,235	\$ 3,398	\$ 3,415
Annual Salary	\$ 36,752	\$ 37,734	\$ 38,817	\$ 40,778	\$ 40,979
Painter	15	16	17	18	19
Monthly Salary	\$ 3,145	\$ 3,235	\$ 3,347	\$ 3,487	\$ 3,504
Annual Salary	\$ 37,734	\$ 38,817	\$ 40,167	\$ 41,844	\$ 42,051

**APPENDIX B (cont.)
2019-2020 NON-CUSTODIAL SALARY SCHEDULES**

MAINTENANCE TRADE	CLASSIFICATION LEVEL AND SALARY				
	A	B	C	D	E
Cabinet Finisher	16	17	18	19	20
Custodial Equipment Repairman	16	17	18	19	20
Monthly Salary	\$ 3,235	\$ 3,347	\$ 3,436	\$ 3,562	\$ 3,580
Annual Salary	\$ 38,817	\$ 40,167	\$ 41,232	\$ 42,745	\$ 42,955

Cabinetmaker	17	18	19	20	21
Carpenter	17	18	19	20	21
Equipment Operator	17	18	19	20	21
Locksmith	17	18	19	20	21
Mason	17	18	19	20	21
Rofer	17	18	19	20	21
Tool & Equipment Repairman	17	18	19	20	21
Utility Mechanic	17	18	19	20	21
Monthly Salary	\$ 3,347	\$ 3,436	\$ 3,511	\$ 3,614	\$ 3,631
Annual Salary	\$ 40,167	\$ 41,232	\$ 42,134	\$ 43,363	\$ 43,576

MAINTENANCE TRADE	CLASSIFICATION LEVEL AND SALARY				
	A	B	C	D	E
A/C Mechanic	18	19	20	21	22
Boiler Mechanic	18	19	20	21	22
Climatic Systems Control Mechanic	18	19	20	21	22
Communications & Fire System Installer	18	19	20	21	22
Electrician	18	19	20	21	22
Electronic Technician	18	19	20	21	22
Equipment & Tool Technician	18	19	20	21	22
Kitchen Equipment Mechanic	18	19	20	21	22
Lead Custodial Equipment Repairman	18	19	20	21	22
Motor Repairman	18	19	20	21	22
Pest Control Working Foreman	18	19	20	21	22
Plumber	18	19	20	21	22
Project Locksmith	18	19	20	21	22
Refrigeration Mechanic	18	19	20	21	22
School Maintenance Mechanic	18	19	20	21	22
Sheet Metal Mechanic	18	19	20	21	22
Telecommunications Technician	18	19	20	21	22
Water Treatment Technician	18	19	20	21	22
Welder	18	19	20	21	22
Monthly Salary	\$ 3,436	\$ 3,511	\$ 3,563	\$ 3,683	\$ 3,701
Annual Salary	\$ 41,232	\$ 42,134	\$ 42,752	\$ 44,191	\$ 44,409

**APPENDIX B (cont.)
2019-2020 NON-CUSTODIAL SALARY SCHEDULES**

MAINTENANCE TRADE	CLASSIFICATION LEVEL AND SALARY				
	A	B	C	D	E
Computer Support Technician	19	20	21	22	23
Technician, Vehicle Services	19	20	21	22	23
Technician, Vehicle Services Paint & Body	19	20	21	22	23
Technician, Vehicle Services Radio	19	20	21	22	23
Monthly Salary	\$ 3,511	\$ 3,563	\$ 3,632	\$ 3,815	\$ 3,834
Annual Salary	\$ 42,134	\$ 42,752	\$ 43,580	\$ 45,779	\$ 46,004
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Assistant Paint Foreman	19	20	21		
Monthly Salary	\$ 3,511	\$ 3,614	\$ 3,631		
Annual Salary	\$ 42,134	\$ 43,363	\$ 43,576		
A/C Specialist	22	23			
Monthly Salary	\$ 3,815	\$ 3,834			
Annual Salary	\$ 45,779	\$ 46,004			

APPENDIX B (cont.)
2019-2020 Warehouse Salary Schedule

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

CLASSIFICATION LEVEL	MONTHLY SALARY	ANNUAL SALARY
Warehouse Worker A	\$ 2,864	\$ 34,362
Warehouse Worker B	\$ 3,034	\$ 36,413
Warehouse Worker C	\$ 3,145	\$ 37,734
Warehouse Worker D	\$ 3,247	\$ 38,963
Warehouse Worker E	\$ 3,263	\$ 39,155
Receiving Order Clerk A	\$ 3,280	\$ 39,360
Receiving Order Clerk B	\$ 3,310	\$ 39,720
Receiving Order Clerk C	\$ 3,342	\$ 40,109
Receiving Order Clerk D	\$ 3,445	\$ 41,338
Receiving Order Clerk E	\$ 3,462	\$ 41,542
Quality Assurance Specialist A	\$ 3,480	\$ 41,760
Quality Assurance Specialist B	\$ 3,510	\$ 42,120
Quality Assurance Specialist C	\$ 3,562	\$ 42,744
Quality Assurance Specialist D	\$ 3,580	\$ 42,954

Assistant Attendant, Service Station \$15.98 per hour

**APPENDIX B (cont.)
2019-2020 CUSTODIAL SALARY SCHEDULES**

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

Day Custodian

Salary Level 40 Hours/Wk	Monthly C1 40 Hours	Annual C1 40 Hours
1	\$ 1,614	\$ 19,367
2	\$ 1,725	\$ 20,701
3	\$ 1,845	\$ 22,143
4	\$ 1,905	\$ 22,865
5	\$ 1,948	\$ 23,380
6	\$ 2,017	\$ 24,198
7	\$ 2,087	\$ 25,045
8	\$ 2,097	\$ 25,169
Salary Level 30 Hours/Wk	Monthly C2 30 Hours	Annual C2 30 Hours
1	\$ 1,210	\$ 14,525
2	\$ 1,294	\$ 15,526
3	\$ 1,384	\$ 16,607
4	\$ 1,429	\$ 17,149
5	\$ 1,461	\$ 17,535
6	\$ 1,512	\$ 18,149
7	\$ 1,565	\$ 18,784
8	\$ 1,573	\$ 18,877

**APPENDIX B (cont.)
2019-2020 CUSTODIAL SALARY SCHEDULES**

Day Custodian (cont.)

Salary Level 20 Hours/Wk	Monthly C3 20 Hours	Annual C3 20 Hours
1	\$ 807	\$ 9,684
2	\$ 863	\$ 10,351
3	\$ 923	\$ 11,072
4	\$ 953	\$ 11,433
5	\$ 974	\$ 11,690
6	\$ 1,008	\$ 12,099
7	\$ 1,044	\$ 12,523
8	\$ 1,049	\$ 12,585
Salary Level 10 Hours/Wk	Monthly C4 10 Hours	Annual C4 10 Hours
1	\$ 404	\$ 4,842
2	\$ 431	\$ 5,175
3	\$ 461	\$ 5,536
4	\$ 476	\$ 5,716
5	\$ 487	\$ 5,845
6	\$ 504	\$ 6,050
7	\$ 522	\$ 6,261
8	\$ 524	\$ 6,292

Night Custodian (Shift Differential)

Salary Level 40 Hours/Wk	Monthly C1N 40 Hours	Annual C1N 40 Hours
1	\$ 1,650	\$ 19,800
2	\$ 1,761	\$ 21,134
3	\$ 1,881	\$ 22,577
4	\$ 1,941	\$ 23,297
5	\$ 1,984	\$ 23,813
6	\$ 2,054	\$ 24,646
7	\$ 2,126	\$ 25,508
8	\$ 2,136	\$ 25,634

**APPENDIX B (cont.)
2019-2020 CUSTODIAL SALARY SCHEDULES**

Night Custodian (Shift Differential) (cont.)

Salary Level 30 Hours/Wk	Monthly C2N 30 Hours	Annual C2N 30 Hours
1	\$ 1,238	\$ 14,850
2	\$ 1,321	\$ 15,851
3	\$ 1,411	\$ 16,933
4	\$ 1,456	\$ 17,473
5	\$ 1,488	\$ 17,860
6	\$ 1,540	\$ 18,485
7	\$ 1,594	\$ 19,131
8	\$ 1,602	\$ 19,226
Salary Level 20 Hours/Wk	Monthly C3N 20 Hours	Annual C3N 20 Hours
1	\$ 825	\$ 9,900
2	\$ 881	\$ 10,567
3	\$ 941	\$ 11,289
4	\$ 971	\$ 11,649
5	\$ 992	\$ 11,907
6	\$ 1,027	\$ 12,323
7	\$ 1,063	\$ 12,754
8	\$ 1,068	\$ 12,817
Salary Level 10 Hours/Wk	Monthly C4N 10 Hours	Annual C4N 10 Hours
1	\$ 413	\$ 4,950
2	\$ 440	\$ 5,284
3	\$ 470	\$ 5,644
4	\$ 485	\$ 5,824
5	\$ 496	\$ 5,953
6	\$ 514	\$ 6,162
7	\$ 531	\$ 6,377
8	\$ 534	\$ 6,409

**APPENDIX B (cont.)
2019-2020 CUSTODIAL SALARY SCHEDULES**

Leadworker Day (Add \$40/month to C1)

Salary Level 40 Hours/Wk	Monthly 40 Hours	Annual 40 Hours
1	\$ 1,654	\$ 19,847
2	\$ 1,765	\$ 21,181
3	\$ 1,885	\$ 22,623
4	\$ 1,945	\$ 23,345
5	\$ 1,988	\$ 23,860
6	\$ 2,057	\$ 24,678
7	\$ 2,127	\$ 25,525
8	\$ 2,137	\$ 25,649

Leadworker Night (Add \$40/month to C1N)

Salary Level 40 Hours/Wk	Monthly 40 Hours	Annual 40 Hours
1	\$ 1,690	\$ 20,280
2	\$ 1,801	\$ 21,614
3	\$ 1,921	\$ 23,057
4	\$ 1,981	\$ 23,777
5	\$ 2,024	\$ 24,293
6	\$ 2,094	\$ 25,126
7	\$ 2,166	\$ 25,988
8	\$ 2,176	\$ 26,114

Night Crew Working Foreman**

**Count includes Foreman (Example – With a 5-man crew – 1 is Foreman)

Night Crew Foreman 1 (Supervises 4 to 6 units)

Salary Level 40 Hours/Wk	Monthly 40 Hours	Annual 40 Hours
1	\$ 2,299	\$ 27,593
2	\$ 2,342	\$ 28,107
3	\$ 2,424	\$ 29,092
4	\$ 2,509	\$ 30,109
5	\$ 2,521	\$ 30,257

**APPENDIX B (cont.)
2019-2020 CUSTODIAL SALARY SCHEDULES**

Night Crew Foreman 2 (Supervises 6+ to 10 units)

Salary Level 40 Hours/Wk	Monthly 40 Hours	Annual 40 Hours
1	\$ 2,433	\$ 29,194
2	\$ 2,476	\$ 29,710
3	\$ 2,562	\$ 30,749
4	\$ 2,652	\$ 31,825
5	\$ 2,665	\$ 31,982

Night Crew Foreman 3 (Supervises 10+ units)

Salary Level 40 Hours/Wk	Monthly 40 Hours	Annual 40 Hours
1	\$ 2,572	\$ 30,868
2	\$ 2,615	\$ 31,384
3	\$ 2,707	\$ 32,482
4	\$ 2,802	\$ 33,619
5	\$ 2,815	\$ 33,784

Countywide Groundskeeper

Salary Level 40 Hours/Wk	Monthly 40 Hours	Annual 40 Hours
1	\$ 1,730	\$ 20,761
2	\$ 1,841	\$ 22,096
3	\$ 1,962	\$ 23,538
4	\$ 2,015	\$ 24,177
5	\$ 2,058	\$ 24,693
6	\$ 2,130	\$ 25,557
7	\$ 2,204	\$ 26,451
8	\$ 2,215	\$ 26,581

**APPENDIX B (cont.)
2018-2019 CUSTODIAL SALARY SCHEDULES**

Groundskeeper Working Foreman

Salary Level 40 Hours/Wk	Monthly 40 Hours	Annual 40 Hours
1	\$ 2,630	\$ 31,565
2	\$ 2,673	\$ 32,080
3	\$ 2,767	\$ 33,203
4	\$ 2,864	\$ 34,365
5	\$ 2,878	\$ 34,534

Leadworker (Day Custodian): Leadworker is defined as a position with one or more positions in the same classification located in the same work unit, assigned to perform at the same level, similar duties and responsibilities as those of a Night Crew Foreman. A Leadworker shall be selected from each qualifying school or facility on the basis of ability and seniority. Appropriate shift differential will be added if employee is on any shift other than day shift. Leadworkers will receive \$40.00 per month added to their base salary.

If a custodial Foreman is notified after July 1 of a reduction in the number of units supervised, there will be no salary reduction for the remainder of the contract year (July 1 - June 30). At the beginning of the next contract year the salary will be adjusted to reflect the correct pay level.